



JOB DESCRIPTION

TITLE: Coverage and Reimbursement Analyst
DEPARTMENT: Oncology
REPORTS TO: Service Line Director
FLSA: Non-Exempt

SUMMARY OF JOB:

Responsible for facilitating complaint billing and proper reimbursement throughout our organization, specifically focusing in the areas of Research Billing and Oncology reimbursement.

RESPONSIBILITIES:

Colorado West Healthcare System expects job performance to be consistent with its mission and believes that each Employee contributes to improve performance by continuously searching for ways to increase efficiencies and enhance fiscal performance and viability.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

(The following statements are illustrative of the essential functions of the job and do not include other non-essential or marginal duties that may be required. Community Hospital reserves the right to modify or change the duties or essential functions of this job at any time. All responsibilities may not be performed by all incumbents.)

1. Coordinate with internal departments and external facilities to determine the appropriate payor for services
2. Review payments received for Oncology services to ensure we are receiving proper reimbursement from payers
3. Review all Oncology/Research related denials and coordinate appeals with appropriate Business Office Team/s
4. Ability to review and update current HCPCS codes as they are related to Oncology
5. Participation in hospital wide coding and charge master meetings
6. Subject Matter Expert and internal Monitoring to ensure research billing compliance
7. Collaborating closely with the Financial Services team who will be responsible for completing final coding and billing.
8. Providing CPT codes for all study procedures that are billable to sponsor, patient, and/or Insurance
9. Management and Communication of Medicare Coverage Analysis for GVO Clinical Trials
10. Defining and improving processes to ensure quality and efficiency
11. Collaboration with Research Team for Sponsor Billing
12. Involvement in implementing policies and processes for internal and external workflows to ensure complaint, quality and efficient practices related to Oncology and Research Billing and Reimbursement
13. Acts as a liaison for any Oncology or Research billing questions, changes and/or concerns.
14. Escalates Oncology or Research billing questions, changes and/or concerns appropriately.

15. Verify determinations of whether proposed clinical research studies are a qualifying clinical trial as defined by Medicare Clinical Trial Policy
16. Other duties as assigned.

QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

High school diploma or equivalent; Bachelor's degree in Science, healthcare or related field preferred. With at least 5 years of inpatient/outpatient coding experience
OR
equivalent combination of education and experience.

CERTIFICATES/LICENSES:

Certification in one of the following organizations is required: AHIMA, AAPC (RHIT and/or CCS,) ACRP / SOCRA certification within 6 months of being eligible (SOCRA is preferred)

LANGUAGE SKILLS:

Must be able to speak, read and write English. Ability to read and interpret documents such as physician orders, medical charts, safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to effectively present information in one-on-one and small group situations to supervisors, patients, patient's family and other employees of organization. Able to work in a team-oriented environment.

MATHEMATICAL SKILLS:

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent.

REASONING ABILITY:

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

INTERPERSONAL SKILLS:

Demonstrates exceptional customer service skills using the "Whatever It Takes" philosophy; builds relationships and proactively respects others. Requires adaptability with regular interpersonal contact.

DECISION MAKING ABILITY:

Work limited by standards and procedures. Adapts to recurring operational situations using formal and informal channels. Unusual situations are reviewed with a manager.

ANALYTICAL ABILITY:

Apply basic business or technical principles to routine and moderately complex problems. Concentrates and pays close attention to detail.

COMPUTER SKILLS:

To perform this job successfully, an individual should be computer-literate and have working knowledge of Microsoft Office applications.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit; have manual dexterity; handle or feel; talk and hear. The employee is occasionally required to stand; walk; reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl. The employee must regularly lift and/or move up to 20 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally exposed to moving mechanical parts, risk of electrical shock, exposure to infectious diseases, and transmission of airborne disease. The noise level in the work environment is usually moderate.

GENERAL COMPLIANCE REQUIREMENTS FOR ALL EMPLOYEES:

- Attends annual compliance and privacy training.
- Responsible for complying with all federal, state and local rules and regulations.
- Must comply with the Code of Conduct Guide.
- Reports any observation of fraud, waste, abuse, and/or privacy violations to HR or CCO.
- Reports any conflict of interest or relationship immediately.

HIPAA:

Ensures and adheres to strict confidentiality when handling patient information, according to the HIPAA Privacy Act and hospital policy and procedure regarding confidentiality. Complies with all hospital information security practices.

Has knowledge of and adheres to all compliance regulations, policies and procedures.

Final Section I understand that my employment is for an indefinite period of time and that his facility can change wages, benefits, and conditions of employment at any time.

Employee Name & Signature

Date

Supervisor Name & Signature

Date