ICD-10 PHYSICIAN TRAINING

All physician groups will be affected by ICD-10. While the transition is considered by some to be an onerous distraction in the face of other healthcare reform changes, the conversion from ICD-9 to ICD-10 aligns very well with the objectives of healthcare reform—improving the quality of care and decreasing costs—and will present opportunities for tremendous benefits.

The new levels of specificity, detailed data, and improved information work flows brought by ICD-10 will make it possible to more accurately quantify patient encounters, enhance clinical and financial workflows, and improve physician compensation, reimbursement, and quality scores.

ICD-10 Physician Training Benefits

With good planning and well-tailored training, the switch to ICD-10 will improve patient care and directly benefit physicians and physician groups through:

- Increased compensation
- More appropriate reimbursement
- Improved outcome indicators
- Reduced queries
- Fewer compliance issues
- Decreased claim denials
- Reduced RAC scrutiny
- More accurate clinical data
- Advanced disease protocols and clinical pathways

Elements of Effective ICD-10 Training and Preparation

As pioneers in online education and training, Career Step has designed our ICD-10 Physician Training to succinctly and effectively describe the benefits and changes specific to physicians and their specialties that will result from the ICD-10 transition. The training also includes an explanation of the differences between how physicians use ICD-9 and what will be needed for ICD-10. Our goal is to ensure physicians can provide coders documentation with the level of specificity and accuracy required to enable proper coding, minimize physician queries, and facilitate a full realization of the benefits of ICD-10.

To properly prepare for the conversion to ICD-10, Career Step recommends that practices form an ICD-10 project team and designate an internal team leader. The team, its leader, and the creation of a timeline will be instrumental in a successful ICD-10 transition and the avoidance of the potential negative impacts. Career Step will work with you to help your practice:

- Develop an ICD-10 project plan
- Create a timeline/schedule
- Designate an ICD-10 Team Leader to:
- Assess physician documentation modalities for key areas of risk
- Review changes in requirements for charts and documentation
- Review how ICD-9 codes are currently used in your practice
- Identify the diagnoses coded most frequently
- Look up frequently coded diagnoses and match them as closely as possible with the new ICD-10 codes using an ICD-10 codebook or software
- Practice coding in ICD-10 to test documentation and reimbursement impact
- Establish and communicate protocols for how your practice will enter key words, notes, and content into medical records
- Communicate ICD-10 code interpretation, selections, and protocol to the rest of the practice
- Provide ongoing support and guidance

**Career Step’s Training Format**

Career Step’s ICD-10 Physician Training prepares physicians to document properly so coders will be able to accurately and efficiently code in ICD-10-CM. We start with the diagnoses and procedures most related to your practice’s specialty.

Our ICD-10 Physician Education specialty-based modules are:
- Self-paced
- Concise
- Accessible from anywhere at any time

Our training includes:
- Online seminars and workshops
- Online physician education and training modules available by specialty
- Links to informative industry resources

**Career Step’s Training Content**

Career Step’s online training:
- Discusses why ICD-10 is important to physicians
- Focuses on basic constructs of ICD-10-CM so that physicians, by the end of training, understand how the codes apply to any disease
- Focuses on core ICD-10-CM concepts to improve documentation. Concepts include:
  - Site
  - Specificity
  - Laterality
  - Timing
  - Manifestations
  - Stage
  - Status
  - Drug/alcohol/tobacco dependence
Career Step training clearly describes how the codes that most directly affect you are changing and:

- Targets risk and high volume areas
- Addresses gaps in current documentation practices versus documentation required for ICD-10 coding with examples that offer clear comparisons of how documentation will change between the two code sets
- Focuses on specificity and underlying conditions, which may not specifically apply to your practices’ specialty but will ensure physicians can meet ICD-10 demands by documenting underlying conditions with the granularity to avoid queries, denials, and inaccurate quality reporting
- Uses a variety of methodologies and approaches to facilitate learning and maximize retention of new ICD-10 documentation skills. With this goal in mind, the training is:
  - Modular and role-/specialty-based
  - Online and self-paced
  - Available anytime, anywhere, and in a variety of formats
  - Inclusive of job aids (e.g. printed resources for reference)
  - Considerate of EHR templates and prompts
  - Based on the structure, guidelines, and requirements of ICD-10-CM for physician documentation
  - Inclusive of the top codes in each specialty
  - Separated into logical training segments with core learning modules plus specialty specific modules

Please visit http://corporatetraining.careerstep.com/physician-training/specialties for a list of specialty training modules currently available from Career Step. If you do not see your specialty listed, please contact us at 1-888-989-7512. Our subject matter expertise, learning management technology, and course design experience enable us to make additions to our Physician Training curriculum quickly.

To review our Physician Training curriculum outline, please visit http://corporatetraining.careerstep.com/physician-training

Other helpful resources:

- **CMS Provider Resources**: Comprehensive checklists, helpful tips, and webinar transcripts from the Centers for Medicare and Medicaid.
- **ICD-10 Implementation Guide for Physician Practices**: Timeline recommendations from the Medical Group Management Association for help in determining the readiness of your practice.
- **ICD-9 to ICD-10 Conversion Tool**: Reference tool for physicians.