

# INCORPORATING PA'S/NP'S IN AN ORTHOPEDIC PRACTICE

Thursday May 19<sup>th</sup>, 2011

COA 2011 Annual Meeting/ QME Course

Ritz-Carlton-Laguna Niguel

# Eric Glassman, MHS, PA-C

- My Disclosure is in the Final Program and the COA Database
- I have no potential conflicts with this programs
- I am a certified Physician Assistant
- I am the President of the California Academy of Physician Assistants (CAPA)
- I am employed at Newport Orthopedic Institute in Newport Beach since 2003

# Physician Assistant Education, Background and Hiring

- Trained in the medical model (Average program 27 months)- Half didactic/Half clinical (including surgical lectures and surgical rotations)
- 80% programs Masters level degrees
- Dependent Provider
  - -All PA's MUST have physician supervision. "CA law defines supervision as the PA being in Electronic contact" with the physician

- PA's are regulated by the California Medical Board
- PA's are licensed by the State
- All PA's are required to pass the National Certification examination administered by the NCCPA (National Commission on Certification of Physician Assistants)
- Maintain 100 CME hours every 2 years and pass a recertification exam every 6 years

# Why Hire a PA?

- Improve Patient Care-Decrease appointment wait times, educate patients, patient call backs
- Increase practice revenue
- Ease physician workload: New patient work ups, follow up visits, H & P's, Post-Ops, see patients while MD is away or on vacation

# What Can PA's Do?

- Clinic/Outpatient
- New patient evaluations/workups
- Order/interpret x-rays/MRI's
- Work-comp, work related forms, letters
- Pre-Op education
- Operative orders
- Urgent visits/wound checks
- Med refills/phone calls/messages

# Hospital/Inpatients

## -Inpatient Rounds

- Weekdays/weekends

-Check labwork, x-rays

-Discharge patients and paperwork

-Surgical 1<sup>st</sup> assist

- Prepare grafts, wound closures, dressings, positioning, etc.

-Speed up turnover time=\$\$\$

# Increase Practice Revenue

- Uncompensated Physician time
  - 90-day surgical Global period
  - 1 wk, 3 wk, 6 wk follow ups
  - Urgent wound checks, etc.
- Seeing patients while surgeon is not in clinic (vacation, in the OR, here at this conference!!)
- Bottom line is allowing for more new patients to be seen



# What Can't PA's Do''

PA's cannot act as Primary surgeon

# Patient Expectations

- “I only want to see the doctor”
- Acceptance grows with time
- Clear expectations from MD and office staff
  - Better if patient notified ahead of time; before visit
- Can be helpful if MD is in clinic at the same time

# Reimbursement

- For virtually all services in all settings, Medicare will cover PA's at 85% of Physician fee schedule
- PA's must enroll in Medicare and obtain NPI number
- Can bill at 100% if you follow certain "incident to" billing requirements
- Private insurances are 100% of physician fee schedule
- Surgical assisting reimburses between 10% and 25% of surgeons fee (depends on contract)

# More reasons to Hire a PA

- Post-op patient questions
- Pre-op patient questions
- VNA concerns
- Nursing home questions
- Rx Refills
- PT reports
- Pre-op orders faxed to hospital
- Performing peer-to-peer discussions with insurance companies
- DMV parking placard forms
- FORMS!!!

# Summary

-Adding a PA can:

- Enhance your practice
- Improve your quality of life
- Improve your practice revenue

-A PA should ideally cost nothing

- Increased revenue will offset cost of hiring a PA
- An efficient PA and efficient use of a PA will pay for themselves

# For more information

-California Academy of Physician Assistants

[www.capanet.org](http://www.capanet.org)

-Physician Assistants in Orthopedic Surgery

[www.paos.org](http://www.paos.org)

-American Academy of Physician Assistants

[www.aapa.org](http://www.aapa.org)

THANK YOU!

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# Karen Yamada RN, MHA, FNP-C

- My Disclosure is in the Final Program and the COA Database
- I have no potential conflicts with this programs
- I am a certified Family Nurse Practitioner
- I have 30 + years of nursing experience in various nursing settings
- I am a member of CANP and NAON
- Since 2003 I have been the orthopaedic Nurse Practitioner at the Long Beach Veterans Administration Medical Center.



# Nurse Practitioner Definition

Nurse Practitioners are Registered Nurses:

- ❖ With a Master degree in a specialty
- ❖ Provide healthcare independently
- ❖ Held to same legal and ethical standards of care as physicians
- ❖ Commitment to giving personalized, quality health care to all.

# Nurse Practitioner Education

- ❖ Have a Masters Degree in a specialty.
- ❖ Follow Nursing Model Theory of practice
- ❖ License is issued by the State Nursing Board.
- ❖ Certified by the California Board of Registered Nursing and practice under the Nursing Practice Act.
- ❖ Work as a member of a health care team.
- ❖ Are “independent” practitioners
- ❖ Have a “collaborative” practice relationship with the physician.

# Credentialing

- ❖ Certified by American Nurses Credentialing Center or other National Organization.
- ❖ Requires recertification every 5 years along with specified clinical hours depending on the organization.
- ❖ Must complete 30 CEU every 2 years to maintain RN license/NP Certification
- ❖ Must have state furnishing number to prescribe
- ❖ Must have DEA to prescribe schedule 2

# Practice

- ❖ Scope of practice dictates what the nurse practitioner is allowed to perform.
- ❖ Most hospitals define scope of practice for nurse practitioners.
- ❖ If the nurse practitioner is also a certified registered nurse first assistant, then the nurse practitioner may also be paid by Medicare/insurance company or the hospital.

# Reimbursement

- ❖ Nurse practitioners must also enroll in Medicare and obtain UPIN number
- ❖ RNFA reimbursement is usually 25% of surgeons procedure fee (depends on contract)
- ❖ More practitioners are usually salaried employees.
- ❖ Basically the Nurse practitioners are reimbursed same as the PA

# Summary

- ❖ Nurse practitioners can perform all functions of the PA.
- ❖ Reimbursement is equal to that of the PA.
- ❖ The Nurse Practitioners are trained to advocate patient concerns and wellbeing.

# For more information

- California Association for Nurse Practitioner
  - [www.canpweb.org](http://www.canpweb.org)
- National Association of Orthopedic Nurses
  - [www.orthonurse.org](http://www.orthonurse.org)

Thank you