

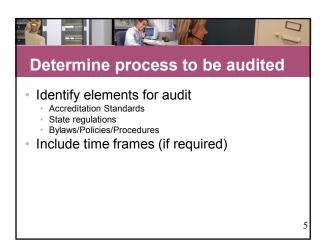


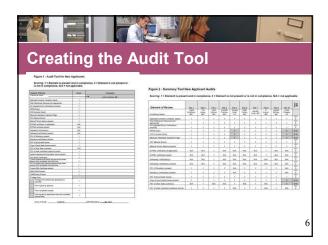
- Comply with Requirements
- Negligent Credentialing Issues
- Tool for Performance Evaluation
- Everyone Makes Mistakes!

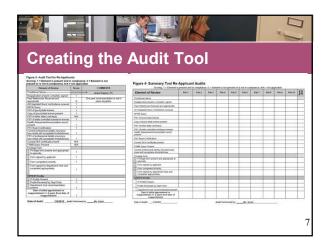
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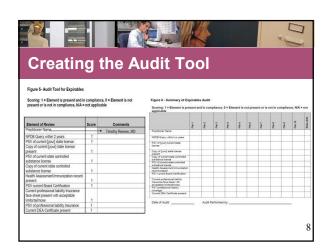


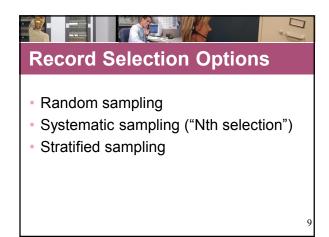


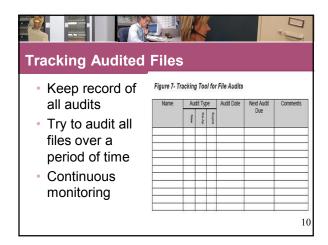






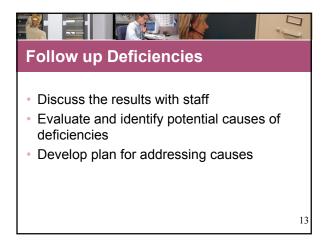






Other Audit Tools	
 NCQA – Managed Care: Washingt Credentialing Audit Tool (WCAT) http://www.wamss.org/02Tools.htm 	
 AAAHC – Credentialing Records Worksheet in Standards Manual 	_
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Performing Credentials File Audits

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BIOGRAPHICAL SKETCH, KATHY MATZKA, CPMSM, CPCS



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Introduction

Although time consuming, credentialing audits are a good idea. Even the most experienced professionals make mistakes and overlook things – it's part of human nature. In some cases, an element, such as primary source verification of licensure, is completed but the documentation does not get placed in the credentials file. Or perhaps an issue requiring follow-up is identified, but is forgotten when a more urgent issue presents itself. Audits are also helpful in monitoring the work of a new employee.

Today's healthcare market in which over 30 states have recognized the tort of negligent credentialing or have applied broad common law principles of negligence to credentialing issues, is another reason to perform credentials chart audits.

How Audits are Performed

While credentials file audits are typically performed by the department manager or person responsible for oversight of the MSP responsible for credentialing, some medical staff managers like to get everyone in the department involved in an audit committee.

Here is a basic outline of how credentials file audits are performed:

- 1. A set number of files are identified for review.
- 2. The auditor reviews each file and completes a checklist
- 3. The results of the audits are then compiled into a master report.

Results of the audit can be used internally in the medical staff office, shared with hospital administration, and/or reported at the hospital performance improvement committee.

There are different types of audits with individual focuses.

File Selection

In random sampling, each file has an equal and known chance of being selected. When there is a large medical staffs, it is often difficult to audit every file, so a random sample is selected.

Systematic sampling, also known as "Nth selection" is often used instead of random sampling. After calculating the required sample size, every Nth record is selected. Systematic sampling is frequently used to select a specified number of records from a computer file.

Stratified sampling occurs when you choose a stratum, or a subset, of records that share at least one common characteristic. Examples of stratums might be members of a certain specialty or those who were appointed within a certain timeframe.

Audits for New Applicants

The audit tool in *Figure 1 - Audit Tool for New Applicants* is specifically constructed to focus on initial applicants to the medical staff. It includes and audit of all the information required for initial appointment. This audit form can be used for screening all initial appointments to the medical staff to assure that nothing is being missed.

Final results can be tallied on the tool in *Figure 2 - Summary Tool New Applicant Audits*. Notice in the completed example, there are some problems with documentation in the credentials files of two applicants, both of whom are physician assistants. By highlighting the areas of non-compliance, you can easily see where improvement is needed. *Figure 2* can also be printed and used in place of *Figure 1* if reviews are being conducted by only one person instead of by a committee or group of people.

Figure 1 - Audit Tool for New Applicants

Element of Review	Score	Comments
Practitioner Name		Justin Smothers, MD
Application present, complete, signed	1	Susuii Officiale, MD
Peer References Received and appropriate	1	
All Hospitals/Clinics Verifications received	1	
NPDB Query	1	
OIG Exclusion Query	1	
Medicare Attestation Signature Page	1	
PSV Medical School	1	
Medical School diploma present	1	
ECFMG verification (if applicable)	N/A	
ECFMG certificate present	N/A	
Fellowship Verification(s)	N/A	
Fellowship certificate(s) present	N/A	
PSV of Residency present	1	
Residency certificate(s) present	1	
PSV of [your] state license	1	
Copy of [your] state license present	1	
PSV of other state License(s)	N/A	
PSV of state controlled substance license	1	
Health Assessment/immunization record present	1	
PSV Board Certification	1	
Current professional liability Insurance face sheet present with acceptable limits/tail/nose	1	
PSV of professional liability Insurance face sheet		
present with acceptable limits/tail/nose	1	
Current DEA Certificate present	1	
AMA Profile Present	1	
FSMB Query Present	1	
Privilege Form Privilege form present and appropriate to		
specialty	1	
Form signed by applicant	1	
Form completed correctly	1	
Form signed by department chair and completed appropriately	1	

Date of Audit:	1/6/2010	Audit Performed by:	Ms. Smith

Figure 2 - Summary Tool New Applicant Audits

Element of Review	File 1	File 2	File 3	File 4	File 5	File 6	File 7	File 8	File 9	File 10	Ratio (#/#)
Practitioner Name	Justin Smothers, MD	Tim Jones, MD	Leah Ahmed, MD	Franklin Thomas, MD	Wesley Cook, PA	Peter Collins, MD	Jennifer Cook, MD	A. Kumar, MD	Joseph McGee, MD	Linda Chappel, PA	
Application present, complete, signed	1	1	1	1	1	1	1	1	1	1	10/1 0
Peer References Received and appropriate	1	1	1	1	1	1	1	1	1	1	10/1 0
All Hospitals/Clinics Verifications received	1	1	1	1	1	1	1	1	1	1	10/1 0
NPDB Query	1	1	1	1	0	1	1	1	1	0	8/10
OIG Exclusion Query	1	1	1	1	0	1	1	1	1	0	8/10
Medicare Attestation Signature Page	1	1	1	1	0	1	1	1	1	0	8/10
PSV Medical School	1	1	1	1	1	1	1	1	1	1	10/1
Medical School diploma present	1	1	1	1	1	1	1	1	1	1	10/1 0
ECFMG verification (if applicable)	N/A	N/A	1	N/A	N/A	N/A	N/A	1	N/A	N/A	10/1
ECFMG certificate present	N/A	N/A	1	N/A	N/A	N/A	N/A	1	N/A	N/A	10/1 0
Fellowship Verification(s)	N/A	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10/1 0
Fellowship certificate(s) present	N/A	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10/1 0
PSV of Residency present	1	1	1	1	N/A	1	1	1	1	N/A	10/1 0
Residency certificate(s) present	1	1	1	1	N/A	1	1	1	1	N/A	10/1
PSV of [your] state license	1	1	1	1	1	1	1	1	1	1	10/1 0
Copy of [your] state license present	1	1	1	1	1	1	1	1	1	0	9/10
PSV of other state License(s)	N/A	1	N/A	N/A	1	N/A	1	N/A	1	0	9/10
PSV of state controlled substance license	1	1	1	1	N/A	1	1	N/A	1	N/A	10/1 0

Element of Review	File 1	File 2	File 3	File 4	File 5	File 6	File 7	File 8	File 9	File 10	Ratio (#/#)
Health Assessment/immunization record present	1	1	1	1	1	1	1	1	1	1	10/1 0
PSV Board Certification	N/A	1	1	1	1	N/A	1	1	1	1	10/1 0
Current DEA Certificate present	1	1	1	1	N/A	1	1	1	1	N/A	10/1 0
AMA Profile Present	1	1	1	1	1	1	1	1	1	1	10/1 0
FSMB Query Present	1	1	1	1	N/A	1	1	1	1	N/A	10/1 0
Current professional liability Insurance face sheet with acceptable limits/tail/nose	1	1	1	1	1	1	1	1	1	1	10/1 0
Privilege Form											
Privilege form present and appropriate to specialty	1	1	1	1	1	1	1	1	1	1	10/1 0
Form signed by applicant	1	1	1	1	1	1	1	1	1	1	10/1 0
Form completed correctly	1	1	1	1	1	1	1	1	1	0	9/10
Form signed by department chair and completed appropriately	1	1	1	1	1	1	1	1	1	1	10/1 0

Date of Audit:	1/6/2010	Audit Performed by:	Ms. Smith

Audits for Reapplicants

The audit tool in *Figure 3- Audit Tool for Re-Applicants* is specifically constructed to focus on reapplicants to the medical staff. It includes and audit of all the information required for reappointment. It does not include an audit of those areas that would have already been audited on initial appointment. Final results can be tallied on the tool in *Figure 4- Summary Tool Re-Applicant Audits*. These tools are completed the same as those for initial applicants. Highlight those areas that show potential problems.

Figure 3- Audit Tool for Re-Applicants

Scoring: 1 = Element is present and in compliance, 0 = Element is not

present or is not in compliance, N/A = not applicable

Element of Review	Score	COMMENTS
Practitioner Name		Jesse Wagner, PA
Reapplication present, complete, signed	1	,
Peer References Received and		One peer recommendation is not in
appropriate	0	same discipline
All Hospitals/Clinics Verifications received	1	
NPDB Query	1	
PSV of [your] state license	1	
Copy of [your] state license present	1	
PSV of other state License(s)	N/A	
PSV of state controlled substance license	1	
Health Assessment/immunization record		
present	1	
PSV Board Certification	1	
Current professional liability insurance		
face sheet with acceptable limits/tail/nose	1	
PSV of professional liability insurance		
face sheet with acceptable limits/tail/nose	1	
Current DEA Certificate present	N/A	
FSMB Query Present	N/A	
Privilege Form		
Privilege form present and appropriate to specialty	1	
Form signed by applicant	1	
Form completed correctly	1	
Form signed by department chair and completed appropriately	1	
OPPE/PI Profile		
PI Profile Present	1	
Profile Reviewed by Dept Chair	1	
Department chair recommendation		
present	1	
Date of initial appointment or		
reappointment <= 2 years from date of		
reappointment	1 1	

Date of Audit:	1/6/2010	Audit Performed by:	Ms. Smith	

Figure 4- Summary Tool Re-Applicant Audits

Element of Review	File 1	File 2	File 3	File 4	File 5	File 6	File 7	File 8	File 9	File 10	Ratio (#/#)
Practitioner Name											
Reapplication present, complete, signed											
Peer References Received and appropriate											
All Hospitals/Clinics Verifications received											
NPDB Query											
PSV of [your] state license											
Copy of [your] state license present											
PSV of other state License(s)											
PSV of state controlled substance license Health Assessment/immunization record present											
PSV Board Certification											
Current DEA Certificate present											
FSMB Query Present											
Current professional liability Insurance face sheet with acceptable limits/tail/nose											
Privilege Form											
Privilege form present and appropriate to specialty											
Form signed by applicant											
Form completed correctly											
Form signed by department chair and completed appropriately											
OPPE/PI Profile											
PI Profile Present											
Profile Reviewed by Dept Chair											
Department chair recommendation present Date of initial appointment or reappointment <= 2 years from date of reappointment											

Date of Audit: _	3/4/2009	Audit Performed by	/:	Ms. Smith	

Expirables Audits

Expirable audits focus on documentation that is subject to expiration, such as current professional liability coverage face sheet, current licensure, current OIG Exclusion Query, current DEA, current privilege form, compliance with inservice educational requirements, immunizations, etc., such as the one in *Figure 9.5-Audit Tool for Expirables*. Final results can be tallied on the tool in *Figure 9.6-Summary of Expirables Audit*.

Figure 5- Audit Tool for Expirables

Element of Review	Score	Comments
Practitioner Name		→ Timothy Reeves, MD
NPDB Query within 2 years	1	•
PSV of current [your] state license	1	
Copy of current [your] state license present	1	
PSV of current state controlled		
substance license	1	
Copy of current state controlled		
substance license	1	
Health Assessment/immunization record		
present	1	
PSV current Board Certification	1	
Current professional liability Insurance		
face sheet present with acceptable		
limits/tail/nose	1	
PSV of professional liability Insurance	1	
Current DEA Certificate present	1	

	Date of Audit:	3/4/2010	Audit Performed by: _	Ms. Smith
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Figure 6 - Summary of Expirables Audit

applicable		•									
	File 1	File 2	File 3	File 4	File 5	File 6	File 7	File 8	File 9	File 10	Ratio (#/#)
Practitioner Name											
NPDB Query within two years											
PSV of [your] current state license											
Copy of [your] state license present											
Copy of current state controlled substance license											
PSV of current state controlled substance license											
Health Assessment/immunization record present											
PSV current Board Certification											
Current professional liability Insurance face sheet with acceptable limits/tail/nose											
PSV professional liability coverage											
Current DEA Certificate present											

Date of Audit:	Audit Performed by:

Keeping Track of Files that have been Audited

After you have done all the hard work of auditing these files, it is a good idea to keep track of your work. If you have your providers in a database, add fields for each type of audit and the date of the audit. If you are manually tracking your providers, the simple tool shown in *Figure 7- Tracking Tool for File Audits* can be used to keep track of files that have been audited.

Figure 7- Tracking Tool for File Audits

Name	Audit Type		е	Audit Date	Next Audit	Comments
	New	Re-Ap	Expire		Due	
					_	

Reporting Results

Consider appropriate mechanisms for reporting results:

Department Meetings – Report at staff department meetings as part of performance improvement process

Support Periodic Performance Review – Include results as part of periodic performance evaluations.

Medical Staff Meetings – Report to Credentials Committee or Medical Executive Committee

Follow up Deficiencies

Be sure to develop a follow-up plan to address any insufficiencies found during audit.

Discuss the results with staff. Evaluate and identify potential causes of deficiencies and develop plan for addressing these issues.

Information and forms contained in this resource are excerpted from the Medical Staff Meeting Companion: Tools and techniques for effective presentations, by Kathy Matzka, CPMSM, CPCS; an HCPro publication. For more information, visit www.HCPro.com.

Credentials File Audits: Tools and Techniques for Credentialing Compliance

Kathy Matzka, CPMSM, CPCS

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Application present, complete, signed	1	
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All Hospitals/Clinics Verifications received	1	
NPDB Query	1	
OIG Exclusion Query	1	
Medicare Attestation Signature Page	1	
PSV Medical School	1	
Medical School diploma present	1	
ECFMG verification (if applicable)	N/A	
ECFMG certificate present	N/A	
Fellowship Verification(s)	N/A	
Fellowship certificate(s) present	N/A	
PSV of Residency present	1	
Residency certificate(s) present	1	
PSV of [your] state license	1	
Copy of [your] state license present	1	
PSV of other state License(s)	N/A	
PSV of state controlled substance license	1	
Health Assessment/immunization record present	1	
PSV Board Certification	1	
Current professional liability Insurance face sheet present with acceptable limits/tail/nose	1	
PSV of professional liability Insurance face sheet		
present with acceptable limits/tail/nose	1	
Current DEA Certificate present	1	
AMA Profile Present	1	
FSMB Query Present	1	-
Privilege Form Privilege form present and appropriate to specialty	1	
Form signed by applicant	1	
Form completed correctly	1	
Form signed by department chair and completed appropriately	1	

Date of Audit. 1/6/2010 Audit Performed by: Ms. Smith	Date of Audit:	1/6/2010	Audit Performed by:	Ms. Smith	
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Figure 2 - Summary Tool New Applicant Audits

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Practitioner Name	Justin Smothers, MD	Tim Jones, MD	Leah Ahmed, MD	Franklin Thomas, MD	Wesley Cook, PA	Peter Collins, MD	Jennifer Cook, MD	A. Kumar, MD	Joseph McGee, MD	Linda Chappel, PA	
Application present, complete, signed	1	1	1	1	1	1	1	1	1	1	10/1
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All Hospitals/Clinics Verifications received	1	1	1	1	1	1	1	1	1	1	10/1 0
NPDB Query	1	1	1	1	0	1	1	1	1	0	8/10
OIG Exclusion Query	1	1	1	1	0	1	1	1	1	0	8/10
Medicare Attestation Signature Page	1	1	1	1	0	1	1	1	1	0	8/10
PSV Medical School	1	1	1	1	1	1	1	1	1	1	10/1
Medical School diploma present	1	1	1	1	1	1	1	1	1	1	10/1 0
ECFMG verification (if applicable)	N/A	N/A	1	N/A	N/A	N/A	N/A	1	N/A	N/A	10/1
ECFMG certificate present	N/A	N/A	1	N/A	N/A	N/A	N/A	1	N/A	N/A	10/1 0
Fellowship Verification(s)	N/A	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10/1 0
Fellowship certificate(s) present	N/A	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10/1 0
PSV of Residency present	1	1	1	1	N/A	1	1	1	1	N/A	10/1 0
Residency certificate(s) present	1	1	1	1	N/A	1	1	1	1	N/A	10/1
PSV of [your] state license	1	1	1	1	1	1	1	1	1	1	10/1 0
Copy of [your] state license present	1	1	1	1	1	1	1	1	1	0	9/10
PSV of other state License(s)	N/A	1	N/A	N/A	1	N/A	1	N/A	1	0	9/10
PSV of state controlled substance license	1	1	1	1	N/A	1	1	N/A	1	N/A	10/1 0

Element of Review	File 1	File 2	File 3	File 4	File 5	File 6	File 7	File 8	File 9	File 10	Ratio (#/#)
Health Assessment/immunization record present	1	1	1	1	1	1	1	1	1	1	10/1 0
PSV Board Certification	N/A	1	1	1	1	N/A	1	1	1	1	10/1 0
Current DEA Certificate present	1	1	1	1	N/A	1	1	1	1	N/A	10/1 0
AMA Profile Present	1	1	1	1	1	1	1	1	1	1	10/1 0
FSMB Query Present	1	1	1	1	N/A	1	1	1	1	N/A	10/1 0
Current professional liability Insurance face sheet with acceptable limits/tail/nose	1	1	1	1	1	1	1	1	1	1	10/1 0
Privilege Form											
Privilege form present and appropriate to specialty	1	1	1	1	1	1	1	1	1	1	10/1 0
Form signed by applicant	1	1	1	1	1	1	1	1	1	1	10/1 0
Form completed correctly	1	1	1	1	1	1	1	1	1	0	9/10
Form signed by department chair and completed appropriately	1	1	1	1	1	1	1	1	1	1	10/1 0

Date of Audit:	1/6/2010	Audit Performed by:	Ms. Smith

Audits for Reapplicants

The audit tool in *Figure 3- Audit Tool for Re-Applicants* is specifically constructed to focus on reapplicants to the medical staff. It includes and audit of all the information required for reappointment. It does not include an audit of those areas that would have already been audited on initial appointment. Final results can be tallied on the tool in *Figure 4- Summary Tool Re-Applicant Audits*. These tools are completed the same as those for initial applicants. Highlight those areas that show potential problems.

Figure 3- Audit Tool for Re-Applicants

Scoring: 1 = Element is present and in compliance, 0 = Element is not

present or is not in compliance, N/A = not applicable

Element of Review	Score	COMMENTS
Practitioner Name		→ Jesse Wagner, PA
Reapplication present, complete, signed	1	
Peer References Received and		One peer recommendation is not in
appropriate	0	same discipline
All Hospitals/Clinics Verifications received	1	
NPDB Query	1	
PSV of [your] state license	1	
Copy of [your] state license present	1	
PSV of other state License(s)	N/A	
PSV of state controlled substance license	1	
Health Assessment/immunization record		
present	1	
PSV Board Certification	1	
Current professional liability insurance		
face sheet with acceptable limits/tail/nose	1	
PSV of professional liability insurance	4	
face sheet with acceptable limits/tail/nose	1	
Current DEA Certificate present	N/A	
FSMB Query Present	N/A	
Privilege Form		
Privilege form present and appropriate to specialty	1	
Form signed by applicant	1	
Form completed correctly	1	
Form signed by department chair and completed appropriately	1	
OPPE/PI Profile		
PI Profile Present	1	
Profile Reviewed by Dept Chair	1	
Department chair recommendation		
present	1	
Date of initial appointment or		
reappointment <= 2 years from date of	4	
reappointment	1	

Date of Audit:	1/6/2010	Audit Performed by:	Ms. Smith	

Figure 4- Summary Tool Re-Applicant Audits

Scoring: 1 = Element is present and in compliance, 0 = Element is not present or is not in compliance, N/A = not applicable

Element of Review	File 1	File 2	File 3	File 4	File 5	File 6	File 7	File 8	File 9	File 10	Ratio (#/#)
Practitioner Name											
Reapplication present, complete, signed											
Peer References Received and appropriate											
All Hospitals/Clinics Verifications received											
NPDB Query											
PSV of [your] state license											
Copy of [your] state license present											
PSV of other state License(s)											
PSV of state controlled substance license Health Assessment/immunization record present											
PSV Board Certification											
Current DEA Certificate present											
FSMB Query Present											
Current professional liability Insurance face sheet with acceptable limits/tail/nose											
Privilege Form											
Privilege form present and appropriate to specialty											
Form signed by applicant											
Form completed correctly											
Form signed by department chair and completed appropriately											
OPPE/PI Profile											
PI Profile Present											
Profile Reviewed by Dept Chair											
Department chair recommendation present											
Date of initial appointment or reappointment <= 2 years from date of reappointment				List Donfo		Ma O					

Date of Audit: ___3/4/2009_____ Audit Performed by: _____Ms. Smith

Expirables Audits

Expirable audits focus on documentation that is subject to expiration, such as current professional liability coverage face sheet, current licensure, current OIG Exclusion Query, current DEA, current privilege form, compliance with inservice educational requirements, immunizations, etc., such as the one in *Figure 9.5-Audit Tool for Expirables*. Final results can be tallied on the tool in *Figure 9.6-Summary of Expirables Audit*.

Figure 5- Audit Tool for Expirables

Element of Review	Score	Comments
Practitioner Name		→ Timothy Reeves, MD
NPDB Query within 2 years	1	
PSV of current [your] state license	1	
Copy of current [your] state license		
present	1	
PSV of current state controlled		
substance license	1	
Copy of current state controlled		
substance license	1	
Health Assessment/immunization record		
present	1	
PSV current Board Certification	1	
Current professional liability Insurance		
face sheet present with acceptable		
limits/tail/nose	1	
PSV of professional liability Insurance	1	
Current DEA Certificate present	1	

Date of Audit:	3/4/2010	Audit Performed by:	Ms. Smith

Figure 6 - Summary of Expirables Audit

applicable											
	File 1	File 2	File 3	File 4	File 5	File 6	File 7	File 8	File 9	File 10	Ratio (#/#)
Practitioner Name											
NPDB Query within two years											
PSV of [your] current state license											
Copy of [your] state license present											
Copy of current state controlled substance license											
PSV of current state controlled substance license											
Health Assessment/immunization record present											
PSV current Board Certification											
Current professional liability Insurance face sheet with acceptable limits/tail/nose											
PSV professional liability coverage											
Current DEA Certificate present											

Date of Audit:	Audit Performed by:
	•

Keeping Track of Files that have been Audited

After you have done all the hard work of auditing these files, it is a good idea to keep track of your work. If you have your providers in a database, add fields for each type of audit and the date of the audit. If you are manually tracking your providers, the simple tool shown in *Figure 7- Tracking Tool for File Audits* can be used to keep track of files that have been audited.

Figure 7- Tracking Tool for File Audits

Name	Audit Type			Audit Date	Next Audit	Comments	
	New	Re-Ap	Expire		Due		

Reporting Results

Consider appropriate mechanisms for reporting results:

Department Meetings – Report at staff department meetings as part of performance improvement process

Support Periodic Performance Review – Include results as part of periodic performance evaluations.

Medical Staff Meetings – Report to Credentials Committee or Medical Executive Committee

Follow up Deficiencies

Be sure to develop a follow-up plan to address any insufficiencies found during audit.

Discuss the results with staff. Evaluate and identify potential causes of deficiencies and develop plan for addressing these issues.

Information and forms contained in this resource are excerpted from the Medical Staff Meeting Companion: Tools and techniques for effective presentations, by Kathy Matzka, CPMSM, CPCS; an HCPro publication. For more information, visit www.HCPro.com.