

Hiring Tips for ICD-10 Help

STAFF UP OR SUFFER. That is one message HIM professionals are hearing regarding the upcoming ICD-10-CM/PCS transition. Clinical documentation specialists will be needed to ensure clinicians adequately document provided care that validates the new, more detailed ICD-10 codes. Coders with ICD-10 training will be needed to take that documentation and turn it into data for billing and research. And health data analysts will be needed to use the more specific health data to focus financial and care improvement efforts. Recruitment and staffing firm HIM Connections suggests the below ICD-10-based hiring tips and information HIM professionals can use to adequately hire extra hands for ICD-10.

Staffing for ICD-10

63%

Percentage of HIM Directors who expect to expand coding labor.

- ✓ Direct Hire
- ✓ Outsource
- ✓ Contract Staffing

Source: TrustHCS and AHIMA, "The State of HIM: A Study of the Impact of ICD-10, CDI and CAC Initiatives"

Dual Coding Drives Hiring Spike

Health information and coding organizations are predicting up to a 53 percent decrease in coding productivity due to the complexity of ICD-10.

Experts agree—dual coding is a best practice. Anticipate hiring spikes from Q4 2013 thru Q1 2014 as hospitals implement dual coding programs.

Tips for ICD-10 Recruitment Success

Cast a wide net: niche job boards, social media, networking, HIM recruitment firms

Check legitimacy of ICD-10 training programs

Test A & P knowledge of new coding candidates

"Grow your own" by cross training within ancillary departments

ICD-10 Jobs on the Horizon

ICD-10 PROJECT MANAGER

Possesses strong project management skills, collaborative communication capabilities, and preferably project management (PM) certification.

HEALTH DATA ANALYST

Asks new questions and uncovers new insights. This person helps administration determine where to focus improvement efforts and target resources.

CLINICAL DOCUMENTATION SPECIALIST

Works collaboratively with different areas of the facility (coding, medical staff, nursing, etc.) to ensure the patient documentation accurately reflects the patient condition and treatments.

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