

# MOA



# News

A Publication of the Massachusetts Orthopaedic Association

Fall 2012

## President's Message

Mark C. Gebhardt, MD

As we begin holiday celebrations with family and friends and look forward to the New Year, I would like to reflect on all the work the volunteer board and active members have done for the MOA by participating in legislative, regulatory and educational events to benefit all orthopaedic surgeons and their patients in our State.

Your colleagues continue to serve you, your practice and your patients through their active representation on the Medicare Carrier Advisory Committee, which determines local coverage for Medicare reimbursement. Members of the Board have been in active discussions with Blue Cross Blue Shield concerning the policy review board for Orthopaedic care and providing input to work groups to advise insurers of reimbursement issues related to Modifier 25. They have presented testimony on regulatory matters and at legislative public hearings at the State House to oppose bills detrimental to the practice of medicine and the health of our patients. At the same time, the Board and MOA members have been active initiating and supporting bills that promote the practice of medicine, the strength of our profession and quality care of our patients.

In 2013, your Association will work on legislative and regulatory matters related to the implementation of the recently passed payment reform legislation and continue to protect our patients by monitoring the scope of practice of allied health care professionals. On a federal level, the fiscal cliff and healthcare reform enactment create significant challenges and the Society will be working with the American Academy of Orthopaedic Surgeons on such matters as repeal of the IPAB panel and a permanent fix to the Medicare SGR, slated to decrease physician reimbursement by 26% beginning in January 2013.

Your ongoing support will be critical to our mission in 2013 with payment reform implementation, protecting scope of practice and the ongoing implementation of the national health care reform law. Your continued involvement enables

the Association to project a strong, unified voice on state and national issues. ***The MOA is the ONLY in-state organization that has as its sole objective, the interests of the orthopaedic surgeon and their patients.***

**The Board can not do this alone. We need each of you to renew your dues, gather new colleagues to join the MOA and take an active part in the political and legislative processes that impact the future of your profession, your practice and your patients.**

Your Society will work diligently on behalf of Massachusetts orthopaedic surgeons:

·**Legislative** – MOA lobbyist, Ronna Wallace represents the MOA with a unified voice on Beacon Hill. The ongoing session will face many challenges for medicine but the efforts of Ronna and the MOA leadership will make a difference to all orthopaedic surgeons. We will continue to safeguard the practice of medicine and assist the membership.

·**Annual Meeting & Risk Management CMEs** – Join your colleagues on May 14, 2013 for the MOA Annual Meeting with featured speakers and relevant clinical presentations. This is your opportunity to network with colleagues and earn Risk Management and CMEs.

·**Programs for Your Practice** - Educational seminars, including a coding and communication workshops will be held in the upcoming year.

·**Communicate and update members** - via the MOA website ([www.massortho.org](http://www.massortho.org)), online newsletter, and email alert communications.

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# President's Message

(cont. from front)

The Massachusetts Orthopaedic Association wishes you and yours a happy and healthy New Year and we look forward to your active participation and dues renewal in the New Year as we continue to roll up our sleeves and do the collective work necessary to protect and promote the practice of orthopaedics and the care of our patients in Massachusetts with a strong and unified voice.

It is an honor to serve as the President of the MOA and I look forward to completing my term successfully with the help of the Board and support from you.

## Save the Date

### MOA Annual Meeting

Tuesday, May 14, 2013

12:30 p.m. - 7:30 p.m.

*Massachusetts Medical Society  
Waltham, MA*

You won't want to miss this event which will provide you with important new clinical information, updates in treatments and an opportunity to earn CME & Risk Management Credits.

Details and registration information will be emailed and made available on our site, [www.massortho.org](http://www.massortho.org) in the New Year or contact the Association's Executive Director, Susan Schaffman at (860) 690-1146.

*The MOA News is a publication of the Massachusetts Orthopaedic Association. Comments and suggestions should be directed to:*

**Susan Schaffman, Executive Director**  
26 Riggs Avenue, West Hartford, CT 06107  
(860) 690-1146 phone  
email: [maorthoexec@gmail.com](mailto:maorthoexec@gmail.com)

#### **Massachusetts Orthopaedic Association 2013 Membership**

2013 Renewal Membership \$300.00

Please complete the information below and mail with payment, payable to the Massachusetts Orthopaedic Association. (Note: 44% of dues are related to lobbying expense and are not tax deductible.)

(Please print/type)

Name \_\_\_\_\_

Practice Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Zip \_\_\_\_\_

Telephone \_\_\_\_\_

Fax \_\_\_\_\_

Physician Email Address \_\_\_\_\_

Practice Manager's Name \_\_\_\_\_

Manager's Email Address \_\_\_\_\_

Practice Web Address \_\_\_\_\_

Hospital Affiliation(s) \_\_\_\_\_

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**For your convenience the MOA accepts  
Credit Card Payment. Please log onto  
[www.massortho.org](http://www.massortho.org)  
Payment is secure and processed by  
PayPal.**

To Pay by check, please return via mail: MOA Dues c/o  
26 Riggs Avenue, West Hartford, CT 06107.

Questions? Please contact Susan Schaffman, Executive  
Director at (860)690-1146, email  
[maorthoexec@gmail.com](mailto:maorthoexec@gmail.com).

# MOA PAC and the Political Arena

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## Have You Contributed Yet?

This January marks the beginning of the 2013/14 legislative session when 160 newly elected or re-elected state representatives and 40 senators will be sworn in. New committee chairs and members will be appointed. These elected officials – your elected officials - will be making decisions regarding the future of medicine in the Commonwealth - decisions that are likely to affect each one of you in your practice of orthopedic medicine.

**It is imperative that they hear what you have to say – that they hear the voice of orthopedic physicians loud and clear.**

The most effective way we have to participate in our state's legislative agenda; to reach legislators and candidates to make them aware of the needs of our patients and our specialty; the way to be sure our issues receive a proper legislative recognition is through the Massachusetts Orthopaedic Association Political Action Committee (MOA PAC). The MOA PAC is an effective tool that allows orthopedic physicians concerns to be heard by state legislative officials.

The MOA PAC makes a careful study of the issues, researches the voting records of incumbents, and reviews the qualifications and expressed opinions of hopefuls before deciding who will receive donations in support of their campaigns.

Past recipients of MOA PAC donations include House Speaker Robert A. DeLeo, House Majority Leader Ronald Mariano (D-Quincy) and Senator Thomas Kennedy (D-Brockton). These legislative leaders remain supportive of the MOA's positions on healthcare reform, medical liability reform, scope of practice and insurance contracting and reimbursement. The MOA PAC will help maintain these relationships and develop new ones with emerging legislative leaders.

The MOA PAC needs your help to continue our efforts and to work on the issues even more effectively. Therefore, I strongly urge you to consider making a suggested contribution of \$200.00 or whatever you can afford up to the limit of \$500\*\*.

**MAKE CHECKS PAYABLE TO : "MOA PAC".**

**MAIL TO MOA PAC, 14 ROBIN ROAD, SHARON, MA 02067**

For more information call (617) 721-5655. Please, send in your contribution today! With your support, we can make a difference!

Best Wishes for a Happy Holiday Season and Healthy New Year,

***Bruce Leslie, MD***  
***MOA PAC Treasurer***

\*\* State law allows any individual to personally contribute up to an aggregate of \$500\*\* to a particular PAC in any calendar year. All checks should be made payable to MOA PAC. Please, no corporate checks. Contributions to MOA PAC are not deductible for state or federal income tax purposes.

# In Your Practice

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## Risk Management Reminders Employment Practices Liability

A risk management program for an orthopaedic practice should include strategies to effectively identify, analyze and control the risks related to employment practices. A well developed program should help the practice to protect its assets by reducing the risk of potential claims as well as the disruption and negative publicity they can bring. In addition to a strong insurance product to protect the exposure to a financial loss the practice should have strong employment related policies and procedures.

The following risk management reminders can be used to audit your existing risk management program:

### Hiring Policy

·Use standard, legal applications for all applicants including employed physicians. The application will become an important document in any future litigation. The application should include statement of employment at-will, statement that the employer is Equal Opportunity Employer (EOE), Certification by the applicant of the truthfulness of information provided and consequence of misrepresentation, and any company policy regarding drug, alcohol and pre-employment physical exams.

·Use standard procedure for the interview process. All applications and interview notes should be retained for a stated minimum period of time – generally one year.

·When offering an applicant a job, the offer should clearly state the position, compensation, benefits, working hours, starting date and specific conditions of the job like verification and continuation of credentials.

### Employee Handbooks and Policies

·Handbooks can help an employer prove compliance with legal requirements and help reduce the EPL exposure but if not used as an active tool, continually updated and implemented, then it can be a source of EPL exposure.

·Handbooks should contain specific information regarding policies and procedures of the practice.

·Current hot topics to update in your handbook include cell phone use during working hours, cell phone policy when using a vehicle during business, appearance during work

## AAOS A Nation in Motion Campaign - Market Your Profession

The American Academy of Orthopaedic Surgeons recently launched the A Nation in Motion campaign with the goal of raising awareness and understanding of the value of orthopaedic care among key audiences. To date, almost 600 patient success stories have been submitted to the website, with more added every day. Here are three NEW opportunities to market your practice and help show the value that orthopaedic surgeons bring to their specialty.

(Submit online at [www.anationinmotion.org](http://www.anationinmotion.org)):

### Share Orthopaedic Surgeon Stories

Promote your orthopaedic practice and share your story. Create a vivid portrait of orthopaedics and include your practice information. Submit answers to questions like Why did you become an orthopaedic surgeon? What do you do in your free time?

### Submit Ortho-pinion

400-1,000 word essays, about various aspects of orthopaedic practice aimed at a patient/public audience, frequently-asked questions you are asked in your practice, life or medicine that reiterates the well-roundedness and the different specialties within orthopaedics.

### Share Patient Stories

Invite patients whose stories embody A Nation in Motion to submit their stories on the campaign website. Or, ask them for permission to use their stories and you or someone on your staff can submit them on their behalf.

In an era of healthcare change, now more than ever is a time when orthopaedic surgeons need to stand out to policymakers and the public as THE specialists who provide value.

Orthopaedic Surgeon Stories, Orthopinions, and sharing patient stories from AAOS members will help do just that.

# OREF End of Year Giving

The Orthopaedic Research and Education Foundation was founded in 1955 by a group of orthopaedic surgeons who recognized the necessity of basic research to advance knowledge and patient care. Since its founding, millions have been awarded in grants including Massachusetts' physicians.

This year, please consider the OREF when making your year end, tax- deductible contributions. To make a donation, simply go online to -[www.oref.org/donate](http://www.oref.org/donate). As a donor, you can earmark 50% of your donation for the MOA to use to enhance our programming, annual meeting and other educational efforts. **Please Contribute TODAY**

## MOA Board

**President - Mark C. Gebhardt, MD**  
Beth Israel Deaconess Medical Center  
617-667-3940

**Vice President - Michael Ayers, MD**  
South Shore Orthopaedic Association  
781-335-4448

**Secretary/Treasurer - Richard M. Wilk, MD**  
The Lahey Clinic  
781-744-8227

**AAOS Board of Councilors**  
**R. Scott Oliver, MD**  
Plymouth Bay Orthopaedics  
781-934-2400

**Christopher P. Chiodo, MD**  
Brigham Orthopaedic Assoc.  
617-732-5887

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# In Your Practice

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## Evaluations/Discipline

·Conduct evaluations at scheduled intervals and be consistent. All employees should be evaluated on an annual basis.

·Document the evaluation process, result and interaction with the employee.

·Address any disciplinary or corrective actions during the evaluation with the employee and note on the evaluation form. Be sure to have the employee sign the form.

## Terminations

·Terminations must be supported by clear documentation in the employment file.

·Use progressive discipline and documentation when possible.

·Have a termination plan ready prior to communicating to the employee. Consider if the employee has access codes, pin numbers, remote computer log in access, remote voice mail access, laptop computers, cell phones, swipe cards, keys to the office building and/or any patient record information. Action should be coordinated before the termination process to ensure protection of the practice's sensitive information and equipment.

## Insurance Policy

·Evaluate the risk management program and be aware of what coverage exists, what deductibles apply, applicable limits of liability and policy reporting procedures.

Article Provided by:

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