

Capitation Isn't a Four-Letter Word

By Karl Rebay
Director
Moss Adams LLP



Yes, of course, it's a 10-letter word. But those of us who have been in the health care industry for a while can remember the days of managed care, when capitation was marred by many negative characteristics including an intense and distracting bottom-line focus, inadequate technology that didn't always facilitate data capture and care management, and a shortage of clinical oversight and involvement.

Nevertheless, many believe that capitation was simply an idea

ahead of its time. And, given the trends we're now seeing, this may well be true. It's a vastly different health care world today, and the industry is in the midst of a sweeping transformation. Indeed, success going forward will depend on the focused involvement of health care providers as well as strong management of the health care dollar.

Financial Responsibility

So, capitation – which involves sending a fixed per-patient payment to a health care provider in return for medical services – could be part of the solution, because the payment for the most part is the same no matter how many services, or what type of services, each patient actually gets.

Capitation offers provider organizations an opportunity for greater sustainability, more control over their own destiny, and enhanced business possibilities in a way that complements the accountability that this model requires. In addition, capitation, in an environment where enhanced quality is rightfully a requirement, incentivizes provider organizations to center

their efforts on proactive long-term health management – rather than quick short-term bottom-line “wins” – in order to realize profitable gains.

The net result is that capitation forces providers to be financially responsible. And this financial responsibility could serve a very positive purpose in today's truly troubled economy, which is severely impacted by inefficient health care spending.

Fixing the Value Equation

Increasingly, people are asking
Please see> [Capitation, Page 2](#)

Inside This Issue

Capitation Isn't a Four-Letter Word	1
Letter from the Publisher and Editor	2
Kaiser Permanente Spreads Antibiotic Stewardship Program for Patient Safety	4
Career Opportunities	6

Publisher and Editor

David Peel

Managing Director

Elizabeth Peel

Contributing Editor

Nora Haile

Advertising

Jennifer Sharp

Contact Information

Phone: 425-577-1334

Fax: 425-242-0452

E-mail: dpeel@cahnews.com

Web: cahnews.com

TO GET YOUR COPY

If you would like to be added to the distribution, go to our web site at www.cahnews.com, click on the "subscribe" tab at the top of the page and enter all information requested. Be sure to let us know whether you want the hard copy or the web version.

LETTERS TO THE EDITOR

If you have questions or suggestions regarding the News and its contents, please reply to dpeel@cahnews.com.

Letter from the Publisher and Editor



Dear Reader,

We publish Healthcare News web sites and/or hard copy publications in 12 states ranging from Alaska to Texas. Our combined readership is 45,000 and mainly consists of hospital, clinic, health insurance industry and provider organization professionals. Each web site has content of interest to a particular state although some content is published on some or all web sites.

We recently added Healthcare News web sites in New Mexico and Texas. New Mexico has a population of 2.1 million and Texas has a population of 25.7 million so we believe there will be growth opportunities for our products in these states.

There are several benefits to California Healthcare News readers and customers as we expand to other states.

- Recruiters who use our job posting services will benefit as we increase the potential pool of applicants.
- Consultant Marketplace participants will receive exposure to new markets and potential new clients.
- Articles submitted by readers in others states may find their way to the California Healthcare News web site.

Thanks for your continued support. Until next month,

David Peel, Publisher and Editor

< Capitation, from Page 1

about the value we're actually getting when one out of every five dollars in our overall economy is going to health care. This explains why there is such an emphasis today on fixing the value equation by providing quality care. Instead of having gatekeepers who limit care, it's now about delivering the right care, in the right place, for the right price.

It all sounds so logical, and yet this has been an elusive goal in the health care industry. Maybe this is because the people responsible for providing and authorizing care were not properly incentivized to understand the financial ramifica-

tions of their requests; and maybe this is because additional patient visits resulted in separate payments every time, thus perversely incentivizing more visits. Whatever the reason, it's now clear to almost everyone in the health care industry that rewarding volume over value just isn't viable anymore.

This radically altered world view may help capitation succeed in the rapidly changing health care industry; but improved IT and administrative infrastructure will also play a role. To be sure, we now have robust tools and capabilities that can accurately capture clinical and financial data and then turn it into extremely useful information

that reinforces quality outcomes. Another key factor that's playing a role is the significant change in health care reimbursement that's putting a whole new series of financial incentives in place to support improving patient health.

Core Drivers

An emphasis on quality, next-generation technology infrastructure, enhanced coordination techniques and revamped reimbursement could help improve the tarnished reputation that capitation acquired back in the previous managed care era.

Today, many people, especially

those in our government, believe that shared savings are the answer to our health care problems, with Accountable Care Organizations (ACOs) representing a current, almost trendy, approach. Even though ACOs have their strong points, more effective models exist. Another option is the bundled payment, which allows shared savings, yet in a targeted and more manageable form.

Both ACOs and bundled payments are a step in the right direction for entities that currently employ a fee-for-service business model, or for entities that have product lines based on this payment model, because they put decisions in the hands of providers and drive these health care decision makers to do more with less. Also, pure managed care entities can also use ACOs and bundled payments to expand their businesses. For instance, an independent practice association could create an ACO to gain market share by pulling in non-managed seniors, as we are currently seeing in pilot programs.

Aligning Incentives

Overall, it's my view that capitation, when designed and deployed effectively, does a far better job of aligning incentives and providing financial sustainability than the ACO and bundled-payment models.

The key elements that help capitation flourish include a provider network with adequate breadth and depth, appropriate funding, a large enough membership complement, sophisticated care coordination systems, enough knowledgeable administrative support, the proper

physical and IT infrastructures, a culture of high quality, and proper leadership. Of course, providers must also be vested in the success of the model and have good business disciplines that include strategic planning, detailed financial modeling based on actuarial projections, mentorship, and succession planning.

But there are still risks, which is why the industry is still hesitant about capitation. Because health care costs have been out of control for so long, many organizations are reluctant to work with finite financial resources in order to achieve goals. However, the organizations that can learn how to manage costs via the provision of high-quality, coordinated care, can mitigate capitation's risk and enjoy a more viable business model.

From my perspective, there are several essential elements that can help capitation pay off in a financial sense. First, you need to know where your patients are. Second, you must have programs that are designed to coordinate the provision of care and keep people healthy. Third, you need effective contractual relationships and communication mechanisms with outside providers. And lastly, you need to have collaborative relationships with payers. If we really want to accomplish something remarkable for our system, then the time for uncompromising, adversarial relationships has ended.

The Physician's Role

The capitation model asks providers to be more engaged in the financial side of health care. But it's unrealistic to expect that all health

care practitioners will be versed in this complicated business. Still, many physicians have exceptional leadership capabilities, and organizations can implement educational programs to help them become more conversant in business. Physician leadership will ultimately provide one of the greatest contributions towards capitation's success because of their authority over allocation of health care resources.

We're entering a new era in health care, and a host of organizations are busy at work trying to solve the value equation. Capitation is complex, and it's hardly without flaws. But it offers a funding mechanism that drives incentive alignment where it's needed most—at the provider level. If market dynamics and provider organizations consent, this could be a tremendously valuable response to the big issues that continue to loom large over the industry.

Karl has been in the health care industry since 1993. He leverages his deep expertise in strategic business planning, financial operations, turnarounds, feasibility studies, development of capitation models, negotiation and analysis of managed care agreements and service line analysis and development for both hospitals and physician organizations. He also has experience with risk bearing organizations and management services organizations. Karl holds a BS in accounting from California State Polytechnic University, Pomona and an MBA from the University of California Irvine. Karl can be reached at Karl.Rebay@mossadams.com. Visit the Moss Adams LLP web site at www.MossAdams.com

Kaiser Permanente Spreads Antibiotic Stewardship Program for Patient Safety

By Maureen Hanlon

*Senior Director, Resource Stewardship
Department of Care and Service Quality
Kaiser Permanente*



Kaiser Permanente Southern California's Regional Infectious Disease (ID) Chief Dr. Kalvin Yu and tertiary medical center ID lead Dr. Jim Nomura implemented a two-site pilot in late 2010 that resulted in over 1,500 hospital patients having expert review of their antimicrobial regimen and up to a quarter of these patients having an improvement made in the dosing, medication or duration of their treatment. For these patients, interventions involved both a change to a more efficacious medication and also took into account protection against developing resistance—

so called “super bugs”—that have become endemic in all hospitals. The region is now in the process of adding processes from the pilot to existing antibiotic stewardship efforts across its 11 medical centers.

Antibiotic Stewardship is not a new concept; it is promoted by the Center for Disease Control (CDC) and is also now a requirement by the state of California. It can be done in many ways. The CDC and California recommend a team approach with a physician champion and a pharmacist. Kaiser Permanente's pilot programs, including most of Northern California under the ID leadership of Dr. Stephen Parodi, is based on the concept of pairing of an ID physician and a two-site pharmacist with advanced training in ID. It also relies on one-to-one communication with ordering physicians. The program can be implemented without extensive information technology and these elements can be adopted by any hospital.

A full-time ID pharmacist pre-screening of key clinical data saves the time of the ID physician, who spends about one-to-two hours per day on this program in a typical hospital with 200 to 300 beds. The pharmacist reviews a list of patients who are receiving

antibiotics, identifies new cases, and presents about a quarter of these to the physician. With ID training, the pharmacist develops the expertise to provide consults to other pharmacists, as well as document changes, tracks the status of patients whose regimen has changed and alerts the physicians to any untoward effects.

The CDC noted that up to 50 percent of antibiotic usage is inappropriate. The shared knowledge of the physician and pharmacist helps identify when treatment can be improved to not only benefit the patient, but reduce some of this waste. Recommendations are made by the pharmacist to the physician after a systematic review of the medical record, including history, laboratory results, imaging and vital signs. The physician then contacts the ordering physician to discuss a change. Almost 90 percent of the recommendations are accepted. Changes resulted in marked decrease in purchasing costs for the most expensive medications and a shift from broader spectrum medications to those that are less likely to result in the patients building resistance. Patients may also be switched from an intravenous to oral form of the medications, allowing them to be discharged earlier.

The pilot’s data capture and reporting will be moved to more automated processes, leveraging Kaiser Permanente HealthConnect® (Kaiser Permanente’s electronic medical record) and related information systems. The successful implementation of infection surveillance software in Kaiser Permanente Southern California, Kaiser Permanente Northwest and Kaiser Permanente Hawaii Regions will allow for the development of benchmarks and sharing of best practices.

Next steps also include sharing a “playbook” for the program and setting up simulation training to provide opportunities for staff to practice presenting interventions suggestions to ordering physicians.

In the long run, Kaiser Permanente expects that with widespread and consistent promotion of more appropriate antibiotics usage, there will be improved results in better safety and outcomes for our members. The literature on the CDC Website reports that after three-to-five years, hospitals with robust antibiotic stewardship programs may record decreases in their multidrug resistant infection rates. Kaiser Permanente expects that the efforts currently underway in its hospital system will combine to contribute to its ongoing improvements to continue to reduce hospital acquired infections, such as *C. difficile*.

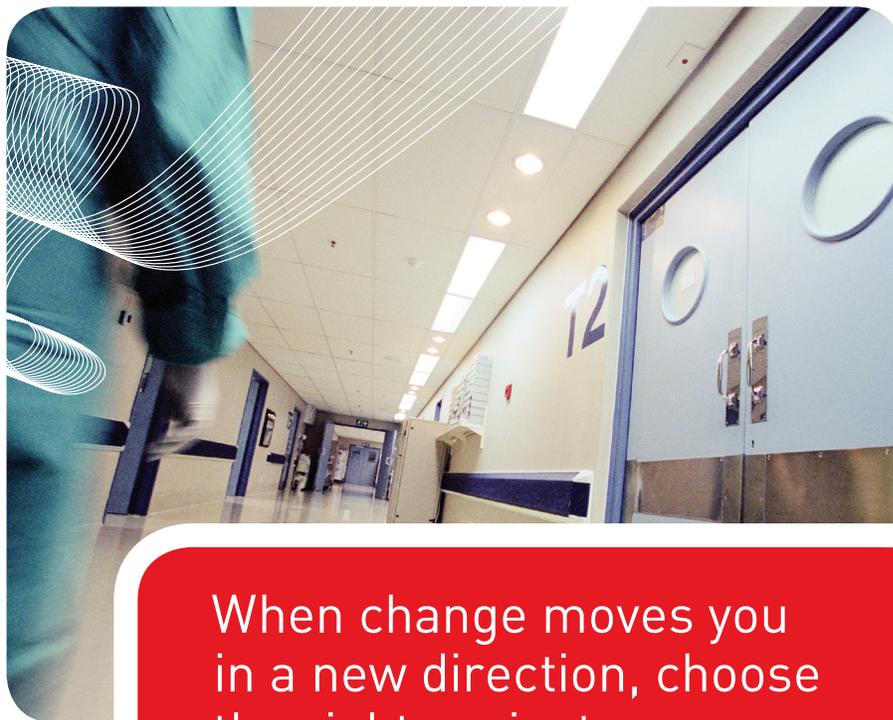
Maureen Hanlon is Senior Director, Resource Stewardship in the Department of Care and Service Quality at Kaiser Permanente. Her role is to support care delivery teams and leadership in finding opportunities and spreading

practices where the right thing for the patient is also the best way to use our resources.

She graduated from UC Berkeley with a degree in Communication and Public Policy and she is a Registered Health Information Administrator and Certified Professional in Health Care Quality and in Utilization Management.

Before coming to Kaiser Permanente

in September 2004, she was Director Quality Improvement at the Alameda Alliance for Health, a county-based HMO for low income families. She has also worked at Children’s Hospital Oakland, the Medical Center at the University of California at San Francisco, City College of San Francisco’s Medical Record Technology Program, and InterStudy, a Minnesota-based health policy and research organization.



When change moves you in a new direction, choose the right navigator.

In health care, success requires diligence and foresight—two qualities that will prove even more important in the days to come. As reforms take effect, will your organization be ready?

We’ve helped hospitals nationwide strengthen their financial operations. Discover how we can make a difference to yours.

WWW.MOSSADAMS.COM/HEALTHCARE

MOSS ADAMS LLP

Certified Public Accountants | Business Consultants

Acumen. Agility. Answers.

Career Opportunities

To advertise call 425-457-4316
Visit cahcnnews.com to see all
available jobs.



Nurse Manager, ICU (Lynwood, CA)

Nurse Manager - ICU

At St. Francis Medical Center, compassionate service means providing care with gentleness and kindness. It also guides our efforts to meet the healthcare needs of the whole person — body, mind and spirit. We invite you to consider this exciting opportunity to share our values and join our healing mission.

The successful applicant will work closely with the Clinical Director to develop, implement, coordinate and evaluate the delivery of nursing care services in units under their responsibility. Duties will include recruiting, training, evaluating and managing staff while collaborating with department heads to meet St. Francis Medical Center strategic objectives. This position will also share in budgetary responsibilities and represent the unit on various hospital committees.

The position requires managing staff that are providing care and service to an adolescent through geriatric patient population. The successful applicant will be responsible for ensuring that staff is providing age appropriate care in a manner that demonstrates an understanding of the functional and developmental age of the individual served.

To be qualified for this position, you must have a Bachelor Degree in Nursing (MSN preferred), five years recent experience in Critical Care, proven management expertise, effective written/verbal skills and basic computer abilities. Bilingual (English/Spanish) applicants are preferred.

Licenses/Certifications: Current CA Registered Nurse license, Current BCLS-C (AHA) card and Current ACLS.

St. Francis team members enjoy professional growth and educational advancement, as well as excellent benefits that include medical, dental and vision plans, plus generous paid time off, a tax-deferred annuity and a matched contribution retirement plan. For immediate consideration, please apply online at: www.stfrancismedicalcenter.org. EOE

Join One of *Fortune* Magazine's Most Admired Healthcare Companies



Kindred Hospital
Seattle

IT'S SIMPLE. You want to work in a hospital setting where you are valued and appreciated – where you receive respect from your superiors and co-workers as well as the patients you treat.

We are currently seeking:

RN Supervisors & ICU RNs Kindred Hospital – Seattle First Hill

RN Supervisors

Requires a degree from an accredited school of nursing, current WA RN license, BLS and ACLS certification, 2 years of nursing experience in a hospital and 1-2 years of supervisory or leadership experience.

ICU RNs

Requires BSN, Associate's degree or nursing diploma from an accredited institution, current WA RN license, BCLS certification and excellent communication, interpersonal and computer skills. Six months ICU experience in an acute-care setting, Critical Care experience and ACLS preferred.

We offer competitive compensation while working with a healthcare leader! Please contact Lori Loop, Talent Acquisition Manager, lori.loop@kindredhealthcare.com or apply online at www.kindredhealthcare.com/careers.

www.KindredHospitals.com

Kindred is dedicated to Hope, Healing and Recovery. EOE

Coalinga Regional Medical Center

Serving the Community since 1938

Coalinga Regional Medical Center is nestled in the coastal mountain range of California, just 70 miles from the Pacific Coast and 60 miles west of Fresno, California.

Coalinga Regional Medical Center is the single most important component of the health care delivery system in the City of Coalinga. Established in 1938, the hospital provides the following essential health care services to the community:

- Acute Care
- D.O.T. Exams
- Emergency Medicine
- Industrial Medicine
- California Licensed Laboratory
- Physical Therapy
- Radiographic and Fluoroscopy Studies
 - MRI - CT Scans
 - Mammography - Sonography
- Respiratory Therapy
- Skilled Nursing Facility

We are currently seeking the following key positions:

- Clinical Lab Scientist (graveyard shift only)
- Health Information Specialist
- LVN Coordinator - Rural Health Clinic
- Registered Nurse - ER
- Registered Nurse - Med/S
- Registered Nurse - SNF
- Speech Pathologist
- Weekend Activities Assistant/ CNA

For job postings and applications, please visit:

www.coalingamedicalcenter.com

Email: jobs@coalingahospital.com

Phone: 559.935.6420

Fax: 559.935.6512

Career Opportunities

To advertise call 425-457-4316
Visit cahcnnews.com to see all available jobs.



Director, Case Management (Lynwood, CA)

Full Time - Day Shift

At St. Francis Medical Center, compassionate service means providing care with gentleness and kindness. It also guides our efforts to meet the healthcare needs of the whole person — body, mind and spirit. We invite you to consider this exciting opportunity to share our values and join our healing mission.

The Director of Case Management is responsible for the implementation and ongoing development of the case management program. Responsibilities will include developing, planning and coordinating the activities of Utilization Review and Discharge Planning while ensuring departmental compliance with State and Federal regulations. Duties also include providing ongoing training and leadership to staff.

The successful applicant must have extensive experience maximizing reimbursements for Medicare/MediCal patients; a strong understanding of legal, compliance, risk and financial impact of case management decisions; and demonstrated proficiency in all aspects of UM, CM and Collaborative Care.

Requirements include 5+ years of recent acute care hospital-based case management experience (with 3 years at the Director level), CA RN license, BSN and current case management certification.

St. Francis team members enjoy professional growth and educational advancement, as well as excellent benefits that include medical, dental and vision plans, plus generous paid time off, a tax-deferred annuity and a matched contribution retirement plan. For immediate consideration, please apply online at: www.stfrancismedicalcenter.org. EOE



Where experience leads

Healthcare Consultants (Los Angeles, CA)

At Point B you get the best of all worlds. You have the opportunity to shape your career and make an impact on a growing firm. Our entrepreneurial environment presents challenging variety and exciting opportunities in your local market without having to travel.

Since 1995, Point B has been taking a fresh look at consulting and leading the way. We have been recognized as a great place to work by numerous publications and recently received 4th place ranking on Consulting Magazine's list of Top Consulting Firms to Work For.

Point B offers the intellectual challenge and rich variety of consulting work without the lifestyle compromises of a traditional, globally-focused firm.

Our unique business model enables you to: Work locally. Work with world class clients from start-ups to Fortune 500 companies. Work in a collaborative culture that puts our clients' needs first—always. Help build the firm's business and share in its growth through our employee ownership model. Make an impact in your local community by receiving firm support to do so.

Point B is looking for experienced Consultants who are committed to exceptional client service delivery and want to work alongside a high caliber consulting team with dynamic, industry-leading clients.

Qualified individuals who meet the following criteria are encouraged to apply: Currently reside in Southern California. Demonstrated leadership of technology, operations, integration, and process improvement initiatives. Experience working in multiple industries and business areas., healthcare experience encouraged. Previous consulting experience, preferably with a large consulting firm. Minimum 7 years of business experience; more experience may be required in specific markets. B.A. or B.S. degree required; MBA encouraged.

To learn more and apply visit www.pointb.com/careers

Point B is an Equal Opportunity Employer



Patient Safety Coordinator (Oakland, CA)

The Patient Safety Coordinator works closely with Leadership in maintaining a culture of quality and safety throughout the organization. The Patient Safety Coordinator is committed to continuously improving patient safety and reducing healthcare errors. The Coordinator will lead and support the Patient Safety Program in accordance with the organization's Patient Safety Program Plan.

The Coordinator works collaboratively with the Director of Quality and Patient Safety, Medical Director, Clinical Quality Improvement and Patient Safety, Vice President of Institutional Quality, Medical Staff Leadership and other members of the management team

Position Requirements:

Education: Bachelor's Degree required (healthcare related field preferred).

License/Certification: Current California RN license or other clinical licensure or certification.

Experience: A minimum of 3-5 years acute care hospital experience.

To learn more, see additional requirements and apply visit:

www.childrenshospitaloakland.org



Provider Services Representative (Santa Barbara, CA)

CenCal Health is the healthcare administrator for Medi-Cal in Santa Barbara and San Luis Counties. We are seeking a Provider Services Representative whose overall responsibility is to manage physician accounts and to develop the physician/provider network through contract negotiations, relationship development, and ongoing service.

Skills Knowledge and Abilities. Healthcare or managed care experience. Understanding of the local provider community. Strong analytical and research skills. Exceptional oral and written communication skills. Excellent interpersonal skills. Strong computer software skills (including Microsoft Word, Excel, and PowerPoint)

Qualifications. Bachelors Degree or equivalent administrative/business/public relations experience. Must be able to attend meetings both during and after regular work hours, both at or away from the work site, have a valid California driver's license with a clean driving record, and be able to drive to and attend trainings and meetings at provider offices.

If you are interested in joining the team at CenCal Health, please submit your resume to; hr@cencalhealth.org. We offer competitive salaries and a great benefits package. EOE



*Devoting Our Hearts to Care,
Committing Ourselves to Excellence*

The County of Kern is seeking qualified applicants to become part of a dedicated team of professionals. If you would like to join in Kern Medical Center's commitment and promise to help people, we encourage you to apply for any of the following positions:

CLINICAL SUPERVISOR (RN)

Critical Care Services

Exam# 5350 – Full time

The individual will assist the Clinical Director in coordinating, supervising, and directing the clinical, operational and program activities, inclusive of unit personnel, on a day-to-day basis to meet unit objectives.

**For more information or to apply for any of these positions, please contact the Kern County Personnel Department,
1115 Truxtun Avenue – 1st Floor,
Bakersfield, CA 93301**

**Or apply online at: www.co.kern.ca.us/jobs
Or call KMC Human Resources (661) 326-2640
"An Equal Opportunity Employer"**



CHIEF EXECUTIVE OFFICER

The Hinds Hospice CEO is appointed by and is accountable to the Board of Directors to provide leadership, strategic direction and vision for the development and achievement of the organization's mission. In partnership with the board of directors, the CEO will shape the strategy within the framework of the organization's policies and all federal, state and local regulations. The CEO advises, recommends and assists the board in the formation of policies governing Hinds Hospice, and implements those policies and other Board directives. The CEO works collaboratively with the members of the management team to direct the day-to-day operations of the organization.

Minimum Qualifications:

- **Highly talented and qualified through demonstrated employment history in hospice care or related healthcare field; clinical experience preferred.**
- **Graduate degree in business or healthcare related field required**
- **Post Graduate education or additional years of progressively-responsible experience strongly encouraged**
- **Demonstrated experience in managing affairs of a non-profit organization**
- **Effective communication skills**
- **Confidence and desire to help families find their strengths**
- **Strategic-thinking abilities**
- **Hard work and dedication through servant leadership**

Interested candidates may view a Position Profile, and obtain an application online at www.hindshospice.org. Please complete the application and send it in with an attached confidential resume to:

Hinds Hospice
CEO Search Committee
Attention HR
1616 W. Shaw Ave Suite C-1
Fresno, CA 93711



Medical Director (Ft. Lauderdale, FL)

Under the supervision of the Chief of Managed Care the Medical Director is responsible for the appropriateness and quality of medical care delivered to members through the Positive Health-Care Partners health plan. The Medical Director shall review all denial medical services and participate in the grievance and appeals process. The Medical Director shall provide guidance of health plan quality improvement, utilization review as well as continuous measuring, monitoring and improvement of the health delivery system for plan members. The Medical Director shall be member of the Executive Management Team and involved in strategic planning.

EDUCATION AND/OR EXPERIENCE

Medical Degree either MD or DO. Preferred Masters in Public Health (MPH) and/or Masters in Business Administration (MBA) and/or Masters in Health Administration (MHA). Board Certified in Primary Area of Medicine, Family Practice, Internal Medicine, Pediatrics or Subspecialty of Infectious Diseases. Minimum of 5 years clinical medical experience post residency training. Minimum of 3-5 years experience in HIV/AIDS treatment. Knowledge and understanding of medical administration. Knowledge and understanding of State Specific Medicaid and Medicare programs

CERTIFICATES, LICENSES AND REGISTRATIONS

Valid Driver License. Proof of Medical School, Board Certification or Equivalent in Primary Care of Family Practice, Internal Medicine, or Pediatrics or subspecialty of Infectious Diseases

CONTACT INFORMATION

Mary Cadahia, Human Resources Manager
AIDS Healthcare Foundation
FAX: 954-318-4371
EMAIL: mary.cadahia@aidshealth.org

AHF IS AN EQUAL OPPORTUNITY EMPLOYER



Clinical Educator - L & D (Lynwood, CA)

Full Time, Day Shift

At St. Francis Medical Center, compassionate service means providing care with gentleness and kindness. It also guides our efforts to meet the healthcare needs of the whole person — body, mind and spirit. We invite you to consider this exciting opportunity to share our values and join our healing mission.

This position is responsible for coordinating and supporting the assessment, planning, implementation and evaluation of clinical education services for the Birthing Center. Responsibilities include developing in-service educational programs; evaluating the effectiveness/outcome of programs; overseeing education related to new equipment, policies/procedures and quality initiatives; evaluating/prioritizing all educational requests in a timely manner; participating in hospital initiatives; and collaborating with management to identify learning opportunities.

The successful applicant will have a Bachelor's degree (Master's preferred) and 2 years of recent educator experience. Requirements include a demonstrated knowledge of adult learning principals, excellent communication/training skills and proficiency in Microsoft Office products. Must have a valid CA RN license, BLS (through AHA), ACLS and current PALS.

St. Francis team members enjoy professional growth and educational advancement, as well as excellent benefits that include medical, dental and vision plans, plus generous paid time off, a tax-deferred annuity and a matched contribution retirement plan. For immediate consideration, please apply online at: www.sfrancismedicalcenter.org. EOE



Visit cahcnews.com for California's best healthcare career opportunities!

Career Opportunities

To advertise call 425-457-4316
Visit cahnews.com to see all
available jobs.

ARCADIAN

Pharmacy Supervisor (San Dimas, CA)

The Pharmacy Dept. Supervisor supports Arcadian's Pharmacy operations by directly supervising the team of pharmacy technicians who interact with the PBM, Member Services, and pharmacies and providers who contact the Pharmacy department directly.

This position focuses on ensuring accurately, timely and compliant pharmacy operations as it relates to accurate and prompts processing of standard and expedited coverage determinations and exception requests and the posting of formularies.

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience

Valid Pharmacy Technician license from an accredited institution. A minimum of four years experience as a pharmacy technician in a retail, hospital, or PBM, or managed care pharmacy setting. Excellent oral and written communication skills with strong analytical and problem solving skills. Knowledge of Pharmacy terminology and nomenclature. Knowledge of Pharmacy Information Systems and related/integrated systems. Prior supervisory experience required. Medicare Advantage experience preferred.

To apply and learn more visit

www.arcadianhealth.com/careers.html



Clinical Educator - Emergency (Lynwood, CA)

Clinical Educator – Emergency
Full Time, Variable Shift

At St. Francis Medical Center, compassionate service means providing care with gentleness and kindness. It also guides our efforts to meet the healthcare needs of the whole person — body, mind and spirit. We invite you to consider this exciting opportunity to share our values and join our healing mission.

This position is responsible for coordinating and supporting the assessment, planning, implementation and evaluation of clinical education services for the Emergency Department. Responsibilities include developing in-service educational programs; evaluating the effectiveness/outcome of programs; and providing onsite Continuing Education relevant to emergency room nursing. The Clinical Educator will also assist in the development of Emergency Department-specific programs such as Triage, MICN, Trauma & EDAP and conduct Emergency Department orientation programs for RN's, LVN's and EMT's.

The successful applicant will have a Bachelor's degree (Master's preferred) and 5+ years of clinical nursing experience in an emergency setting. Requirements include a demonstrated knowledge of adult learning principals, excellent communication/training skills and proficient computer skills. Must have a valid CA RN license, BLS, ACLS and PALS. TNCC, ENPC, MICN and C.N.S. are preferred.

St. Francis team members enjoy professional growth and educational advancement, as well as excellent benefits that include medical, dental and vision plans, plus generous paid time off, a tax-deferred annuity and a matched contribution retirement plan. For immediate consideration, please apply online at: www.stfrancismedicalcenter.org. EOE



Nurse Practitioner (Pleasant Hill, CA)

POSITION SUMMARY: Reporting directly to the Chief Medical Officer (CMO), the Nurse Practitioner/Advanced Practice Nurse for HEB provides primary care to HEB patients with appropriate physician supervision as assigned, while functioning as an integrated part of the hospice interdisciplinary team. Assists in developing and adjusting the comprehensive plan of care to optimize patient outcomes and assures alignment of care plan with best practices as well as patient care goals. Scope of responsibility includes clinical practice, education, consultation, and research. This position works interdependently with and independently of the multidisciplinary team. May provide care in both the home care (home, SNF, RCFE, ALF) environment as well as in the HEB in-patient facility (Brunns House)

EXPERIENCE AND EDUCATION: Possess a current NP license with furnishing privileges in the state of California. Master's degree required. Active DEA Certificate for controlled substances (schedule II and higher). Two or more years of palliative care experience with patients at end of life. Advanced Practice Certified Hospice and Palliative Nurse (ACHPN) Preferred. Certification in BLS and/or ALS. Current California Driver's License. Current proof of Automobile Insurance Policy with California State Required Minimum Coverage Levels

To learn more and apply click here or visit:

www.hospiceeastbay.org/employment-opportunities



Certified Nurse Practitioner (Oroville, CA)

Certified Nurse Practitioner position, full time, available at Butte County Behavioral Health Department in beautiful Northern California. This position performs a variety of medical and administrative duties under limited supervision in an out-patient setting. Annual salary (plus a generous benefits package) is \$61,173.84-\$81,978.83.

Butte County is a HPSA/NHSC-designated county. For full job specifications and application, please visit our website at www.buttecounty.net. Continuous recruitment- Butte County is an AA/EOE Employer.



*Devoting Our Hearts to Care,
Committing Ourselves to Excellence*

The County of Kern is seeking qualified applicants to become part of a dedicated team of professionals. If you would like to join in Kern Medical Center's commitment and promise to help people, we encourage you to apply for any of the following positions:

HOSPITAL NURSING SHIFT MANAGER (RN) – SHIFT Exam# 5334 – Full time

The individual will interpret hospital policies and procedures for staff and monitors compliance. Will evaluate staffing needs on each unit and adjust staff assignments hospital-wide as required to meet changing needs.

**For more information or to apply for any of these positions, please contact the
Kern County Personnel Department,
1115 Truxtun Avenue – 1st Floor,
Bakersfield, CA 93301**

**Or apply online at: www.co.kern.ca.us/jobs
Or call KMC Human Resources (661) 326-2640
"An Equal Opportunity Employer"**

~ Nurse Practitioner ~

Exam No# 4659
\$7465-\$9112/Mo

~ Physician's Assistant ~

Exam No# 5393
\$7465-\$9112/Mo

Competitive Benefits Package
Immediate Opening

The County of Kern has an opening for a Nurse Practitioner and Physician's Assistant. This individual will interview patients to obtain medical histories and performs physical examinations, orders specified diagnostic tests; diagnoses and prescribes treatment for common illnesses, performs screening or diagnostic procedures, performs other-related services under the supervision of a licensed physician, as permitted by standardized protocols and within the scope of their licensure.

Qualifications:

Nurse Practitioner: Completion of an approved educational program for Nurse Practitioners; current license as a Registered Nurse in the State of California which specifies that the individual is licensed as a Nurse Practitioner or Nurse Midwife; OR Possession of a valid certificate issued by the Board of Registered Nursing authorizing use of the title Nurse Practitioner or Nurse Midwife.

Physician's Assistant: Completion of a Physician's Assistant training program approved by the California Board of Medical Quality Assurance and possession of a current valid certificate issued by the California Board of Medical Quality Assurance. A minimum of one (1) year clinical experience is desirable.



**For more information or to apply for this position,
please contact the
Kern County Personnel Department,
1115 Truxtun Avenue – 1st Floor,
Bakersfield, CA 93301**

Or apply online at:

www.co.kern.ca.us/jobs

Or call KMC Human Resources (661) 326-2640

"An Equal Opportunity Employer"



Deputy CEO (Fresno, CA)

Clinica Sierra Vista is seeking a Deputy CEO who will be responsible for all operations in Fresno County. If you are a proven leader who is seeking a challenging career then this opportunity may be for you.

Responsible for executive leadership and performance of all medical, dental and behavioral health services, and numerous health education and clinical-support programs.

Your qualifications should include strong management skills and experience (10+ years), program planning and evaluation, budgeting, and HR management, along with an advanced degree in business, health or nonprofit administration. FQHC experience preferred.

Send Resume to:

Contact info:

Linda.Bayless@clincasierravista.org or fax a resume to 661-324-4153

CATHOLIC HEALTH INITIATIVES

St. Anthony Hospital

Premier Living...First Class Career!
Located in the charming city of Pendleton, Oregon, we offer the perfect balance between career and lifestyle. Our area offers many outdoor adventures that are just minutes away from the Blue Mountains and Columbia River. The Umatilla River, which flows right through town, provides excellent fishing as well as a two-mile paved and illuminated walkway through town. You are within some of the premier skiing/snowboarding locations, fly fishing, hunting and all the outdoor adventures that you could wish for. Pendleton is also surrounded by several award-winning wineries. SAH offers an excellent compensation package including highly competitive salary.

We are currently seeking the following key positions:

Director of Physician Clinics-1100016167: This position is responsible for the general supervision of Physician's practices and direct supervision of program personnel as well as all activities related to the Physician's Practices. These duties are carried out in collaboration with the Department Medical Director. The Practice Manager is responsible for maintaining quality service, financial stability, public relations and widening the base of the program. This position requires a high level of management expertise and excellent communication and interpersonal skills. This individual must be able to communicate effectively with the treatment team, as well as collaborate with the Medical Director and staff Physicians who are primarily responsible to direct the treatment.

OR Manager-1100004968: The Surgery manager is responsible for the administration and supervision of designated personnel in the operating room. The manager is responsible for promoting a cooperative staff effort to provide the highest quality of patient care. The Surgery Manager is responsible for the allocation and completion of assigned functions in the daily operations of the surgery schedule. In addition, is responsible for the effective utilization of staffing and the facility through the daily surgery scheduling and distribution of cases in the absence of the Operating Room Scheduling Coordinator.

To apply and learn more visit <http://www.sahpendleton.org/career-opportunities.html>

Career Opportunities

To advertise call 425-457-4316
Visit cahnews.com to see all available jobs.



Director - Education (Lynwood, CA)

Director - Education
Full Time, Day Shift

At St. Francis Medical Center, compassionate service means providing care with gentleness and kindness. It also guides our efforts to meet the healthcare needs of the whole person — body, mind and spirit. We invite you to consider this exciting opportunity to share our values and join our healing mission.

As Director of Education, you will provide support and serve as a resource for the assessment, planning, development, implementation, and evaluation of hospital wide learning, education, development and research. Responsibilities include the management and supervision of our education department and clinical / non-clinical educators/support staff. This position will actively participate in company initiatives, identify new training modalities and collaborate with management/Human Resources to ensure access to evidence-based education. You will also evaluate and prioritize all educational processes, systems, and requests in a manner consistent with current education/competency and accreditation standards. Additional duties will include: management training, orientation, patient experience training, and providing ongoing education/competency validation that supports associates in developing their full potential.

The successful applicant will have a Bachelor's degree plus a Master's degree; Doctorate degree in nursing, education or related field; 5 years of recent experience in field of expertise; and a minimum of 3 years of management experience. Requirements include excellent verbal/written communication skills and proficient computer skills in Microsoft Office, EduTracker, LMS and other education related applications. Must have a current CA RN license, BLS and board certification in leadership or clinical specialty on hire or within 6 months.

St. Francis team members enjoy professional growth and educational advancement, as well as excellent benefits that include medical, dental and vision plans, plus generous paid time off, a tax-deferred annuity and a matched contribution retirement plan. For immediate consideration, please apply online at: www.stfrancismedicalcenter.org. EOE



Director of Nursing (Hollywood, CA)

AIDS Healthcare Foundation is searching for a Registered Nurse to work as our Director of Nursing. This is a Fulltime, Regular position to oversee the daily operations of one of our healthcare centers and it also includes responsibilities to oversee the nursing operations of all of our healthcare centers in the United States.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION AND/OR EXPERIENCE

Master's degree (M.A.) or equivalent; or four to ten years related experience and/or training; or equivalent combination of education and experience. Bilingual (Spanish/English) preferred. MSN preferred. Sensitivity to the issues surrounding HIV and AIDS.

CERTIFICATES, LICENSES AND REGISTRATIONS

Licensed Registered Nurse with the California Board of Registered Nursing. Current CPR certification required.

ADDITIONAL INFORMATION

Salary: Based on Experience
Location: Hollywood, California
Position Type: Full Time, Employee
Reference Code: 0121-DON

CONTACT INFORMATION

Miyoshi LaFourche, Talent Acquisition Manager
AIDS Healthcare Foundation
6255 W. Sunset Blvd., 21st Floor, Los Angeles, CA 90028
FAX: 323-462-6869
EMAIL: Careers@aidhealth.org



Associate Medical Director (Pleasant Hill, CA)

The position of Associate Medical Director provides education, supervision and coordination of the hospice physicians, nurse practitioners and consultants; is available on-call to the interdisciplinary group members; consults with the patient's attending physician; and works with the IDT to develop an appropriate plan of care.

Scope of responsibility includes clinical practice, education, consultation, research and outreach. This position works interdependently with and independently of the multidisciplinary team.

Reports Directly to HEB Chief Medical Office (CMO)

May provide care in both the home care (home, SNF, RCFE, ALF) environment as well as in the HEB in-patient facility (Bruns House)

EXPERIENCE AND EDUCATION: California License as Physician and Surgeon. Board Certified in Hospice and Palliative Care Preferred. 5-10 years experience as attending physician in family practice, internal medicine, oncology or geriatric medicine. 2 years experience with terminally ill patients and their families preferred. Experience with Interdisciplinary Medical Care delivery preferred. Experience in homecare medicine and/or inpatient palliative and hospice care beneficial.

To learn more and apply click here or visit:

www.hospiceeastbay.org/employment-opportunities



HEDIS Manager (San Dimas, CA)

The HEDIS Manager is responsible for the annual and ongoing HEDIS data collection activities to ensure that all available data is captured and appropriately utilized for the annual CMS required HEDIS reports and ongoing CMS Star activities. This position provides vendor management and oversight. The position is multifaceted requiring a diverse set of organizational skills including, but not limited to technical expertise and knowledge of HEDIS, CAHPS, HOS and CMS Star measures. This position will serve as the technical expert for HEDIS. The HEDIS Manager works closely with all departments throughout the Plan to communicate and support all CMS Star and other QI related activities.

Education and Experience

Education: College degree. Graduate degree in Business or Management preferred.

Experience: Minimum of 3-5 years experience at a management level in health plan or EQRO quality improvement activities, Medicare Advantage experience preferred. Minimum of 3 years experience in complex project management. Technical expertise with HEDIS and at least two years experience managing annual HEDIS projects is required. Experience in data collection and reporting to support health care improvement activities. Proficiency in computer and software programs (e.g. Microsoft Word, Excel, Access).

To apply and learn more visit

www.arcadianhealth.com/careers.html



Programmer / Analyst (Santa Barbara, CA)

CenCal Health is the healthcare administrator for Medi-Cal in Santa Barbara and San Luis Counties. We are seeking a Programmer/Analyst whose overall responsibility is to manage physician accounts and to develop the physician/provider network through contract negotiations, relationship development, and ongoing service.

CenCal Health created our own Health Information System (HIS). This system utilizes an Oracle database (11g) and Oracle development tools as well as other technologies. This position would be responsible, with other team members, to maintain and enhance this system under the direction of the lead positions in the IT Department at CenCal Health.

Qualifications. Bachelor's Degree in Computer Science or Information Technology, or equivalent experience; three years of programming experience in an Oracle development environment.

If you are interested in joining the team at CenCal Health, please submit your resume to: hr@cencalhealth.org. We offer competitive salaries and a great benefits package. EOE



Clinic Manager Forks Community Hospital (Forks, WA)

Live and work in the heart of the Olympic National Forest and the beautiful coastline of the Washington Peninsula. The Clinic Manager oversees the functions and activities of two clinics. Supervises and directs the business, technical and nursing support activities. Works with physicians and allied health professionals to maintain and improve support services. Develops specialty programs and recruits physicians to provide specialty services in the clinics as well as participate in providing surgical services for the hospital. Responsible for ensuring and maintaining a high level of clinical and business operating effectiveness. Qual: Degree in Healthcare Management or closely related field or equivalent experience/education. Ten years experience in healthcare operations. Clinic experience preferred. Applications available @ ForksHospital.org. Email Resume and Applications to Gena Brock at genab@ForksHospital.org or fax 360-374-5220.



Over 45,000 healthcare leaders receive Healthcare News publications each month. As a healthcare organization, doesn't it make sense to target recruiting efforts to the people most qualified to fill your jobs?

To learn about ways the California Healthcare News can help recruit your new leaders contact Jennifer Sharp at jsharp@healthcarenewssite.com or 425-457-4316.

California Healthcare News[®]

cahnews.com | *Articles, Interviews and Statistics for the Healthcare Executive*

Prst Std
US Postage
Paid
Olympic Presort