



PAYMENT

Skill: Ensure clinical staff awareness of reimbursement mechanisms and issues

Level	Behavioral Examples
5-Expert	<ul style="list-style-type: none">• Work with other senior managers to create new and innovative approaches to leverage the reimbursement mechanisms available to the health center• Demonstrate Skilled behaviors
4-Skilled	<ul style="list-style-type: none">• Act as a resource to other health center managers as an intermediary with the clinical staff• Demonstrate Applied behaviors
3-Applied	<ul style="list-style-type: none">• Work with other members of the senior management team to communicate to the clinical staff the various reimbursement mechanisms important to the center• Work with the clinical staff to ensure they understand their role in maximizing health center reimbursement
2-Basic	<ul style="list-style-type: none">• Develop understanding of reimbursement options/issues in health care• Risk based mechanisms• Public and private payers
1-Learning	<ul style="list-style-type: none">• Have awareness of reimbursement mechanisms at the health center level, including Prospective Payment