

JOB TITLE: Laboratory Coding and Compliance Specialist	DEPARTMENT: Health Information Management	POSITION OF SUPERVISOR: Health Information Manager
FLSA STATUS: non-exempt	ANTICIPATED HOURS PER WEEK: 40	EFFECTIVE DATE: 04/01/2023

Position Summary: Under the direction of the Health Information Department and revenue cycle leadership, the Laboratory Coding Specialist works on resolution for coding and billing problems that prevent submission of insurance claims as well as technical denials for claims denied. Works closely with Health Information Management and Patient Financial Services in this effort. The laboratory Coding Specialist will understand bundled charges, CPT4, HCPCS, and ICD-10 codes.

Qualifications: *At all times, the employee shall possess the following qualifications set forth below.*

Education/Training:	High school diploma or equivalent.
Experience:	Four (4) or more years of coding experience in a healthcare facility. Certification as an MLT preferred.
Special Skills, Licenses or Certifications:	National Coding certification via AAPC or AHIMA. Basic computer knowledge with advanced Microsoft knowledge. Cerner or other EMR system experience preferred Lifesaver/CPR
Language Skills:	Demonstrates ability to read, write, and clearly express one's self in English 100% of the time Additional languages preferred Demonstrates ability to listen Demonstrates ability to clearly convey thoughts in speech and written word
Physical/Mental/Special Demands:	<ul style="list-style-type: none"> • May need to lift 51 pounds. • Adequate hearing is required to hear/talk with other employees, patients and public in person and on the telephone. • Adequate sight is required to perform essential functions of the job. • Work requires the use of computers with exposure to monitors, key boards, mouse with repetitive motions for extended periods of time. • Ability to initiate CPR 100% of the time. • Must have fine motor skills 100% of the time. • Ability to work and multi-task at a rapid pace with numerous interruptions 100% of the time. • Good mental health. • Demonstrate tact and versatility. • Must be dependable. • High degree of self-motivation and directional initiative. • Ability to function successfully independently. • Ability to cope and remain calm in escalating situations.

	<ul style="list-style-type: none"> • Must consistently demonstrate compliance with organizational-wide competency statements and performance criteria based on established quality indicators. • In addition, the physical demands anticipates standing, bending, walking and long periods of sitting.
Work Environment:	Work is performed in an office setting with exposure to work stress, environmental stress, and frequent interruptions; noise level is moderate; work may involve exposure to blood, bodily fluids and communicable diseases; frequent communications, on a daily basis, with the general public, co-workers, vendors and patients.
Cross-Training of Position:	PSMC cross-trains job positions. This job description must cross-train to be able to effectively perform the job position of: N/A

Standard Job Requirements: At all times, employee shall satisfy the following requirements:

1. Adhere to and support PSMC's Code of Conduct and WISER values.
2. Accomplish annual goals.
3. Works forward on department plans (may change from time to time).
4. Comply with **all** PSMC policies including, without limitation, timely attendance, code for dress and decorum, no conflicts of interest, no harassment, fragrance free, etc.
5. Comply with all PSMC and department procedures, rules and directives.
6. Establish and maintain effective working relationships with others (e.g., co-workers, supervisors, patients, visitors, vendors of PSMC and the general public).
7. Be courteous, respectful, honest, and solution-oriented in dealing with others.
8. Communicate accurately, clearly, and effectively both orally and in writing.
9. Possess excellent organizational skills and the ability to multi-task.
10. Work independently and perform the job with minimum supervision.
11. Work effectively on PSMC/department team matters and recognize situations which require teamwork.
12. Maintain strict confidentiality of all patient matters and recognize situations where confidentiality should be maintained even if not legally required.
13. Respect the importance of compliance and quality programs and support the same.
14. Possess computer knowledge/skills and the ability to learn and adapt to new programs and software.
15. Participate in employee training, Disaster Preparedness and emergency events.
16. Perform other job duties, as assigned by a supervisor.

Essential Duties, Functions and Responsibilities: At all times, employee shall be able to perform the following essential functions of the job, with or without an accommodation, as set forth below.

1. Monitors laboratory coding queues and reviews documentation for compliant coding guidelines.
2. Provides timely and cooperative consultation to prevent and resolve billing issues.
3. Ensures that clinical lab services are coded correctly for optimal reimbursement and in compliance with all governmental billing regulations.
4. Analyzes and revises daily work queues in a timely manner.
5. Investigates and monitors compliance and billing issues.
6. Reduces laboratory write-offs through continuing education with hospital departments and outpatient areas.

7. Serves as a facilitator in problem resolutions; tracks and promptly follows-up on complaints and resolves billing issues with internal and/or external customers.
8. Addresses write offs and adjustment in charges or any other account issues.
9. Assures CPT / HCPCS code changes are reviewed/updated in a timely manner.
10. Attend departmental and hospital committees and meetings.
11. Complete other duties as assigned.
12. Can perform all the standard job requirements.
13. Meets the qualifications as set forth herein.

Approved by:

(Supervisor – Signature)	(Title)	(Date)
	Human Resources Director	
(Human Resources– Signature)	(Title)	(Date)

Receipt and Acknowledgment:

I acknowledge and understand that:

- This job description, and receipt and acknowledgment of this job description, does not imply or create a promise of employment or employment contract of any kind. I understand and acknowledge that my employment with Pagosa Springs Medical Center is “at will” and may be terminated by me or the employer at any time with or without cause.
- The job description provides a general summary and requirements of the position in which I am employed. At this time, I know of no limitations which would prevent me from performing these functions with or without accommodation. I further understand that it is my responsibility to inform my supervisor if, at any time, I am no longer qualified for my position and/or unable to perform the job requirements or essential functions of my job.
- Positions, job descriptions, duties, tasks, work hours, work requirements and qualifications may be changed at any time at the discretion of Pagosa Springs Medical Center.
- Acceptable job performance requires: (a) proper compliance with and completion of all aspects of the job description; and (b) compliance with PSMC policies, procedures, rules and directives.
- I have read PSMC values (WISER) and understand them.
- I have read and understand this job description.

(Print Employee Name)	(Employee Signature)	(Date)