

## Washington Ambulatory Surgery Center Association (WASCA) Promotes Collaboration to Reduce Health Costs

**By William Portuese, MD**  
*President*  
*Washington Ambulatory Surgery Center Association*



As this edition of Washington Healthcare News goes to press, the health system reform debate rages on in Congress – and in the courts.

At least one federal district court judge has ruled the insurance mandate unconstitutional (although judges in two other cases came to the opposite conclusion) and legal scholars predict all or major parts of the legislation will eventually reach the Supreme Court on appeal.

**By Susan Simons, RN BSN CASC**  
*President-Elect*  
*Washington Ambulatory Surgery Center Association*



Anyone hoping for swift resolution of the Patient Protection and Affordable Care Act at the federal level will suffer the tyranny of high expectations.

Meanwhile, here at home, the Washington State Legislature is grappling with a \$4.6 billion budget deficit for the 2011-2013 biennium, facing what many analysts say is the most difficult legislative session (and budget crisis) since the Great Depression.

We'll soon know how Governor Gregoire's bravely proposed "all-cuts" budget fares with lawmakers. Along with possible elimination of the state's Basic Health Plan, which subsidizes health insurance for 57,000 people, spending reductions hit virtually every state health program. These are all painful cuts. Very few state services, if any, will escape the budget axe.

Please see > **Collaboration, P4**

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If you have questions or suggestions regarding the News and its contents, please reply to [dpeel@wahcnews.com](mailto:dpeel@wahcnews.com).

## Letter from the Publisher and Editor



Dear Reader,

The Healthcare News organization continues to grow. We recently added web sites in AK, AZ, CO, HI, ID, OR, NV and UT to augment our sites in CA and WA.

We now have 24,401 readers in our ten state area. We grow a few thousand readers each month and expect to end 2011 with between 45,000 and 55,000 readers. In Washington State, we have 6,345 readers.

Each of our web sites has its own Facebook page where links are offered to local healthcare related articles, our own articles and jobs posted on our web sites. You can see summaries of recent Facebook link postings through a window on each web site. We update our Facebook pages each business day with these healthcare related articles.

Please contact me at 425-577-1334 or [dpeel@wahcnews.com](mailto:dpeel@wahcnews.com) if you are interested in advertising, writing articles, a Consultant Marketplace listing or posting a job. Until next month,

*David Peel, Publisher and Editor*

## Washington Healthcare News 2011 Editorial Calendar

Month and Year	Theme of Edition	Space Reservation	Distribution Date
January 2011	Hospitals	December 1, 2010	December 27, 2010
February 2011	Ambulatory Surgery Centers	January 4, 2011	January 24, 2011
March 2011	Hospitals	February 1, 2011	February 21, 2011
April 2011	Insurance	March 1, 2011	March 21, 2011
May 2011	Clinics	April 1, 2011	April 18, 2011
June 2011	Human Resources	May 2, 2011	May 23, 2011
July 2011	Hospitals	June 1, 2011	June 20, 2011
August 2011	Hospitals	July 5, 2011	July 18, 2011
September 2011	Clinics	August 1, 2011	August 22, 2011
October 2011	Human Resources	September 1, 2011	September 19, 2011
November 2011	Hospitals	October 3, 2011	October 24, 2011
December 2011	Clinics	November 1, 2011	November 21, 2011

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**State Agencies Respond**

The only glimmer of positive news in all this is that state managers have been tasked to re-examine their operations, and budgets – not only where they spend appropriations, but how they can optimize service delivery with severely limited financial resources.

Immediate and potential cost efficiencies are being discovered at every turn.

The Washington State Health Care Authority (HCA) is one example. An audit conducted for the agency that spends \$1.5 billion a year on health insurance for 334,000 state employees, dependants and retirees identified 6,200 dependents ineligible to receive coverage. Said HCA Administrator Doug Porter, “Removing these people from coverage means the state will avoid about \$20 million in health costs annually.”

Or consider the Department of Labor and Industries (L&I).

The state-managed workers’ compensation program is under fire for raising premiums nearly 20%

for 2010-11, with medical costs partly to blame. In response L&I is pursuing innovative cost-saving measures, including incentives to help get injured employees back to work sooner.

Said L&I Director Judy Schurke, “We’ve taken many steps to reduce costs in our claims management process, such as keeping prescription drug costs to less than half of the national average. But it isn’t enough to overcome the negative impact of the economy.”

**Enter the ASC Value Proposition**

These are just two examples of how state government is responding to the budget crisis. Other agencies with significant health outlays, such as Medicaid, are also seeking cost efficiencies.

While state government can’t (and shouldn’t) micro-manage how medical care is provided, there is renewed interest in the benefits of moving more surgical procedures out of hospitals and into less expensive yet clinically appropriate ambulatory surgery centers.

Studies from around the country show the average cost of a pro-

cedure, such as a colonoscopy, is less expensive when performed at an ASC than a hospital outpatient department (HOPD). Medicare’s Payment Advisory Commission estimates that payments to ASCs are lower than payments to hospitals for 87 percent of procedures.

Independent health economist KNG Health Consulting says ASCs save Medicare approximately 40 percent – and Medicare patients more than 50 percent on their out-of-pocket costs. Moving just half of all eligible surgeries out of hospitals and into less expensive yet clinically appropriate ASC settings could save Medicare \$2.3 billion annually.

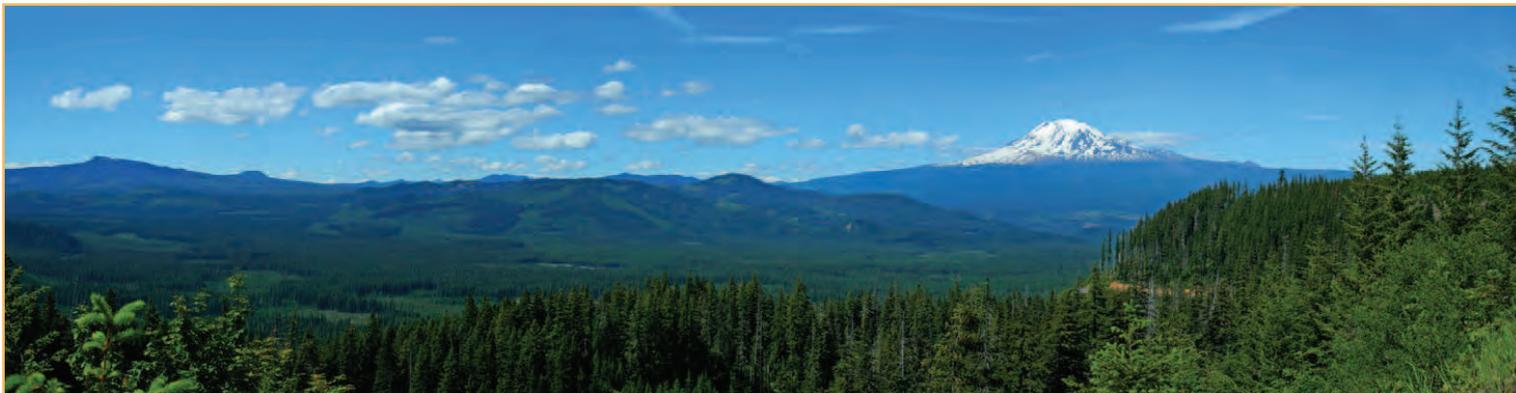
For potential savings at the state level, look no further than Medicare reimbursement rates, shown in the table at the bottom of this page, for some fairly common surgical procedures performed in Washington State.

To be sure, these are difficult financial times, and our association is fielding more inquiries from public and private health plans

Please see> Collaboration P6

<b>2010 Medicare Reimbursement Rates for Common Washington State Surgical Procedures</b>			
<b>Surgical Procedure</b>	<b>ASC Medicare Rate</b>	<b>Hospital (HOPD) Medicare Rate</b>	<b>ASC Cost Savings</b>
Rotator cuff repair	1,636.33	3,282.54	(1,646.21)
Shoulder arthroscopy	1,586.87	3,282.54	(1,695.67)
Knee arthroscopy	1,048.41	2,011.84	(963.43)
ACL repair/reconstruction	2,782.32	5,961.06	(3,178.74)
Sinus revision surgery/endoscopy	4,950.33	9,551.66	(4,601.33)
Gall bladder removal (laparoscopic)	1,874.25	3,149.57	(1,275.32)
Laparoscopic Hernia repair (Inguinal)	1,556.19	3,149.57	(1,593.38)
Kidney stone removal/treatment	1,673.16	3,292.25	(1,619.10)
Carpal tunnel surgery	668.34	1,258.75	(590.41)
Corneal transplant surgery (per eye)	1,364.26	2,524.15	(1,159.89)
Cataract surgery (per eye)	961.34	1,633.14	(671.80)

Source: Centers for Medicare and Medicaid Services (CMS)



# Chief Executive Officer

## About Klickitat Valley Health

Klickitat Valley Health, located in Goldendale, WA, encompasses several facilities that include the 25 bed Klickitat Valley Hospital, a Family Practice Clinic, a Home Health & Hospice entity, KVH Ambulance Services and the Golden View Terrace Retirement and Assisted Living Facility. Goldendale, WA is located on a fertile plateau some 100 miles east of Portland, OR, 70 miles south of Yakima, WA, and 100 miles west of the Tri-Cities, WA area. The majestic Columbia River is only 13 miles south of the city. The terrain is generally rolling with an elevation of 1620' at the airport. The Simcoe mountains, visible from the City, rise in the north to an elevation of 5500'. Four mountain tops, Mt. Hood, Mt. Adams, Mt. Rainier and Mt. St. Helens are visible from certain places in the city. We are currently seeking the following position to lead our dynamic hospital into the future:

## General Position Summary

Provides strategic and operational leadership to Klickitat Valley Health Services (KVH) to ensure that its programs and policies respond to the health care needs of the region through quality medical care and health service programs. Directs all functions of KVH in keeping with the overall policies established by the Governing Board and in compliance with regulatory guidelines so that the objectives of the District can be attained. Responsible for the prudent stewardship of the organization's financial and human resources.

## Essential Duties and Responsibilities:

- Works with the Board of Directors to develop long-term strategies and partnerships related to the provision of health care in the region
- Leads the implementation of long-term strategies, as approved by the Board
- Ensures the quality of care provided by KVH, as well as the satisfaction of patients and their families
- Manages KVH's financial assets in a manner which ensures the financial viability of the organization; compliance with laws and regulations; and consistency with the values of the organization
- Serves as primary staff for the Board of Directors and its Committees to ensure that they are educated and informed, and that they are involved in decisions as appropriate and or/as requested.
- Maintains/develops working relationships with related organizations, agencies, and affiliates to enhance KVH's ability to deliver health care to its service areas.
- Ensures that the organization's management and professional teams are appropriately staffed, developed, and focused on KVH's priorities and values.
- Ensures positive relations with physicians, allied health professionals, and employees of the organization.
- Visibly promotes the organization's vision, goals, programs and services to all public when needed.
- Encourages external support and reduces opposition to District goals, objectives and strategies by providing information on health care issues to legislators, and appropriate media.

## Qualifications:

### Education/Experience/Skills:

- Prepared in hospital and health care management
- Bachelor of Arts or Sciences in Health Administration or business required
- Masters Degree in Health Administration, or related business degree or public health administration preferred
- Minimum of three (3) years progressive leadership experience in a hospital or similar organization.
- Experience as a CEO strongly preferred
- Proven ability to manage a Quality Improvement Plan
- Proven ability to conduct public, management and staff meetings
- Public Hospital District background highly desirable.
- Fellowship in the American College of Health care Executives strongly preferred
- Evidence of civic, professional, philanthropic, or other extra-organizational activities desired
- Rural health care experience preferred
- Knowledge of Washington State RCW regulations preferred.
- Critical Access Hospital Experience preferred.

## To learn more and apply contact

### Klickitat Valley Health human resources at:

Phone: (509) 773-1006

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Email: [hr@kvhealth.net](mailto:hr@kvhealth.net)

Web: [www.kvhealth.net/careers.html](http://www.kvhealth.net/careers.html)



< Collaboration from P4

than ever before. We are encouraging greater collaboration, data collection and information sharing on best practices as more payers look to integrate ASCs in their contracting decisions.

And we are actively engaged with the Department of Health on patient safety issues.

To report on quality outcome measures, WASCA consulted with

DOH to conduct a statewide Quality Research Initiative, the first substantial study of the ASC industry in Washington. We are also partnering with DOH on educational programs for our members to promote adherence with infection control practices prescribed by the Centers for Medicare and Medicaid Services (CMS), and to improve compliance with Medicare Certification Surveys.

Clearly, now is the time for stron-

ger partnerships between government, business and health care providers. The nation's challenge is known for certain: medical costs and insurance premiums keep going up. Employers are shifting more costs to employees; and employee contributions, co-pays and deductibles are rising faster than wages.

All the political vitriol and judicial squabbling aside, the country urgently needs to develop new ways to deliver high quality medical care at lower cost. WASCA and its members look forward to forging new alliances to improve access to affordable, high quality medical care for all Washingtonians.

*Dr. William A. Portuese is board certified by the American Board of Facial Plastic and Reconstructive Surgery and by the American Board of Otolaryngology, Head & Neck Surgery. In addition to his position as president of the Washington Ambulatory Surgery Center Association, he is the current president of the Washington State Chapter of Facial Plastic Surgeons.*

*Susan Simons is a 26 year veteran of the ASC industry and is a founding partner of the surgery center where she currently serves as administrator. During the past 26 years, she has helped the center grow from a one room single specialty center to a three OR multi-specialty free standing center with CON certification. A CASC certified RN, she has been active in the state association for over 20 years.*

*To learn more about the Washington Ambulatory Surgery Center Association, visit their web site at [www.wasca.net](http://www.wasca.net).*

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## What the IOM Recommendations Mean to Washington State

By **Linda Tieman RN MN FACHE**  
*Executive Director*  
*Washington Center for Nursing*



After two years of research, the Institute of Medicine/Robert Wood Johnson Foundation Initiative on the Future of Nursing released its recommendations in October, followed by a national conference on implementation of those recommendations. Its charge was to examine the capacity of nursing to meet the demands of a reformed healthcare and public health system, make national recommendations, and define a blueprint for action. “The Future of Nursing: Leading Change, Advancing Health” argues that nursing, as the segment of the healthcare workforce that is the largest and pervasively involved with patients and families, should actively partner

and lead work to ensure that we achieve “accessible, high-quality healthcare.” It states that we cannot reach this national goal “... without exceptional nursing care and leadership.” Nurses must “... engage with physicians and others” to deliver care and “...assume leadership roles in the redesign” of our system.

The report cites the new Affordable Care Act (ACA) and the compelling demographic changes occurring in the US as drivers for change in healthcare. “Management of chronic conditions...care coordination, transitional care, primary care, prevention and wellness, and the prevention of adverse events” are identified as key challenges. “The demand for better provision of mental health services, school health services, long-term care and palliative care...” also need new energy.

Nursing education “...must better prepare nurses to deliver patient-centered, equitable, safe, high-quality healthcare services” producing a more highly educated workforce of life-long learners. To facilitate effective teams, interprofessional education across all professions is necessary. Leadership should be integrated into all stages of nursing education.

How does Washington State measure up to key recommendations?

- 1. Remove scope of practice barriers, particularly for ARNP’s.** ARNP’s in WA have independent licensure to practice without MD oversight, and expanded prescriptive authority. With increased need for access to Primary Care, we are ahead of many states in being able to offer ARNP access and care. Evidence supports the high clinical quality and patient-satisfaction with ARNP care. Employers must examine policies that may restrict the practice of all nursing personnel.
- 2. Increase the proportion of RN’s with BSN to 80% by 2020; redesign nursing education to that it can produce nurses to meet future healthcare needs.** 43% of our RN’s have a BSN, and we need significant increases in our schools’ capacity (funding). Without more BSNs, we will not have sufficient numbers of educators, researchers, managers, or leaders in nursing. The Council on Nursing Education in WA State (CNEWS) has been leading education redesign for > 5 years. How will redesigning nursing education impact the need for funding?
- 3. Implement Nurse Residency programs to improve the**

**transition from student to novice professional.** While some hospitals have Transition to Practice (TTP) programs, WCN developed a Tool Kit for employers in all settings to plan, create, deliver, and evaluate (TTP). Evidence supports that TTP reduces costly turnover and increases staff satisfaction & patient outcomes.

4. **Ensure that at least 10% of all BSN’s matriculate to master’s or doctoral programs within 5 years of graduating.** 0.7% of our nurses hold a PhD or DNP; 45% of them graduated from programs out of state. We need increases in capacity at advanced levels (funding).
5. **Prepare and enable nurses to lead change to advance health, support nurses in leading innovative patient-centered models of care.** WCN offers “Leadership Matters” for staff and charge RNs while the North West Organization of Nurse Executives leads the Transforming Inpatient Care and Culture (TICC) work in acute facilities, and provides management and executive education for emerging nurse leaders and nurse executives. Some organizations are using Team Steps. How are employers supporting nurses’ leadership?
6. **Build an infrastructure for collection & analysis of inter-professional healthcare workforce data.** WCN has built the nursing workforce database and will continue to enhance it. We are working toward implementing the national Nursing Minimum Datasets. Regular, paperless collection & analyses

of licensing data for all health-care professions should be re-sourced, lest we fall behind in having accurate information about our workforce.

**WA is a leader!** We have a lot yet to do to reach these goals and already have many change efforts underway. Join another statewide discussion on implementation of the recommendations on January 12, 9-11. For additional details vis-

it [www.WACenterforNursing.org](http://www.WACenterforNursing.org).

*Linda Tieman is the Executive Director of the Washington Center for Nursing in Seattle, WA. The mission of the Washington Center for Nursing is to contribute to the health and wellness of Washington State by ensuring that there is an adequate nursing workforce to meet the current and the future healthcare needs of our population. She can be reached at 206-787-1200.*



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## The Economy is Challenging All in the Healthcare Sector to Rethink Healthcare Delivery

By **David G. Fitzgerald**  
*Chief Executive Officer*  
*Proliance Surgeons, Inc., P.S.*



Recent news from Olympia reveals the true and stark fiscal realities facing the Governor, the Legislature and all taxpayers in Washington State. This fiscal challenge is and has been facing the private sector and working families as well. For government, the private sector, and our families the challenge is the same. How do we do more with less? Is the answer to just reduce expenses? I would say that answer is not enough.

Reducing expenses will always be part of the answer. However, it is clear we also need an attitude adjustment or a “reset”. It is time to change the way we currently

view healthcare and to really start changing. This effort requires the state (and federal) governments to stop protectionist measures that push healthcare to high cost drivers and follow the lead of the private sector in making the changes necessary to reset and to move this State forward.

Our experience at Proliance Surgeons offers valuable lessons on encouraging management advancements. In the past 17 years, we have built one of the nation’s largest surgical practices, emphasizing high-quality care and service for our patients along with sensible cost control. Here are several principles that we have found to be instrumental in effecting change within our organization that can be extrapolated to the state level:

- **Care for patients where it can be done best for the lowest cost.** Through our 12 ambulatory (or outpatient) surgery centers, we perform many surgeries for a cost that is significantly less (often around 40% less) than it would be if the same surgery were performed in a hospital. Given the cost savings and quality of care, additional State or Federal reform should solidify physicians’ ability to own surgery

centers and expand procedures that can be performed in them. State budgets can be improved by utilizing these lower cost surgery centers without comprising quality.

- **Establish and strengthen medical standards.** In our ambulatory surgery centers, we developed and tested the surgical checklist for such centers and presented it, ready for adoption, to the Surgical Clinical Outcomes Assessment Program. Simple processes, such as checklists, are often much easier to administer rather than cumbersome regulations, bureaucratic departments, and high cost processes and they promote widespread adoption, resulting in cost reduction rather than cost enhancement. Look for the simple, rather than the complex.
- **Support people’s ability to choose their doctors.** When people are given the ability to choose their own physician, they seek the type of care they desire. That provides an important incentive for patients to decide what they want and doctors to provide it. They will usually make the right choice for them and their budget. Eliminating choices and forc-

ing citizens to follow certain steps and not allowing them to think for themselves, often is more costly and also more frustrating for the person and can lead to unnecessary work/expense.

- **Cut Overhead Costs.** By streamlining and sharing processes and eliminating or minimizing the middle-person, administrative costs for compliance can and will be drastically reduced. When we can, we “buy-direct” and we try to have the right person empowered to do their work. Thereby the process is only touched once. The same can be done with healthcare if we just “reset” our thinking, rather than doing it the same way with the same players.

All parties in the healthcare sector are going to have to sacrifice and compromise. We are at a crossroads in healthcare and our fellow citizens are demanding change. Change is an incredibly difficult task. Building on our current advancements and industry examples and finding ways to reset rather than add on regulations will make it much more likely to succeed.

*David G. Fitzgerald is the Chief Executive Officer of Proliance Surgeons, Inc., P.S., a medical group practice of over 165 orthopedic, general and ENT surgeons headquartered in Seattle, Washington with many clinic locations mostly located at and around the many hospitals in the region. The practice also owns and operates twelve ambulatory surgery centers, six physical therapy sites and eight imaging centers throughout the Puget Sound region. Fitzgerald*

*ald has more than 20 years of experience in healthcare, including Administrator and CFO of physician practices. He received his MBA from the University of Utah. Currently, he serves as a member of the Board of Directors of the Washington Ambulatory Surgery Center Association. Dave spends what free time he has with his fam-*

*ily—enjoying sporting activities, traveling, relaxing at the Oregon Coast.*

*Visit [www.proliancesurgeons.com](http://www.proliancesurgeons.com) to learn more about Proliance Surgeons, Inc., P.S.*

*Opinions expressed in this article are not necessarily the opinions of the Washington Healthcare News.*



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## Washington State Offers New Asthma Management Desktop Tool

By Keith Zang

*Projects Coordinator, Asthma Program  
Washington State Department of Health*



Asthma is a serious disease that affects people of all ages. The U.S. Centers for Disease Control and Prevention identified asthma prevalence in Washington among the highest in the nation. About 400,000 adults and 120,000 youth in Washington have asthma and this translates into one in 10 households with children, one in 10 women, and one in 14 men. Because of advances in asthma treatment, the death rate is steadily dropping. At the same time, health care resources for people with uncontrolled asthma are climbing.

One of the new health care resources available to asthma sufferers and their providers are important new asthma care guide-

lines. The 440 page Expert Panel Report 3 (EPR-3), released by the National Heart, Lung and Blood Institute in 2007, gives systematic guidance on optimal care for children and adults with asthma.

To summarize this voluminous report for use by providers, patients and other interested parties, the Washington Asthma Initiative and the Washington State Department of Health prepared a helpful six-page, easy-to-use reference tool called “Good Asthma Care on a Desert Island.”

“Good Asthma Care on a Desert Island” is a quick desktop reference for providers and staff to have asthma guidelines readily available. The guide includes the Four Pillars of Asthma Management, Asthma Stepwise Approach, Assessing Asthma Severity, and Assessing Asthma Control. There are recommendations for age-appropriate pharmacotherapy, translating spirometry results, and integrating environmental control.

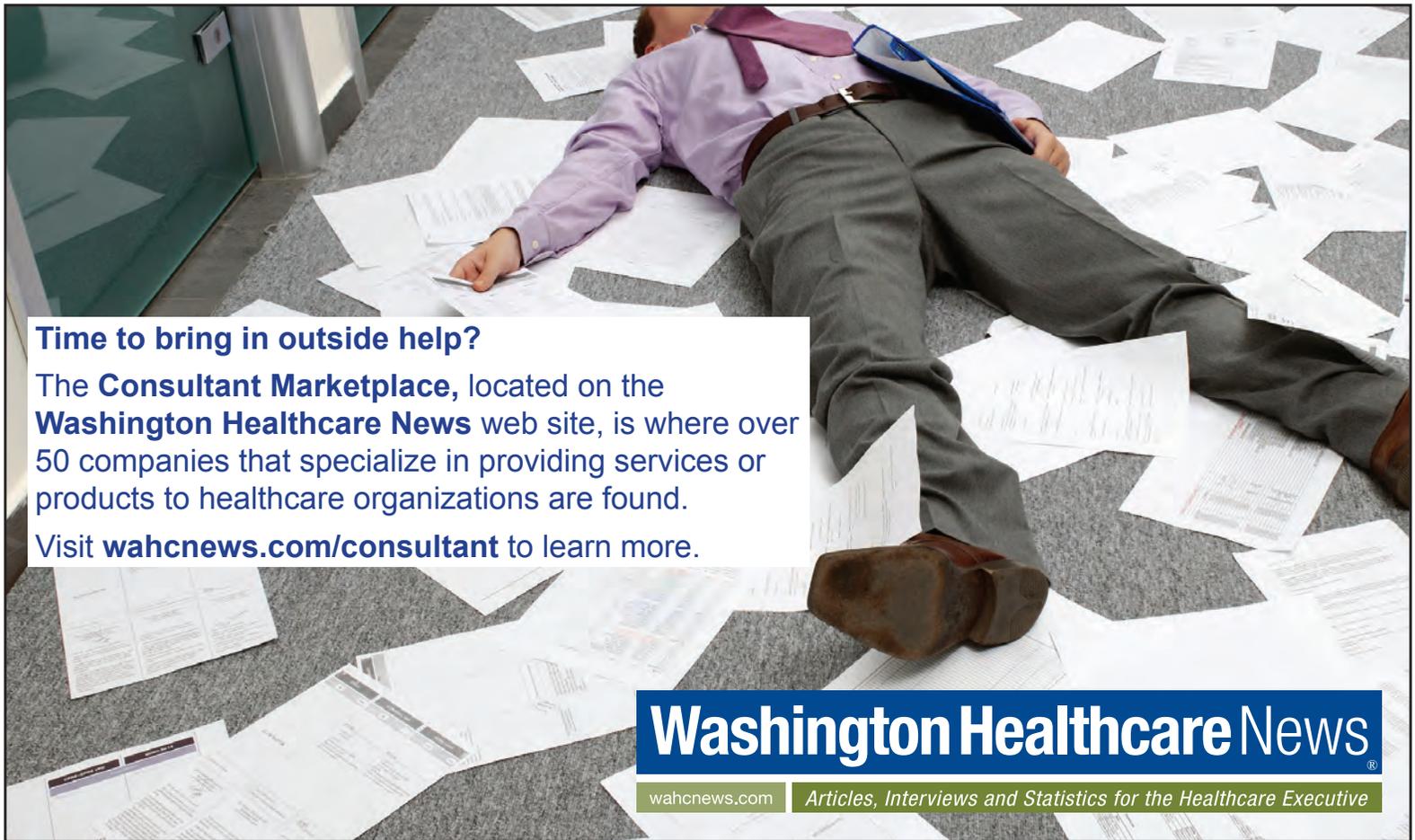
Keeping asthma in good control is important for many reasons. Each year, about 48,000 adults with asthma make at least one emergency department visit, and 100,000 make at least one urgent medical visit for worsening asthma symptoms. More than 5,000 people are hospitalized. Medicare

or Medicaid pays for more than half of those hospitalizations. Youth with asthma miss school more often. Those with more severe, uncontrolled asthma tend to have more academic challenges than those with asthma that is controlled.

The good news is we are seeing many advances in medication and best practices in the last few years that make asthma control more successful. These new guidelines are slowly making their way to providers through the Washington State Patient-Centered Medical Home Collaborative and the Washington State Asthma Program. Training programs are offered through the University of Washington and the Washington Healthy Communities Resource Center.

You can download “Good Asthma Care on a Desert Island” at <http://www.doh.wa.gov/cfh/asthma/providers/default.htm> and links to EPR-3 reports and other useful documents and information are also available on the site.

*Keith Zang is the Projects Coordinator for the Asthma Program at the Washington State Department of Health. He can be reached at [Keith.Zang@doh.wa.gov](mailto:Keith.Zang@doh.wa.gov) or 360-236-3631.*



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## Director of ED and Medical Surgical Unit

(Snoqualmie, WA)

Only 30 minutes from the heart of downtown Seattle and 15 minutes from the slopes of Snoqualmie Pass, Snoqualmie Valley Hospital overlooks the beautiful Snoqualmie Valley. The Hospital offers the opportunity to work with a successful organization built on collaboration and respect. Its employees take pride in providing exceptional patient care in a spectacular Northwest setting.

The Director of ED and Medical Surgical Unit is a senior leadership operations position. The Director carries out administrative and operational functions, will provide oversight to the Emergency Dept. and Medical Surgical Unit, serves as the primary nursing executive for the hospital. This position is responsible for development and implementation of organizational strategy, develops and adheres to departmental budgets, assures compliance with internal policies and external regulations. In addition, seeks to develop staff through ongoing professional development and education.

**Experience:** Minimum of five (5) years of clinical and managerial experience.

**License/Certification:** Current State license as a Registered Nurse. Current BCLS and ACLS. Basic Arrhythmia Certification.

Please submit your resume or C/V to: Human Resources  
9575 Ethan Wade Way SE  
Snoqualmie, WA 98065, fax: 425-831-2361

[hr@snoqualmiehospital.org](mailto:hr@snoqualmiehospital.org)  
[www.snoqualmiehospital.org](http://www.snoqualmiehospital.org)



## Patient Accounts Manager

(Port Angeles, WA)

Manage the Billing and Collection department of our friendly, professional community hospital.

BA or BS preferred with minimum three years hospital billing and credit/collection experience, with strong healthcare management experience.

Apply online at:

[www.olympicmedical.org](http://www.olympicmedical.org)

or email:

[nbuckner@Olympicmedical.org](mailto:nbuckner@Olympicmedical.org)

EOE



## Director of Finance

*It's a Good Life! Live it in Santa Barbara.*

Nestled between the ocean and the mountains, Santa Barbara offers breathtaking vistas, beautiful flowers, an abundance of Spanish colonial architecture and a mild, "Mediterranean" climate. Once you come home to Santa Barbara, it's hard to imagine living anywhere else.

At **Cottage Health System**, our facilities are state of the art and our physicians, nurses, technicians and staff are simply the best. Our shared governance environment gives you a voice in the organization and encourages the contributions, creativity and skills of every member of our team.

**In this key role, you will:** Manage the general ledger functions, financial statement preparation, cash management and control functions; Oversee payroll and accounts payable functions for Cottage Health System and affiliated entities; Ensure compliance with policies, procedures, state regulations and generally accepted accounting practices; Coordinate the preparation, review and finalization of monthly financial statements; Interpret and analyze financial data for Executives and Department Directors; Review and report on all financial systems for internal control; Supervise, recruit, train and develop, evaluate and make personnel action recommendations for staff to ensure standards for quality and performance are met.

**Requirements include:** A Bachelor of Science or Bachelor of Business Administration degree with a major in Accounting or similar subject; A Certified Public Accountant license; A minimum of eight years of management experience in the accounting field, of which experience in the hospital industry is preferred; Knowledge of not-for-profit accounting principles, standards and accounting practices; Knowledge of hospital financial recordkeeping, reporting and planning.

We offer an excellent compensation and benefits package, which includes relocation assistance. Make the move that will change you career! Please apply online @:

[www.cottagehealthsystem.org](http://www.cottagehealthsystem.org) EOE



HEALTHCARE  
MANAGEMENT  
ADMINISTRATORS

## Manager, Utilization Review

(Bellevue, WA)

The Manager, Utilization Review performs all management functions of the Utilization Review unit and the UR program including daily work responsibilities; project work as required and assigned by the Director of Health Services; development and review of processes and procedures; and daily management of the Utilization Review unit staff, including but not limited to approval of absences; preparation and delivery of performance reviews; recommendations regarding hiring, terminations or job changes; UR program development and oversight; mentoring, teaching and training of UR staff; and interactions with external clients and brokers as needed.

**Successful Candidate will have:**

Current WA state RN license. CCM certification preferred. 3-5 years experience in utilization review in a payer based environment required. 3+ years of nursing experience in a clinical setting. Extensive UR process knowledge. At least 3 years of leadership or management experience. Exceptional communication, presentation and interpersonal skills. Exceptional attention to detail. Team player able to work in a self directed position involving a high degree of complexity. Proficient with MS Office Suite and Excel.

Healthcare Management Administrators (HMA) believes in delivering superior value to our many self-funded Northwest clients by combining competitive rates with superior service. If you would like to learn more about our organization, please E-mail your resume, cover letter and salary history to: [recruiter@accesshpa.com](mailto:recruiter@accesshpa.com) Faxed resumes are welcome at 305/574-0443. Be sure to visit our website at [www.accesshpa.com](http://www.accesshpa.com)



## Human Resources Director

(Snoqualmie, WA)

**POSITION SUMMARY:**

This position works with the Executive Team to develop and implement strategies and programs consistent with the strategic directions for the District related to all human resource functions including:

- \* Compensation
- \* Regulatory compliance
- \* Recruiting
- \* Policy development and implementation
- \* Employee Relations
- \* Payroll Administration
- \* Benefits
- \* Training

This position is a member of the senior management team and works closely with all levels of management in the District.

**EDUCATION/EXPERIENCE:**

A Bachelor's degree in Human Resource Management or related field as expected.

Two or more years experience in Human Resources is required preferably as a Director or Assistant Director.

PHR or SPHR is preferred. Rural Healthcare is a plus.

This is an opportunity to work for a very successful community based hospital with a sound administrative team in an area that is picturesque.

To apply and learn more contact George Deering, Principal of Deering and Associates, at [gdeering08@comcast.net](mailto:gdeering08@comcast.net)



## Chief Nursing Officer (South Bend, WA)

Willapa Harbor Hospital is a small Rural Critical Access Hospital, licensed for 26 beds, with 10 beds currently set up for patients. The hospital is located in South Bend, WA. The CNO will be responsible for Med/Surg, ER, Surgery, Endoscopy and PAR. The nursing team consists of the Charge Nurse; LPN's and Certified Nursing Assistants. Our employees take pride in providing great patient care in this small Southwest WA community. We are looking for the right individual who has excellent management & interpersonal skills. The applicant must have current Washington RN license with previous experience as a CNO preferred or minimum of 5 years as a nurse supervisor in acute care, preferably a critical access facility. South Bend is a beautiful rural location with easy access to beach combing, camping, hiking, fishing and hunting. We offer a competitive salary and a comprehensive benefits package. For a complete job description and to apply please contact Krisy Funkhouser, HR, [kfunkhouser@willapa.net](mailto:kfunkhouser@willapa.net) or mail resume to: Willapa Harbor Hospital, PO Box 438 South Bend, WA 98586. EOE

# Career Opportunities

To advertise call 425-577-1334  
Visit [wahcnews.com](http://wahcnews.com) to see all available jobs.



## Controller

Bachelor's Degree in Accounting, Finance or related major 5+ years experience in financial management. Directs the financial affairs of the organization and prepares financial analyses of operations, including interim and final financial statements with supporting schedules, for the guidance of management. The Controller is responsible for the company's financial plans and policies, its accounting practices, the conduct of its relationships with lending institutions and the financial community, the maintenance of its fiscal records, and the preparation of financial reports. The position involves supervision over general accounting, property accounting, cost accounting and budgetary controls. Ensures accounting procedures conform to generally accepted accounting principles and WA State guidelines. Minimum Requirements: Bachelor's Degree in Accounting, Finance or related major, 5+ years experience in financial management-healthcare preferred, CPA preferred.

**Requisition Number:** 9692  
**Salary:** \$42.53 - \$60.42

To apply and learn more contact:

Mike Herber  
Senior Leader -  
Employment & Recruitment  
(509) 586-5650 [mike.herber@kphd.org](mailto:mike.herber@kphd.org)



## Director, Quality Services (Los Angeles, CA)

### POSITION SUMMARY

The Director has the responsibility for supervising the department of Quality Management. The Director ensures competent staff meets patient care and department needs; compliance with all regulatory requirements, efficient operation of the department and adherence to hospital policies and procedures. The Director works collaboratively with the Medical Staff leadership in support of Quality Services Department goals. The Director provides leadership to the organization for compliance with The Joint Commission and Title 22 standards. The Director supports outcomes management and other related initiatives as developed and implemented.

### Requirements

Must have minimum of 5 years of management experience in Quality in an acute care hospital setting. Must have current California State Registered Nurse License. Bachelors Degree Nursing or Health Care Administration, management or related field, required. Master's degree in healthcare related field preferred. Demonstrated effective verbal, written, communication, and presentation skills. Current CPHQ credentialing.

For consideration, please apply on-line at [www.stvincentmedicalcenter.com](http://www.stvincentmedicalcenter.com)

You may also visit our website for additional career opportunities and benefit information.

### Contact:

St. Vincent Medical Center  
2131 W. Third Street  
Human Resources, 8th Fl.  
Los Angeles, CA 90057  
Fax: 213-484-7228  
E-mail: [annahkaram@dochs.org](mailto:annahkaram@dochs.org)  
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## Emergency Department Manager

(Snoqualmie, WA)

Equal Opportunity Employer

Looking for an opportunity to make a difference, and really connect to your patients in a refreshing and natural environment?

At Snoqualmie Valley Hospital we pride ourselves on our direct patient centered care philosophy with spectacular views and the growing Snoqualmie community we have a lot to offer employees looking for a Pacific Northwest experience; only 30 minutes east of down town Seattle.

We currently have an opening for an Emergency Department Manager.

The Emergency Department Manager is responsible for the overall operations of our Emergency Department. This position defines and monitors the standards of patient care and nursing practice, ensures availability and appropriate utilization of needed human and material resources, supports collaboration between nursing, physicians, and other disciplines to achieve desired patient outcomes. Additionally, this position is responsible in maintaining clinical competency and act as a clinical resource for staff.

Please submit your resume or C/V to:  
Human Resources 9575 Ethan Wade Way SE  
Snoqualmie, WA 98065, fax: 425-831-2361

[hr@snoqualmiehospital.org](mailto:hr@snoqualmiehospital.org)  
[www.snoqualmiehospital.org](http://www.snoqualmiehospital.org)



## St. Anthony Hospital

### Home Health Manager (Pendleton, OR)

**A Mission to Heal... A Promise to Care.**

### St. Anthony Hospital

Join our First Class team of Healthcare professionals!

St. Anthony Hospital is a 25-bed Critical Access facility located in Beautiful Eastern Oregon. We have a 100-year history of serving the communities of Eastern Oregon. The hospital is dedicated to preserving human life, human dignity, wholism and shared ministry. With a qualified, caring staff of professionals, a vast array of in-service and outreach programs and a spectrum of state-of-the-art equipment, St. Anthony can best be characterized as the center for health care services in Eastern Oregon. As it has for the past century, St. Anthony continues to dedicate itself to providing quality health care by responding to the needs of those it serves.

We are seeking qualified applicants for the following position:

#### \* Home Health Manager

Join our family oriented community with access to some of the best hiking, fishing, camping and hunting in the region. We offer competitive Salary and Benefits. To apply, please visit us on-line!

St. Anthony Hospital, Human Resources  
1601 SE Court Avenue, Pendleton, OR 97801  
Phone: 541-278-3254  
[www.sahpendleton.org](http://www.sahpendleton.org)

# Come here to work with the best.



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Discover an exceptional opportunity to practice at the highest level of your profession at Cedars-Sinai Medical Center. Cedars-Sinai is a 977-bed teaching hospital located in the heart of Los Angeles, next to Beverly Hills. We have received Magnet™ designation three times and have been consistently ranked by *U.S. News & World Report* as one of America's Best Hospitals in multiple specialty areas. If you consider yourself among the leaders in your field, we invite you to consider joining our exceptional organization in the following key position.

### Manager, Case Management – Job #4956 Nursing Administrator of Duty- Job #5402

Both positions require a current California RN license, a BSN (Master's preferred) and a minimum of five years clinical and management experience.

For immediate consideration, please apply at: [www.LeadingTheQuest.com](http://www.LeadingTheQuest.com) and reference the Job number.



Cedars-Sinai welcomes and encourages diversity and is committed to maintaining a drug- and alcohol-free workplace. EOE.

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