

# Are You Ready?

## OSHA, OCR, CMS, and OIG Are Coming



Whether anticipated or spontaneous, healthcare inspections by governing agencies can be one of the most nerve-racking experiences. The stakes are high with an organization's financial health, reputation, and overall legitimacy on the line. Here's what you need to know.

### OSHA

The Occupational Safety and Health Administration (OSHA) monitors a variety of areas related to the safety and health of workers. They have identified seven core elements to follow regulations: management leadership, worker participation, hazard identification and assessment, hazard prevention and control, education and training, program evaluation and improvement, communication and coordination.

**Cost: \$18,000**

The employer failed to take the necessary precautions that could have prevented employees from violence-related injuries.

**Columbus, OH | May 25, 2023**

#### Be Ready for an OSHA Inspection

- Have ready a report of OSHA-required training completion including disaster preparedness, fire safety, bloodborne pathogens, preventing work injuries and violence, and respiratory protection
- Log of incident reports and corrective action taken
- Accessible safety plans
- Have a documented emergency preparedness plan
- Documentation of your policies and procedures, along with employee acknowledgment



## OCR

The Office for Civil Rights (OCR) oversees the safe and ethical handling of patient data and privacy, along with HIPAA enforcement. An OCR inspector will assess your organization's internal processes for handling patient data, including reviewing policies, incidents, and training records.

**Cost: \$30,000**

The employer improperly disclosed patient protected health information and failed to implement policies and procedures with respect to PHI.

**Kendall Park, NJ | June 5, 2023**

### Be Ready for an OCR Inspection

- Have a report of OCR-required training including an annual HIPAA course (refreshers are also recommended)
- Documentation of policies to show alignment with HIPAA regulations, along with employee acknowledgment
- Record of all HIPAA breaches and the subsequent notifications

**[Download a ready-to-use HIPAA Breach Notification Policy.](#)**

## CMS

The Centers for Medicare and Medicaid (CMS) regulations are specific to each state and type of covered healthcare facility. Specifically, inspectors are looking at electronic health record (EHR) systems, Medicare-Medicaid Plans (MMPs), Medicare Advantage Organizations (MAOs), Prescription Drug Plans (PDPs), and Children's Health Insurance Program (CHIP).

**Cost: \$102,660**

The employer remains noncompliant with price transparency requirements available in the comprehensive machine-readable file.

**Rochester, NH | October 24, 2022**

### Be Ready for an OCR Inspection

- Have a report of CMS-required training including emergency preparedness, fire safety, and infection control
- Comply with all HIPAA regulations (see OCR section)
- Ensure all policies, billing, and patient records are aligned with CMS guidelines and readily available
- Keep all provider information and documentation in one location so it is easy to find requested documents
- Prepare a report of all CMS-credentialed providers with expiration dates

**[Download a free guide to infection prevention.](#)**

The Office of the Inspector General (OIG) focuses on reducing fraud, waste, and abuse with specific attention paid to Medicare and Medicaid. An OIG inspection occurs as a result of various factors and triggers including: complaints and whistleblower reports, data analysis and trends, risk assessment, routine audits, emergency response, and tips from law enforcement agencies.

## Cost: 82 months in prison

A provider is convicted of defrauding the Louisiana Medicaid Program out of \$1.8 million and causing false diagnoses of children.

Baton Rouge, LA | January 19, 2023

## Be Ready for an OCR Inspection

- Have a report of OIG-required fraud and abuse training, as well as acknowledgment of related policies
- Complete monthly exclusions monitoring for all providers
- Proof of anonymous reporting options and log of incidents with corrective action taken
- Ensure all billing aligns with OIG expectations to avoid red flags such as unusually high billing rates or suspicious billing patterns



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- Gerald Woo | Pharmacy Manager  
ABC Pharmacy

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