



6 Reasons to Outsource Your Therapy

In the current healthcare landscape, many skilled nursing facilities (SNFs) are taking a fresh look at their strategies to continue to provide the highest quality care with outstanding patient outcomes. Because of this, many SNFs have found that outsourcing rehabilitation services to an experienced partner is a solid strategy.

A full-service rehabilitation provider can bring expertise, proven models, and a track record of success to every facility they serve. This collaboration allows SNFs to focus on their core business, knowing their therapy services are set up for success.

This white paper addresses and assesses the key benefits of adopting an in-house therapy model vs. an outsourced full-service contract rehabilitation model. This paper provides insight about the most cost-effective approach to providing the highest quality rehabilitation program in SNF communities.

1 Monitoring “Time Bandits” to Optimize Therapy Dollars

Did you know something as simple as a meeting could be eating away at your bottom line? In-house therapy presents a myriad of basic, everyday work factors that steal time away from therapists that could be spent on patient care:

Therapy providers can help monitor and minimize a therapists' time spent in :

- Excessive meeting attendance
- Equipment maintenance
- Ordering discharge equipment
- Clerical functions

An outside therapy partner can assist with optimizing some of these types of unexpected costs

2 Hidden Cost of Training, Performance Management, and Denials

Therapy performance can suffer if proper monitoring and management is not performed. Audit systems and regulatory compliance teams ensure therapists are up-to-date on current procedures and regulations.

Therapy providers consistently check:

- Regulations and restrictions
- Reimbursement models, including HMO limits
- Mentoring, training, development, and action planning for underperforming therapists
- Audits, denial of payment, and regulatory compliance
- Indemnifies against denials for therapy payment

3 Being Under-Resourced Affects Census

Think therapy doesn't affect census and other key indicators? Think again. Therapy has a direct impact on census, re-hospitalizations, value-based purchasing, quality measures, and facility reputation.

To ensure a healthy census and operational success, a therapy provider:

- Educates therapists in specific treatment regimens for short-term and long-term patients
- Monitors and ensures quality results, including re-hospitalization risk
- Measures and monitors patient and family satisfaction with therapy service

4 Maximum Cost Efficiency and High Value Rehab with Utilization Controls

A lack of utilization controls can lead to sky high therapy costs. Leading therapy providers can contract in a way that aligns with capitated rate structures, ensuring maximum cost efficiency with maximum clinical efficacy. Additionally, a focus and execution on high value reduces cost.

A therapy provider will closely monitor and utilize:

- Clinically important risk levels for each patient
- Predictive tools to assist appropriate discharge planning
- Assessments predictive of each patient's rehabilitation needs and optimal interventions
- Every patient's rate of change (amount of therapy compared to outcome), delivering the right duration for optimal results



5 Proven Success with PDPM

Keys to success under PDPM include:

- Teamwork and communication between nursing, therapy, MDS, and department leads
- Ensuring a depth and breadth of speech therapy services
- Training and support for accurate and complete coding
- Identify niche markets
- Drive better outcomes with fewer resources and time
- Partner for outcomes and quality measures
- Optimize group and concurrent therapy opportunities

Differences under PDPM using a therapy partner:

- Expertise at the regional level
- Consistent and committed therapists
- Optimal therapist vs. assistant ratio to deliver the best patient care at lower cost
- High customer satisfaction
- Coding assistance with MDS sections that contribute to successful MDS
- Coding and reimbursement
- Best evidence-care with operational and clinical expertise

6 Streamlined Hiring with High-Impact Recruitment

With an average cost of \$5,000 to recruit one position and a nearly 50% turnover rate in the industry on new recruits, it's easy to see why having an outside therapy partner can make an impact.

Your therapy partner should have a strong in-house recruiting team, with regional recruiters working closely with the area director for that state. They should partner with schools to provide clinical sites and participate in professional associations. They should use interview guides to make sure new hires have what it takes to deliver high-impact care.

Conclusion

A shared risk model with a full-service contract rehabilitation partner creates hands-on expertise with the management necessary to optimize efficiency, reduce cost, provide evidence-based care with outstanding clinical outcomes, and improve census. Such a model consistently outperforms other therapy models. The ultimate goal for the skilled nursing facility should be the best resident outcomes and satisfaction. Contract rehabilitation can set up SNFs for success in reaching each of these goals.