



Insight for Better Hiring

Inquirehire Advisory: HIPPA Requirements for Healthcare Providers

The Health Insurance Portability and Accountability Act (HIPPA) of 1996 required the establishment of programs to combat healthcare fraud and abuse. As a part of the program, the Office of the Inspector General (OIG) was given the authority to levy civil monetary penalties against entities that submit claims for healthcare services rendered by employees or contractors whom they know, **or should know**, have been excluded from participation in federal healthcare programs. Penalties can be as high as \$10,000 per infraction. Three infractions can lead to permanent exclusion from the Medicare program. In addition, the OIG can impose an assessment of three times the amount claimed.

As a consequence, healthcare providers who participate in federal programs must be aware of excluded providers among potential hires and contractors, both at the state and federal level. Hiring employees or contractors with state sanctions can increase the risk of civil suits and public relations problems.

Inquirehire offers a National Medical Fraud and Abuse database search that contains information from federal sources as well as all 50 states on individuals who have been the subject of state licensing board sanctions. In total the database contains over 600,000 adverse records of debarred, disciplined, excluded, or sanctioned individuals and entities. The dataset contains cumulative and historical information from over 800 federal and state agencies. The database includes sanctions on a wide range of healthcare professionals and entities, and includes data on healthcare providers as well as healthcare suppliers. This search does not replace a healthcare provider's normal background check elements, but is an effective way to identify sanction information so an informed hiring decision can be made.

To learn more about the National Medical Fraud and Abuse database search, contact Inquirehire at 563-323-5922 or 800-494-5922, or email us at inbox@inquirehire.com.

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