

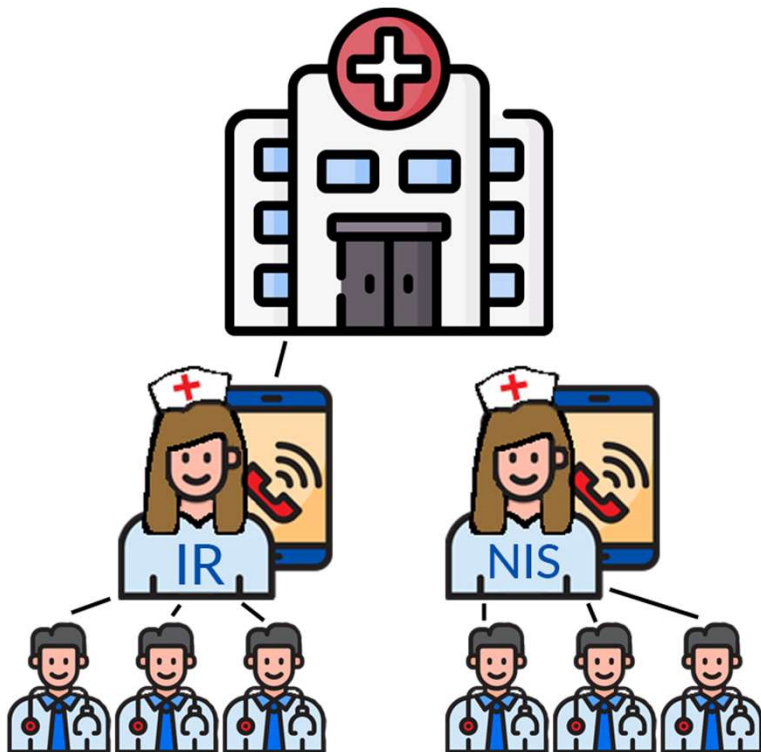


Employing APPs with Your Inpatient IR and NIR Team

February 2, 2024

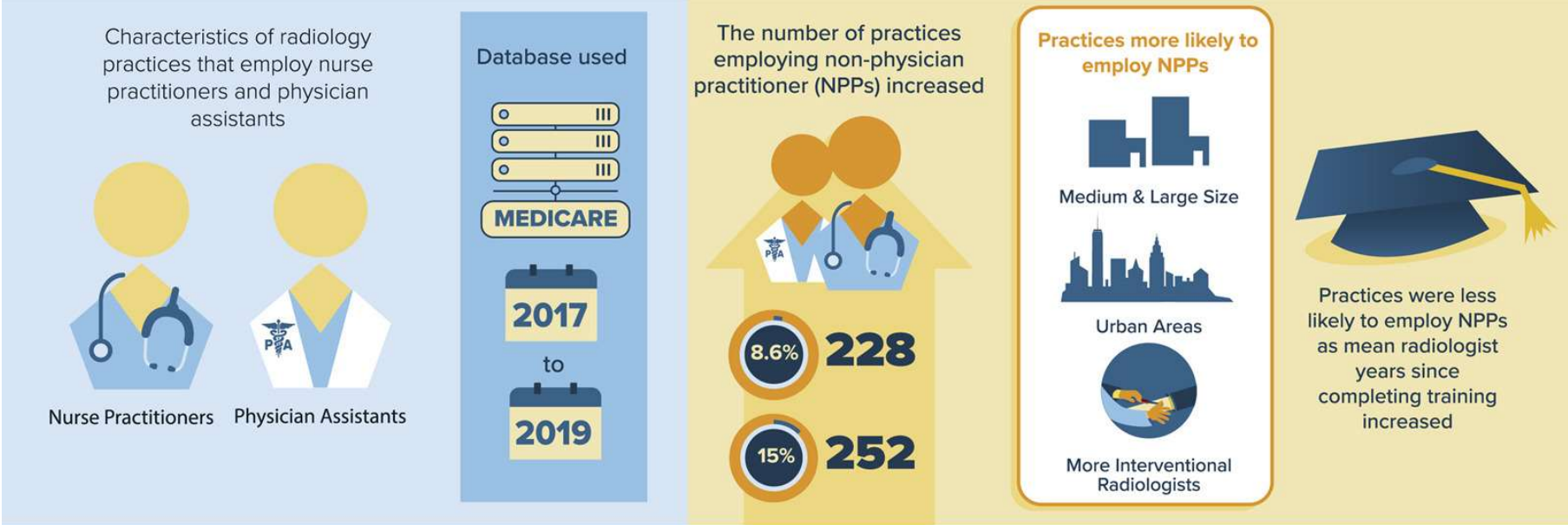
Janene W. Markuske

Experience with APPs



x 5 hospitals

Which Radiology Practices are employing Nurse Practitioners and Physician Assistants?



Employment of NPPs by radiology practices has grown considerably in recent years, particularly in larger and urban practices and those which employ more interventional and early-career radiologists.

APPs: How Do We Use Them?

Clinical Management of Patients

VS

Performance of IR Procedures



The Face of Our IR and NIR Medical Team

- APP is the liaison between other hospital departments and IR team
- Always available to answer calls or texts
 - Builds better relationship with referring physicians
 - Increases the utilization of our IR/NIR services
- More time spent with patients
 - Indirect marketing
 - Better patient satisfaction scores
 - Improved perception/satisfaction with referring specialties

Tasks – Clinical Mgmt of Hospital Inpatients

- Consultations for new patients from ER and IP
- Obtaining informed consent
- Rounding on prospective IR & NIR patients
- Rounding on post-op IR & NIR patients
- Arrange lab orders
- Order diagnostic tests
- Arrange admissions for IP service

Inpatient Billing for E&Ms

- Inpatient/Obs E&M Codes (Initial visit)
 - 99221 – low level or 40+ min
 - 99222 – moderate level or 55+ min
 - 99223 – high level or 75+ min
- Inpatient/Obs E&M Codes (Subsequent)
 - 99231 – low level or 25+ min
 - 99232 – moderate level or 35+ min
 - 99233 – high level or 50+ min
- Critical Care E&M Codes
 - 99291 – 60 to 74 min
 - 99292 – each add'l 30 min (used rarely)
- Inpatient/Obs Consultation Codes*
 - 99252 – straightforward or 35+ min
 - 99253 – low level or 45+ min
 - 99254 – moderate level or 60+ min
 - 99255 – high level or 80+ min
- Post-op visit on day of surgery
 - 99024

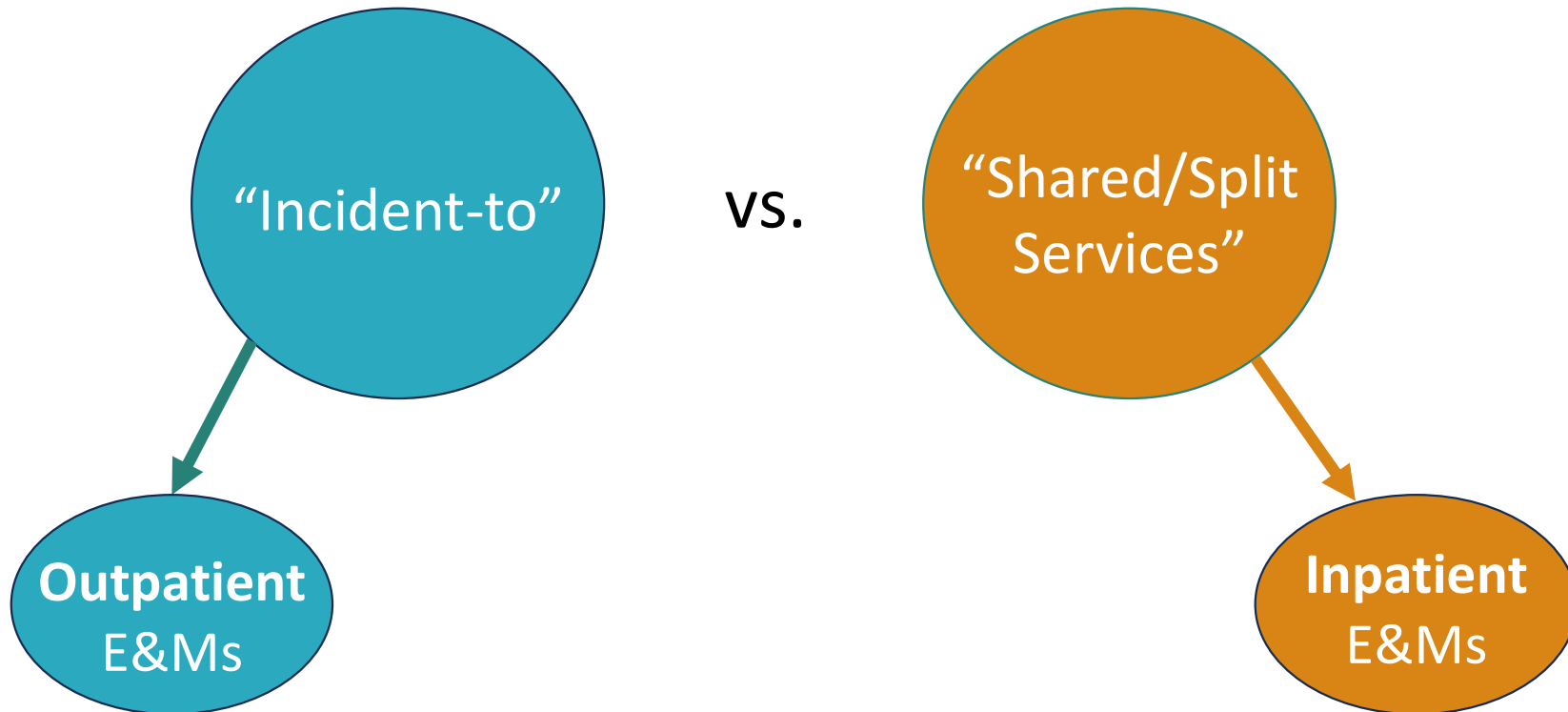
* Not payable by Medicare



Hospital E&Ms

CPT Code	wRVU	Medicare Allowable
99221	1.63	\$ 83.36
99222	2.60	\$ 130.47
99223	3.50	\$ 173.84
99231	1.00	\$ 49.81
99232	1.59	\$ 79.30
99233	2.40	\$ 119.28
99291	4.50	\$ 213.83
99024	0	\$0

Physician Oversight for APP Billing Under MD/DO



Physician Oversight for Inpatient E&Ms

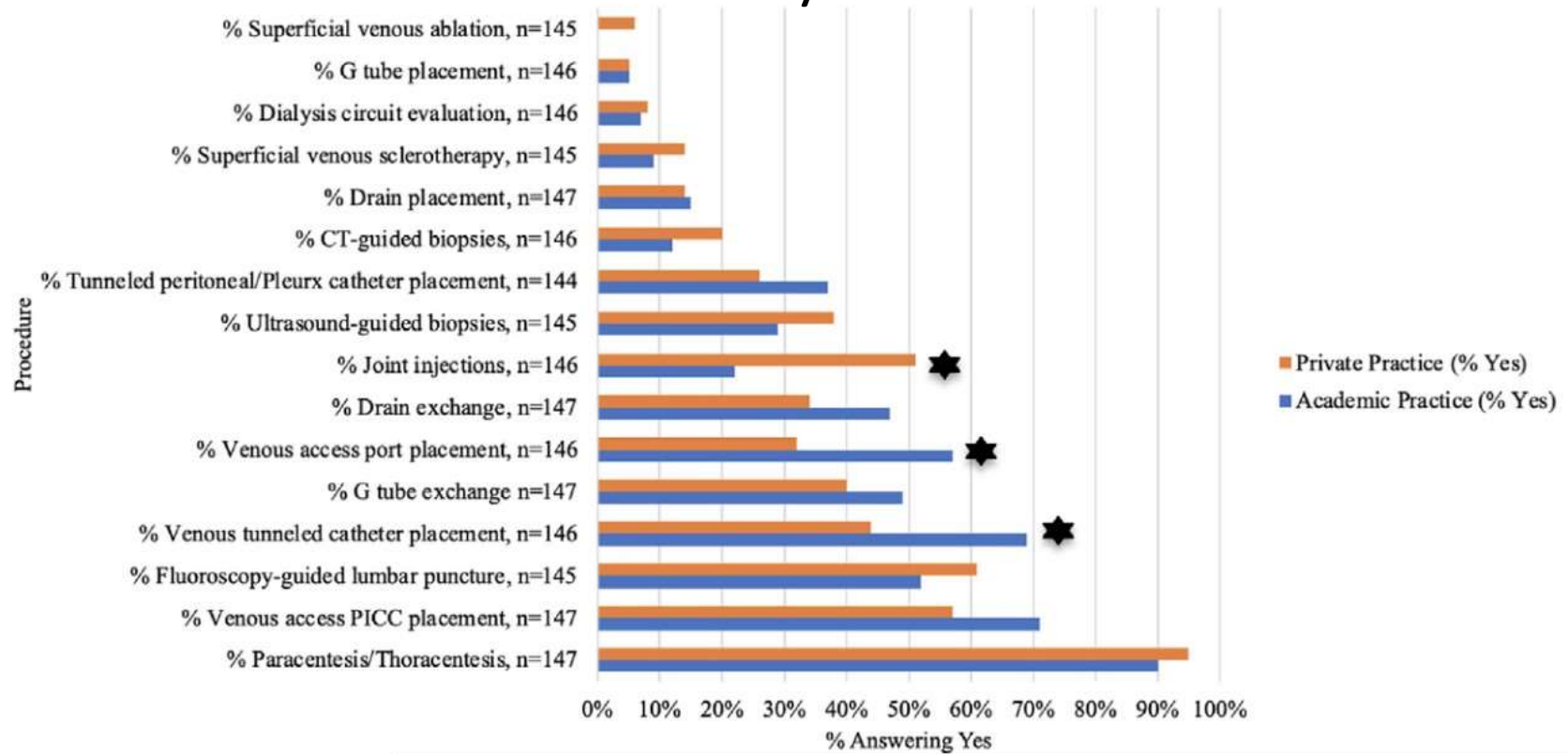
- “Shared/split services” billing:
 - billed under clinicians who spends > 50% of **total** qualifying time or who makes the exclusive medical decision making
 - Use –FS modifier
- If billing E&M under physician’s NPI, suggestion to include a sentence such as this one in the report:

“The supervising physician was immediately available during this patient encounter. The **substantive portion** of this patient's medical decision-making and treatment planning was made by the supervising physician” with documentation of time.

Tasks – Performance of IR Procedures

- Paracentesis
- Thoracentesis
- FNAs and FNA/biopsies
- Removal of chemo port
- Removal of tunneled cath
- Insertion of PICC lines
- Fluoro administration & supervision
- Lumbar punctures

Procedures Performed by APPs



Salary, Compensation, & Direct Costs





Compensation Package – Base Salary





Nurse Practitioner – Average Salaries

- Midwest: \$115,454
- Northeast: \$135,585
- Southeast: \$122,714
- Southwest: \$114,654
- West: \$145,079



PA Median Salary by Work Setting



Graph from 2023 AAPA Salary Report from the American Academy of Physician Assistants, <https://www.aapa.org/research/salary-report/pa-compensation-varies/>

Compensation Package – “Basics”

- Payroll taxes
- Phone or VoIP extension
- Marketing/Advertising
- Credentialing fees
- Vacation/Sick/CME days
- State licensing fee
- DEA licensing fee



Compensation Package – “Basics”

	Monthly	Yearly	Vendors
Basics	10,917	131,000	
Base Salary	10,000	120,000	
Payroll taxes	750	9,000	
Payroll fees	8	100	Gusto.com
Phone	75	900	AT&T Office@Hand
Marketing	8	100	PrimoPrint.com
Credentialing fees	42	500	
State licensing fees	8	100	\$500 once every 5 years
DEA licensing fee	25	300	\$900 once every 3 years

Compensation Package – “Extras”

- Uniforms (scrubs)
- Continuing education stipend or reimbursement
- 401k matching/Defined Contribution
- QCDR user fees
- Signing Bonus
- Performance/Productivity Bonus



Compensation Package – “Extras”

	Monthly	Yearly	Vendors
Extras	1,988	23,860	
Performance Bonus	1,250	15,000	
Uniforms	50	600	Figs.com & Local embroidery shop
Signing Bonus	-		
Continuing Education	208	2,500	
401k Match (4.8%)	480	5,760	Fidelity

Compensation Package – “Software”

- Scheduling software
- EHR for OP clinic
- Software to capture IP E&Ms
- Email
- Dictation software for hospital EHR



Compensation Package – “Software”

	Monthly	Yearly	Vendors
Software	362	4,346	
Dictation	125	1,498	Dragon
Email	14	168	Google Workspace
E&M Capture	173	2,080	pMD.com
Scheduling	33	400	QGenda
QCDR	17	200	MSN

Compensation Package – “Insurances”

- Health Insurance
- Malpractice
- Workers’ comp
- Life insurance
- Disability (STD/LTD)
- HSA contribution



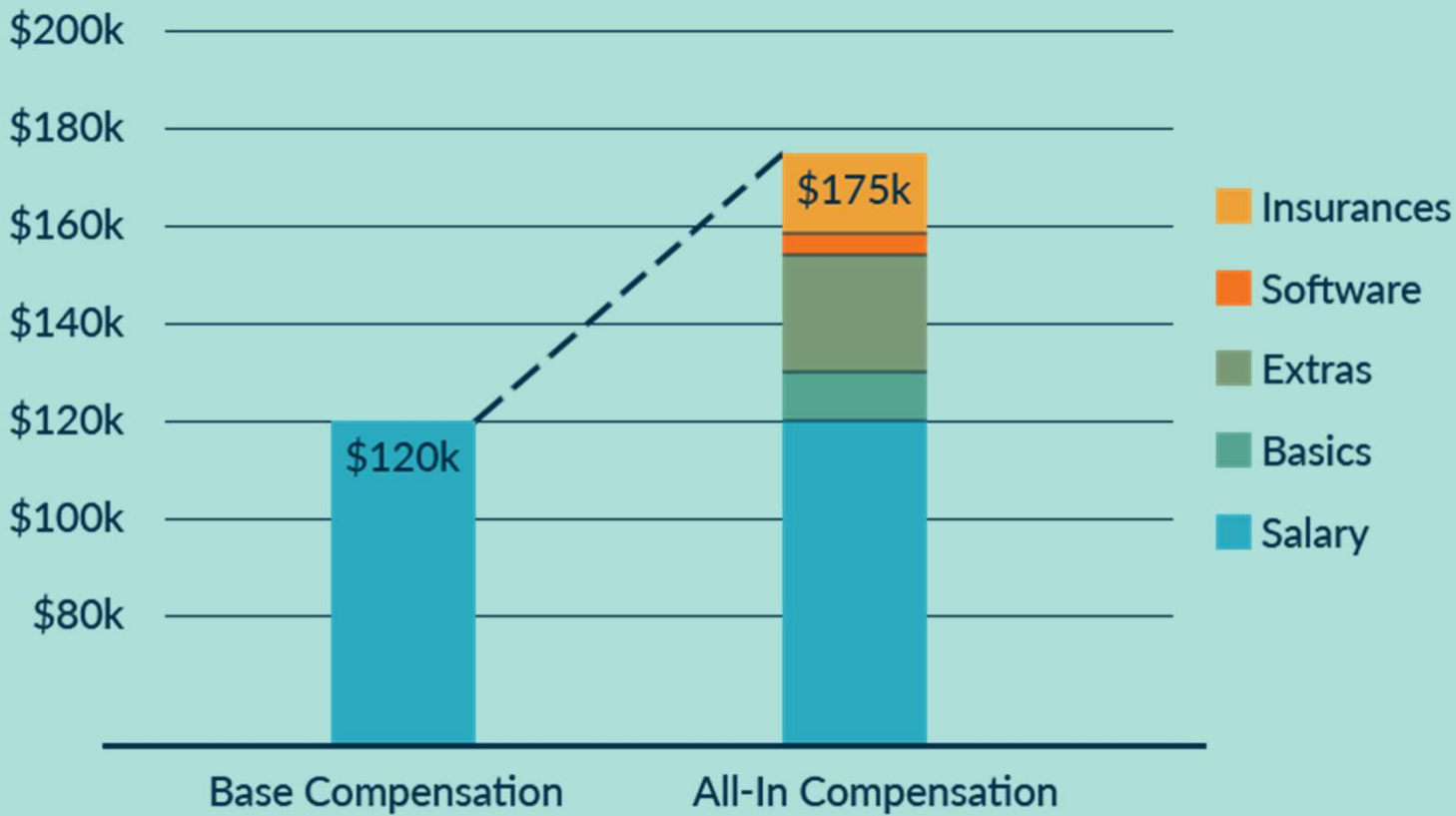


Compensation Package – “Insurances”

	Monthly	Yearly	Vendors
Insurances	1,364	16,366	
Health Insurance	900	10,800	BCBS
Malpractice	83	1,000	Norcal/ProAssurance
Workers' Comp	60	720	AP Intego/Gusto
Life	23	276	MGIS/SunLife
Disability	85	1,020	MGIS/SunLife
HSA Contribution	213	2,550	HealthEquity.com



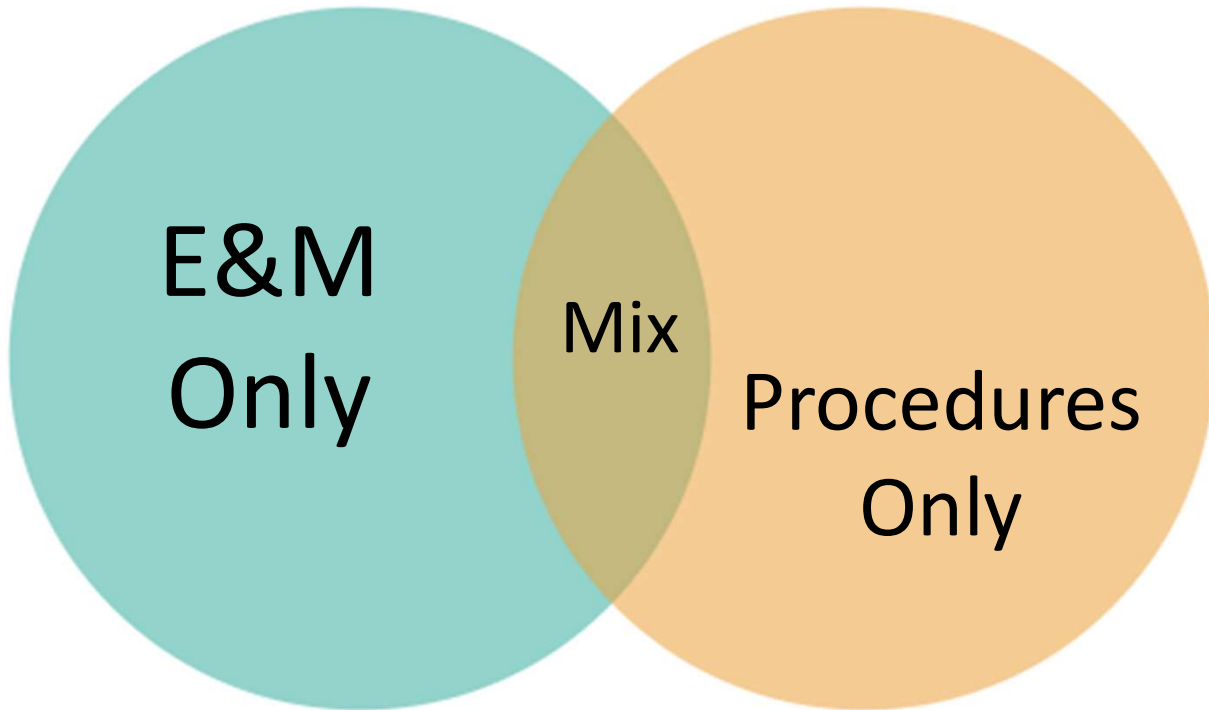
All-In Compensation



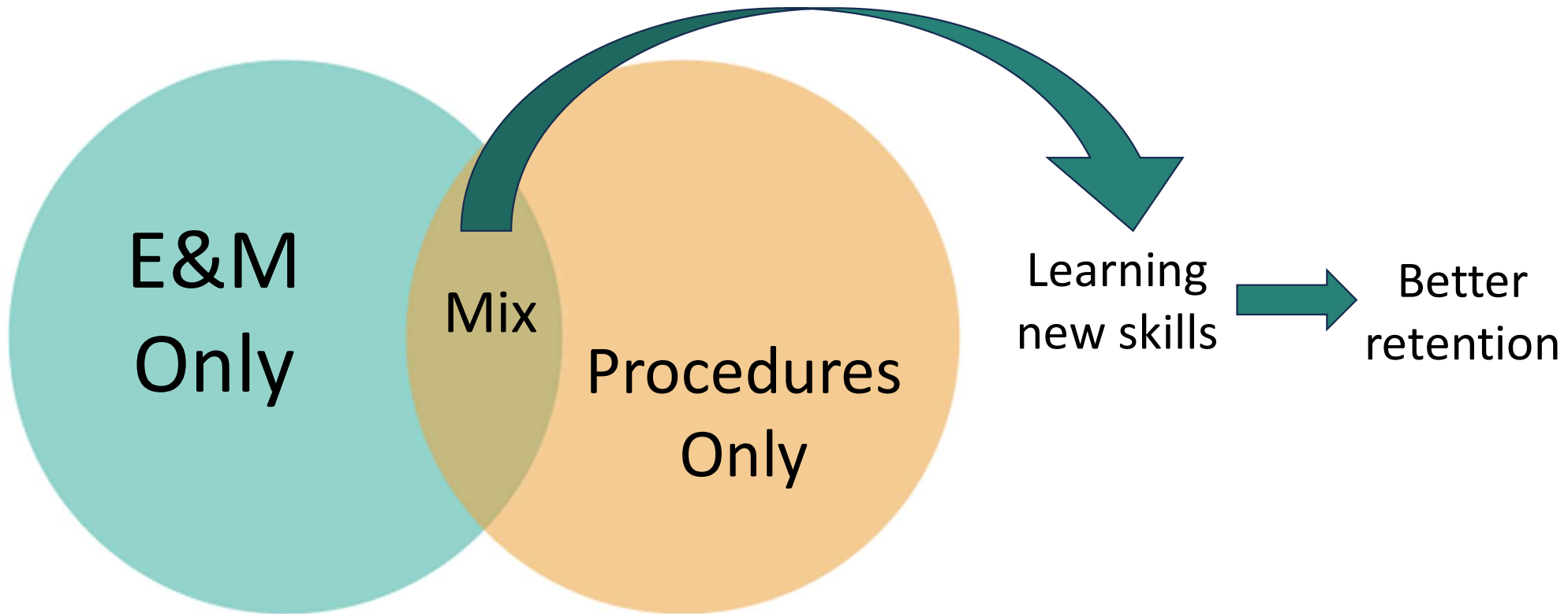
Income from APP Services



APP Income Strategies



APP Income Strategies





APP Income – E&M Only

APP	# of Visits	wRVUs	Yearly Collections*	Collections Per Visit
APP #1 - IR	4,630	9,223	\$ 504,347	\$ 108.93
APP #2 - IR	4,156	10,742	\$ 581,238	\$ 139.86
APP #3 - IR	4,924	12,747	\$ 693,219	\$ 140.78
APP #4 - NIR	2,140	6,576	\$ 351,988	\$ 164.48
APP #5 - NIR	2,830	9,528	\$ 508,478	\$ 179.67
Total	18,680	48,816	\$ 2,639,270	\$ 141.29

Annual collections for 5 APPs = \$2.6M → \$527,854 each

*Using 2023 Medicare allowed for Locality 04-FL

Cost Analysis

- Average collections per APP
 - \$527,000 per year
- Total compensation packet
 - \$175,000 per year

Net income of \$350,000+ per
APP per year (post-training)
depending on their productivity



Time Spent on Low-Level IR Procedures

- Thoracentesis = ___ minutes
- Paracentesis = ___ minutes
- CVC Insertion (tunneled) = ___ minutes
- Central Port Insertion = ___ minutes
- CVC Insertion (non-tunneled) = ___ minutes
- Lumbar puncture = ___ minutes
- G-tube placement = ___ minutes
- G-tube exchange = ___ minutes

Time Spent on Low-Level IR Procedures

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- G-tube placement = ___ minutes
- G-tube exchange = ___ minutes

3 min to walk to the IR suite
+ 5 min to scrub & prep
+ 10 min to perform thoracentesis
+ 5 min to walk to reading room

= **23 min spent away from reading list**

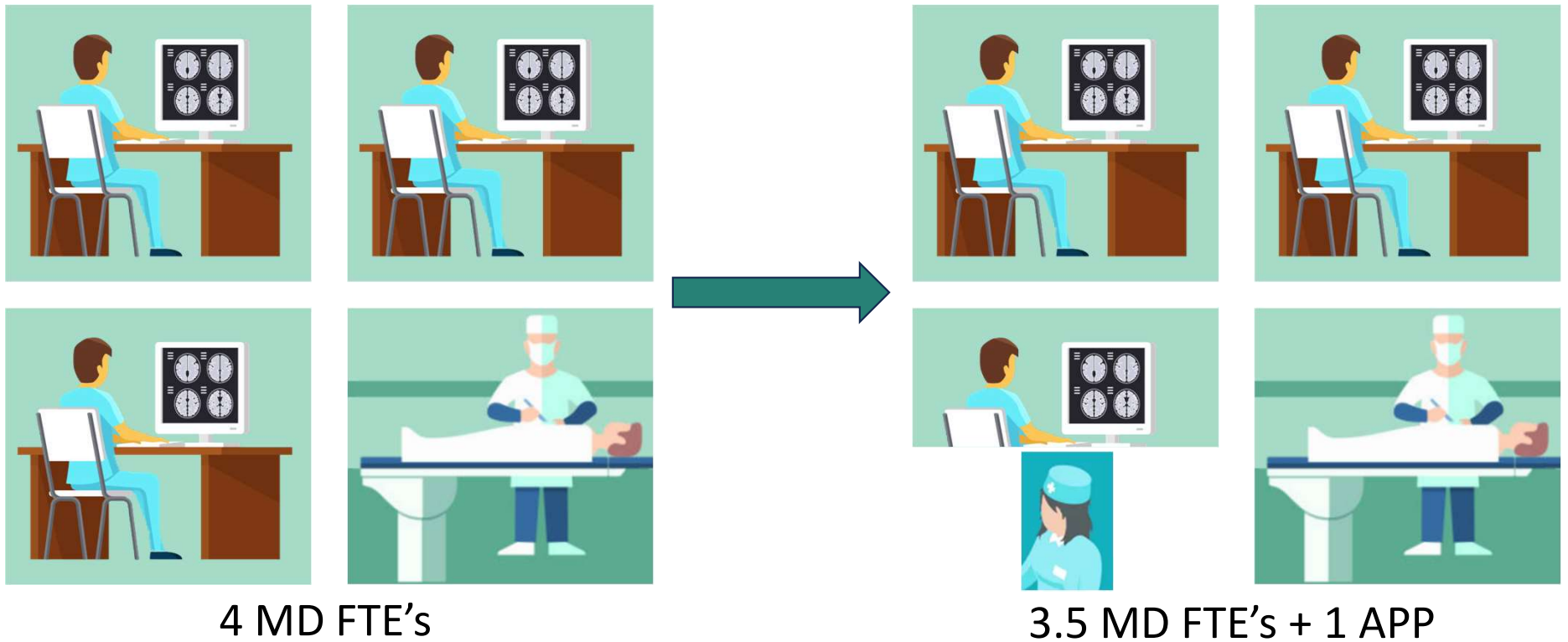


Low-Level IR Procedures

- Paying physician \$260 per hour (approx. \$500k per year)
- Paying APP \$90 per hour (approx. \$175k per year)
- Allowing DR to read more studies or perform additional complex IR procedures

Hours Spent on IR Exams	Daily DR \$ Spent	Daily APP \$ Spent	Daily \$ Saved	\$ Saved Per Year (256 Working Days)
1	260	90	170	40,800
2	520	180	340	81,600
3	780	270	510	122,400
4	1,040	360	680	163,200

Low-Level IR Procedures by APP



Recruitment & Training Strategies



Advertising Your Open Position

- Employee referrals
- Indeed.com
- Healthcareers.com
- Social media
- Job fairs for local colleges



Sample Training Schedule

- Week #1 – Shadow APP
- Week #2 – Shadow IR Physician
- Week #3 – Perform E&Ms while being supervised by another APP
- Week #4 – Perform E&Ms while being supervised by another APP
- Week #5 – Flying solo!



Thank you!

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RBMA
Official Chapter

Radiology Business
Management Association
Florida



Thank you!

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