

Electronic Medical Records: Implications of HIPAA for Selecting and Implementing an EMR



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System Selection

- No system is HIPAA compliant
- Evaluate vendors on software as well their ability to support your organization's compliance efforts
- Include a HIPAA timeline in the contract
- Chain of Trust Agreement
- Review vendor implementation documentation



General Issues

- Interpretation and integration of new regulations
- Developing new integrated policies and procedures
- Staffing issues
- Employee training



Interpretation and Integration

- HIPAA constant delay has caused many organization to delay their compliance projects
- Privacy and Security regulations will require new organizational behaviors
- Many organizations are appointing their legal departments to lead compliance efforts



Integrated Policies and Procedures

- Rules will require a significant number of new polices and procedures
- The integration requirements will be a significant impact on staffing
- New polices will impact all aspects of the organization
- Polices and Procedures will need to be integrated with system operation



Staffing Issues

- Implementation project plans will expand
 - New policies and procedures
 - More complex training programs
 - Compliance programs
- HCO resources will be spread across many HIPAA projects



Employee Training

- All employees will need training
- System training will need to integrate new polices and procedures
- New methods of training will be required

Solutions

Interpretation and Integration	<ul style="list-style-type: none">•Employee education programs•Develop a resource list•Ask your vendor for a software compliance guide
Integrated Policies and Procedures	<ul style="list-style-type: none">•Develop a list of system policies and procedures that are required for go-live•Obtain sample policies
Staffing	<ul style="list-style-type: none">•HIPAA aware project plans•System checklist for HIPAA compliance•Spread out projects
Employee Training	<ul style="list-style-type: none">•HIPAA aware employee training programs•Separate training for HIPAA and software•Include HIPAA elements in system training outline