

Compliance Today – February 2023



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Compliance competency begins with training in and education of the compliance department

by Betsy Wade

Continuous training and education of the members of the compliance department not only is critical to ensuring competency in compliance but also maintaining an effective compliance program.

Create development plan

As noted in the Health Care Compliance (HCCA) and U.S. Department of Health & Human Services, Office of Inspector General (OIG) Compliance Effectiveness Roundtable's *Measuring Compliance Program Effectiveness: A Resource Guide*,^[1] compliance officers should create and maintain an annual development plan to ensure their teams stay abreast of:

- The latest changes to laws and regulations
- Enforcement actions
- Conducting internal investigations
- Auditing and monitoring
- Performing risk assessments
- And any certification requirements

Job descriptions for all compliance staff should be reviewed to identify specific compliance competencies and certification requirements and ensure that the staff possesses the required competencies/certifications to perform their roles.

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