

## Compliance Today – February 2023



Betsy Wade ([bwade@signaturehealthcarellc.com](mailto:bwade@signaturehealthcarellc.com), <https://www.linkedin.com/in/betsy-wade-mpm-chc-cna-689555ba/>) is Chief Compliance and Ethics Officer at Signature Healthcare, Louisville, KY.

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

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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*,<sup>[1]</sup> 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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