



# Entrustable Professional Activities

## EPA 2 for All Pediatric Subspecialties

### EPA 2: Contribute to the Fiscally Sound, Equitable, and Collaborative Management of a Health Care Workplace

#### Supervision Scale for This EPA

1. Trusted to observe only
2. Trusted to perform with direct supervision and coaching with supervisor verifying work product for accuracy
3. Trusted to perform with supervisor serving as a consultant for all tasks
4. Trusted to perform with supervisor serving as a consultant but only for complex tasks
5. Trusted to perform without supervision

#### Description of the Activity

The ability to function as a contributing member of a pediatric workplace, whether generalist or subspecialist, is a core activity for today's pediatrician and particularly critical due to the complexities of the U.S. health care system.

The specific functions which define this EPA include:

1. Utilizing a working knowledge of current health care payment systems and billing requirements relevant to practice
2. Engaging and working with the interprofessional practice team to improve processes to deliver efficient and fiscally sound health care to children
3. Demonstrating an awareness of financial practices that affect the workplace

#### Judicious Mapping to Domains of Competence

- Patient Care
- Medical Knowledge
- Practice-Based Learning and Improvement
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice
- Personal and Professional Development

#### Competencies Within Each Domain Critical to Entrustment Decisions

ICS 6:	Maintaining medical records
P 2:	Demonstrating professional conduct
SBP 1:	Working in care delivery settings and systems
SBP 3:	Incorporating cost awareness into care
SBP 5:	Working in interprofessional teams
SBP 6:	Identifying system errors



# Entrustable Professional Activities

## EPA 2 for All Pediatric Subspecialties

### Context for the EPA

**Rationale:** Pediatricians are dedicated to the health and well-being of children. Providing the setting for a clinical practice and providing the resources for patients and families requires skill and careful attention toward managing a workplace that is financially viable. Pediatricians, as all medical professionals, are guided by putting the interests of patients above their own personal interests in many cases. There must be balance in principles of doing what is ethically right for patients and building the assets and revenue of a clinical practice.

**Scope of Practice:** Pediatricians must have knowledge and ability to function in a multitude of health care settings from a financial and billing standpoint. Practitioners must keep up to date with the regulations of documentation, billing levels, patient rights, and federal regulations that are ever present and ever changing. Further, pediatricians in any system must be conscientious and aware of the implications of practice processes on the health of patients and the financial well-being of the health care workplace.

### Curricular Components That Support the Functions of the EPA:

1. Utilizing a working knowledge of current health care payment systems and billing requirements relevant to practice
  - Develops familiarity with public and private payer systems and understands a local payer mix
  - Documents appropriately, completely, and in a timely manner to serve the needs of the patient, as well as complying with billing and proper coding of diagnoses (ICD) and procedures (CPT)
  - Integrates principles of population health, local payment systems/climate, and needs of children in the community
  - Practices timely and compliant bill submission
2. Engaging and working with the interprofessional practice team to improve processes to deliver efficient and fiscally sound health care to children
  - Identifies opportunities to participate in process improvement that benefits patients, such as streamlining documentation, patient scheduling and access, and office efficiency
  - Demonstrates accountability to patients and colleagues within the team practice and outside agencies, consultants, and health care systems
  - Facilitates access to resources and effectively utilizes them within the system to assist patients, through support services, durable medical equipment, and appropriate referrals, etc.
  - Practices with cost conscientiousness and communicates with the team to clearly define goals of the health care workplace, facets that need improvement, and rationale. Maintains awareness of financial considerations while optimizing care of children
  - Maximizes high value care for patients and families. Stays mindful of the costs to the families and works within the system to minimize unnecessary expense to families
3. Demonstrating an awareness of financial practices that affect the workplace
  - Knows how timely and compliant billing affects the health of the practice



# Entrustable Professional Activities

## EPA 2 for All Pediatric Subspecialties

- Knows basic systems upon which provider compensation is based (i.e., value-based) and has an awareness of provider productivity measurements, such as RVUs (Relative Value Units) relevant to one's practice
- Communicates with health care systems to learn about costs and coverage of medications covered to help patients
- Manages employees/ancillary personnel by leading and modeling patient-centered care, providing feedback to employees, and managing interpersonal relationships among the team

### General Pediatrics Authors

Marsha Anderson, Michael Barone, Ann Burke, Sharon Calaman, Carol Carraccio, Anna Kuo, Jerry Larrabee, Kenya McNeal-Trice, Sue Poynter, General Pediatrics EPA Curricular Elements workgroup

### Subspecialty Authors

Diane Stafford (team lead), Deb Boyer, Daniel Fein, Matthew Kronman, George McDaniel, John Mahan, Aditee Narayan, Jay Nocton, Tom Parker, Sheryl Ryan, Cary Sauer, Franklin Trimm, David Turner