

# Navigating the Healthcare Maze: HR & Compliance – A Symbiotic Powerhouse



**Brian Burton** CHC, PMP, Chief Compliance & Privacy Officer

In the ever-evolving landscape of healthcare, navigating a multitude of regulations and ethical obligations can feel like you are traveling the open sea in a canoe. Managing this complex environment requires partnerships; not just one team, but many relationships throughout your organization. One, if not the most important, lies between the caring minds of HR experts and the strategic awareness of compliance professionals. This dynamic duo ensures healthcare organizations function not just efficiently, but ethically and within their legal boundaries.



## UNDERSTANDING THE LANDSCAPE

Healthcare is subject to a myriad of federal, state, and local regulations. HIPAA, OSHA, and CMS are just a few names that send shivers down the spines of even the most seasoned professionals. Add to this the delicate balance of patient privacy, employee rights, and ethical considerations, and the need for clear guidance becomes paramount.



## ENTER THE HR HERO

HR professionals stand as the guardians of a healthy workforce. They attract and cultivate talent, ensuring that employees possess the necessary skills and qualifications. They navigate sensitive topics like diversity, equity, and inclusion, as well as fostering a positive and productive work environment. Importantly, they ensure fair and compliant compensation and benefits practices, safeguarding both the organization and its employees.



## THE COMPLIANCE COMPASS

Compliance professionals serve as the organization's moral compass, meticulously scanning the regulatory landscape for potential threats and pitfalls. They translate complex regulations into actionable steps, developing and implementing policies and procedures that ensure adherence to the law and ethical guidelines. They conduct audits, investigate

potential violations, and provide training to empower both HR and the broader workforce to make informed decisions.



## THE POWER OF PARTNERSHIP

The true magic unfolds when HR and compliance join forces. Their combined expertise creates constructive collaboration that benefits the entire organization. Imagine hiring practices aligned with regulations, employee relations grounded in ethical principles, and training programs that go beyond just ticking boxes - this is the power of this partnership in action.



## REAL-WORLD IMPACT

- **Reduced risk of legal and financial penalties:** By proactively addressing compliance concerns, organizations can avoid costly fines and reputational damage.
- **Stronger workforce morale and engagement:** When employees understand and trust that the organization operates ethically and compliantly, they are more engaged and productive.
- **Enhanced patient trust and satisfaction:** Strict adherence to privacy regulations and ethical practices fosters trust and confidence in patients, leading to better healthcare outcomes.



## BUILDING A STRONG PARTNERSHIP

- **Regular communication:** Open communication creates understanding and alignment between both teams.
- **Cross-training:** Providing opportunities for both sets of professionals to learn about each other's roles fosters empathy and collaboration.
- **Joint initiatives:** Collaborative projects tackling specific challenges strengthen the bond and create tangible results.



## THE LAST WORD

In the complex world of healthcare, HR and compliance professionals should not situate themselves on isolated islands but work in unison as integral parts of a unified workforce.

By working together, they can navigate the legal and ethical terrain, ensuring the organization thrives while upholding the highest standards of patient care and employee well-being. This prevailing partnership is not just a compliance necessity, but a strategic force for building a successful and ethical healthcare organization.



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## Brian Burton

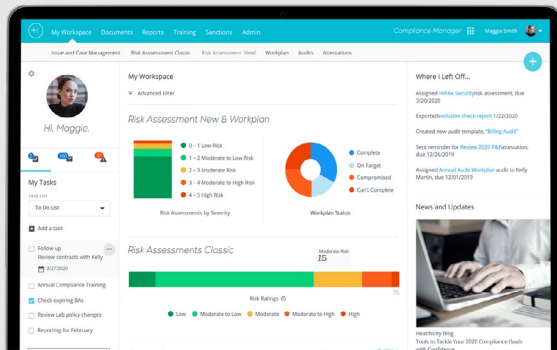
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Brian has worked in the healthcare industry for more than 15 years. He's spent most of that time developing, implementing, and providing oversight for Compliance and Privacy program initiatives, working with more than one hundred healthcare facilities. Before joining the Healthicity team, Brian was responsible for the implementation and oversight of the Compliance and Privacy programs at twelve hospitals, and their affiliated entities across seven different states. Brian is Certified in Healthcare Compliance with the Health Care Compliance Association, and is a Project Management Professional, through the Project Management Institute.



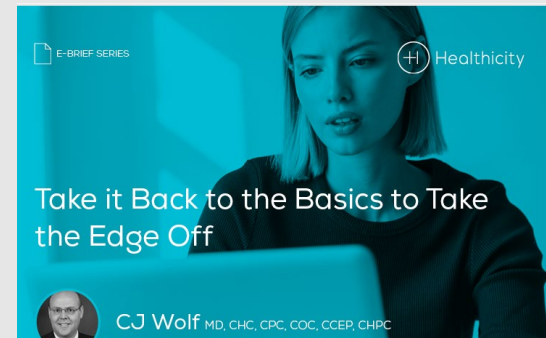
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