The 3M advantage

For ICD-10 implementation, many training programs are available. What sets the 3M ICD-10 Education Program apart is its focused, context-sensitive approach. Not all anatomy, physiology, diagnoses or procedures are equally relevant under ICD-10. With 3M training, your staff can be prepared for the crucial scenarios your organization will actually encounter.

3M brings 30 years of clinical coding expertise to a program designed to help providers assess readiness, train, and test inpatient and outpatient coders and clinical documentation specialists for success with ICD-10.

The challenge

Hospital executives, ICD-10 Steering Committees, and HIM professionals recognize how crucial training is for ICD-10 implementation. A successful training effort depends on C-level support. For a smooth transition, both inpatient and outpatient coders, clinical documentation improvement (CDI) specialists, physicians, and professional coding staff need to start training early to have time to master the intricacies of ICD-10 and get enough practical experience well in advance of implementation. Administrative staff and ancillary departments also need overview awareness training.

Healthcare providers face the daunting challenge of training their staff at various levels and in context with their specific jobs. When does training need to begin? Who needs to be trained? How can an organization manage and measure training effectiveness? Will your organization be ready?

The impact on your organization

Reflecting the many new developments in medical diagnoses and procedures, ICD-10-CM and ICD-10-PCS require far more specificity in documentation and a deeper understanding of anatomy and physiology. Coders need more specific information to code as thoroughly as possible in ICD-10 to reflect the patient’s severity of illness, support accurate reimbursement, and relay outcomes. CDI specialists must be ready and able to query physicians for this increased specificity, and physicians need to understand ICD-10 documentation requirements.

In the ICD-10 environment, complete, precise documentation and coding mean considering additional complications, secondary diagnoses, body systems, combination codes, laterality, external causes, root operations, new procedures, and more. CDI specialists and coders need in-depth knowledge of the diagnoses and procedures most impacted by ICD-10.
ICD-10 codes are assigned based on the intent of operations rather than operation names as in ICD-9. Coders and CDI specialists will need to review surgical reports to identify root operations and surgical approaches and also understand various eponyms for high-volume procedures. In ICD-10, a combination code is specific enough to not only indicate what the disease process is, but also identify the cause of the disease process. In an ICD-10 environment, physician documentation becomes even more crucial to accurate coding, reimbursement and quality outcomes reporting.

Generic courses on ICD-10 or anatomy will not be enough to prepare your organization for the complexity of ICD-10 implementation. You need a comprehensive training approach that zeroes in on the diagnoses and procedures most impacted by ICD-10. You also need to consistently assess the readiness of your staff with ongoing training, testing, and practice modules—from early training through the actual implementation—and beyond.

The solution: 3M ICD-10 Education Program

The 3M ICD-10 Education Program is designed for inpatient, outpatient, and professional coders, CDI staff, and physicians. The web-based, subscription delivery model allows for broad usage across your organization as needed.

In addition, trainees can focus on the modules most relevant to their functional roles. For example, only ICD-10-CM is used for facility outpatient and professional claims. The 3M program’s flexible structure means staff can use training modules selectively, based on their specific need.

Susan E. Belley, 3M ICD-10 Education Coordinator

Susan E. Belley, M.Ed., RHIA, CPHQ, is a Senior Coding Consultant at 3M Health Information Systems and the former Manager of Coding and Documentation Improvement for the Cleveland Clinic.

Since 1991, Ms. Belley has been an adjunct faculty member in the Department of Health Careers and Natural Sciences at Cuyahoga Community College in Cleveland, Ohio. She is responsible for curriculum development and teaches courses in coding (ICD-9-CM and CPT®-4), reimbursement methodologies, and medical terminology for the Health Information Management Program.

Today, Ms. Belley leads the 3M team of specialists who are creating and maintaining the 3M ICD-10 Education Program. She holds a B.S. in Medical Record Administration from Ohio State University, a B.A. in Communications from John Carroll University, and a Masters of Education in Adult Learning and Development from Cleveland State University.
The 3M ICD-10 Education Program includes:

- **Twenty-two modules** of ICD-10-CM and ICD-10-PCS content (90-minute sessions)
- **Mini-modules** with specialty content
- **Review of ICD-10-CM coding guidelines**, the ICD-10-PCS reference manual, and other ICD-10 educational materials to identify areas where increased clinical knowledge is needed
- **Specialty-specific physician modules**, allowing physicians to focus on the ICD-10 issues most relevant to their practice
- **Basic awareness modules** for administrative staff and advanced awareness modules for ancillary departments that touch code assignment
- **Self-assessment tests** (by job function) to identify knowledge gaps and focus training efforts in medical terminology, anatomy, physiology and pathophysiology
- **Multiple-scenario coding and documentation review** to deliver from now to ICD-10 implementation, and beyond
- **Specific recommendations** for what needs to be documented differently to support ICD-10
- **Crosswalks for medical eponyms** (e.g., Hartmann’s procedure)
- **Completion and progress reporting** to assess readiness by hospital, role, coder, CDI specialist, etc.
- **Advanced practice modules** to hone skills
- **Subscription service** to provide continued access to training and practice modules
- **Final exams by role**
- **CE (continuing education) certificates** approved by AHIMA, AAPC, ACDIS, RCCB and ANCC through the Georgia Nurses Association and assigned after each course

**The financial impact of ICD-10 readiness**

Besides the in-depth training provided by the 3M ICD-10 Education Program, 3M offers a complete set of software tools and consulting services to help your organization transition from ICD-9 to ICD-10.

3M’s expert consultants can help you:

- Assess your clinical documentation readiness for ICD-10
- Implement a documentation improvement process and the software to help prepare clinical documentation for ICD-10

A good starting point is documentation assessment services from 3M, including

**3M™ DRG Assurance™ Combined ICD-9/ICD-10 Phase I Assessment** and **3M™ ICD-10 MS-DRG Documentation and Financial Assessment**, which evaluate the financial impact of improving documentation. 3M can also help you evaluate the areas within your patient populations where additional documentation specificity will be required under ICD-10.

**Now is the time to train**

Starting now can help you better understand the scope of the task before you and even more importantly uncover what you don’t know about the preparation of your organization and personnel.

For example, do you know what service lines at your organization will need the most education to prepare for the documentation specificity required in ICD-10? What physicians will need the most education? Will some coders struggle more than others with the new system? Can you estimate the productivity impact on your staff? These are questions a proactive training program can help you answer.

Training offered by AHIMA is also highly recommended. Training will surface essential issues organizations need to address sooner than later. Starting ICD-10 training early can bring your organization a strategic advantage by providing the type of ongoing practice that can drive home the concepts, eponyms, and the anatomy content most pertinent to success with ICD-10.
The 3M™ ICD-10 Modeling and Code Translation Services can help simplify the complex task of modeling and translating ICD-9 codes to ICD-10 in your systems. Using the 3M™ ICD-10 Code Translation Tool (CTT), 3M consultants:

- Assist your team in preparing ICD-9 based systems for the complex transition to ICD-10
- Provide the ICD-10 expertise and clinical knowledge your team needs to make complex code translation decisions
- Model and configure embedded ICD-9 codes to support code translation
- Help your IT team export translated ICD-10 codes to your health information systems

On the software side, 3M ICD-10 CTT also helps streamline the process of translating the ICD-9 codes embedded in your organization’s own documentation, in-house applications, reimbursement contracts, paper forms, hospital procedures, reports, treatment policies, and more. 3M ICD-10 CTT also includes an ICD-10 financial impact analysis module you can use to see what your expected reimbursement would be under ICD-10.

Call today
For more information on how 3M software and services can assist your organization, contact your 3M sales representative, call us toll-free at 800-367-2447, or visit us online at www.3Mhis.com.