

# GARO B. GHAZARIAN

*EMPLOYMENT THEFT — how to identify it, prevent it, and how to avoid criminal and/or administrative consequences to the medical professional:*

Employees of a medical professional are a critical component of an effective medical practice. Yet, a rogue employee often times brings scrutiny onto the employer with consequences which range from exclusion from a healthcare provider list, to administrative action undertaken by the office of the Inspector General of the US Department of Health and Human Services and, in worse scenarios, result in criminal prosecution of the healthcare provider professional.

Healthcare professionals routinely retain attorneys much after the behavior of their employees have already critically wounded them by exposing them to the regulatory shrapnel of not only an administrative investigation, but also of a criminal one.

Audits, subpoenas for production of timesheets, time logs, record of patient visits, and federal and state employee tax roll quarterly reports often are just a few of the demands a healthcare professional will begin to face. Yet, all this and more can be avoided with proper oversight by the medical professional.

Employee theft is frequently subtle and while not always related to theft of money, it can have far more devastating consequences to the healthcare professional. Employment theft has turned many a healthcare professional from initially being the victim of theft to ultimately becoming the target of regulatory and/or criminal investigative agencies.

This presentation will discuss policies and procedures which best serve to preempt and avoid doomsday for the healthcare professional who relies on employees for tasks, which, in the final analysis, bring about serious consequences to the healthcare professional.

This presentation will explore ways and means for a health care professional to be in compliance with the legal puzzle known as “rules and regulations of the healthcare industry.”