

Ethics and Compliance Work Plan Essentials that Effectively Mitigate Risk

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Today's Objectives



Explain the importance of conducting an ethics and compliance risk assessment.



Describe the key components.



Introduce a “simple six step” approach.

The Importance

Execution of a solid, ongoing risk management process allows us to:

- Focus resources on the most important areas;
- Provide transparency to high-risk transactions;
- Continuously improve our programs; and
- Demonstrate a culture of compliance throughout an organization.

What is an Ethics and Compliance Risk Assessment?

- It's a comprehensive, **forward-looking** analysis of all areas of law enforcement and regulatory concern that could impact a health care organization, followed by
- a **detailed scoring** of both the likelihood that a particular risk event will occur and,
- the **exposure** that will be faced by the organization if the risk event does occur.

Poll: What types of risks do you assess on behalf of your company?

- a) Operational
- b) Financial
- c) Ethics and compliance
- d) Strategic
- e) Other
- f) All of the above

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Simple Six Step Approach



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Step 1 – Gather Risk Data



- Audit findings
- Regulatory changes
- Analytics
- Meetings, conferences, and webinars

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Step 2 – Identify Risk



Risk Event

Failure to develop appropriate policies and procedures

may result in regulatory fines and legal action.

Risk Consequence

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Step 3 – Risk Rating Criteria



- Impact
- Likelihood
- Management preparedness

Poll: What functions do you collaborate with when assessing risks?

- a) Internal Audit Services
- b) Information Technology
- c) Legal
- d) Human Resources
- e) Other
- f) All of the above

Step 4 – Assess Risks



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Assess Risks – Inherent and Residual

▪ **Inherent Risk:** The risk that an activity would pose without controls being in place.

▪ **Residual Risk:** The risk that remains after controls are in place.

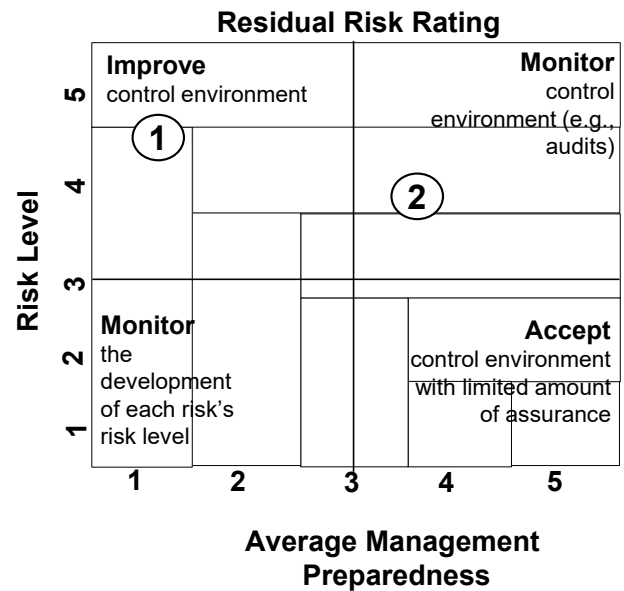
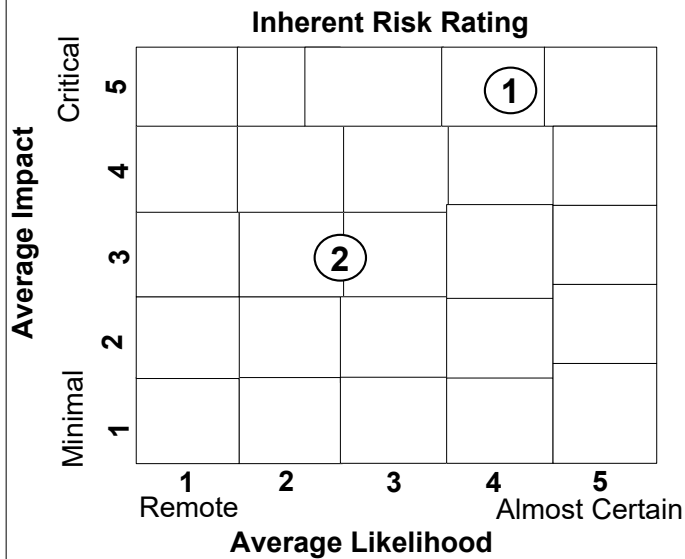


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Step 5 – Report Risk Profile



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Poll: Who owns risk mitigation in your company?

- a) Business operations
- b) Legal
- c) Enterprise risk management
- d) Ethics and compliance
- e) Other
- f) All of the above

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Step 6 – Determine Risk Response and Work Plan



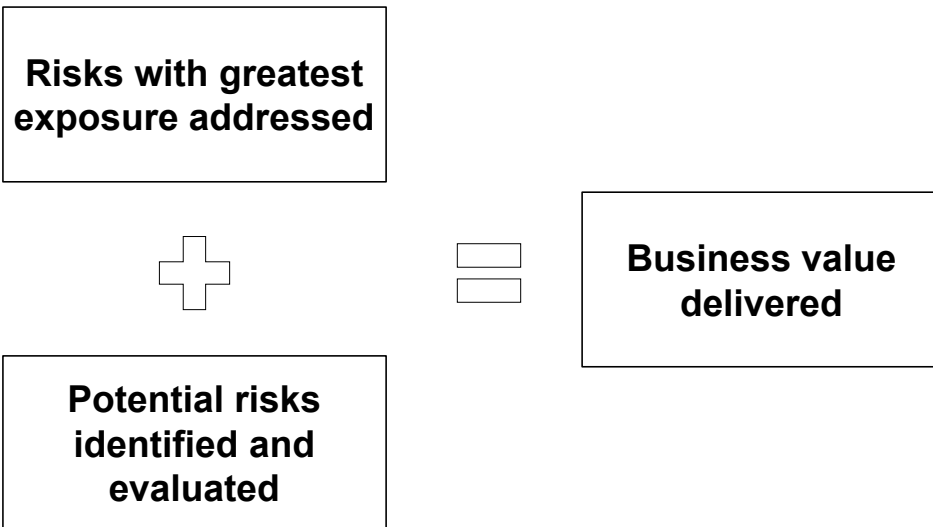
Accountable Leader		Work plan activity description	
Leadership Team Collaborators			
Responsible Team Leader	Activity Leader (Optional)		
Risk or primary driver			
Activity work streams		Critical success factors	
Expected outcomes			

Work Plan Discussion Guide

- Analyzing the activity
- Assessing resources and people demand
- Sizing up stakeholder support
- Setting limits and measuring success

<p>Analyzing the Activity</p> <ul style="list-style-type: none"> <input type="checkbox"/> What problem is this activity meant to fix? <input type="checkbox"/> What data or other evidence tells us that this activity will have the desired impact? <p>Assessing Resources / People Demand</p> <ul style="list-style-type: none"> <input type="checkbox"/> Human Capital: What resources (time, budget, technology, etc.) need to be assigned to design and launch the activity? <input type="checkbox"/> In addition to Ethics and Compliance, what departments or functions will be tasked with supporting it? <input type="checkbox"/> What time commitments will be asked of leaders and staff members to attend meetings or develop the skills needed to understand or implement the activity? <input type="checkbox"/> What resources will be needed to sustain it? <p>Sizing Up Stakeholder Support</p> <ul style="list-style-type: none"> <input type="checkbox"/> Who are the key stakeholders? <input type="checkbox"/> What actions will be required to support the activity? <input type="checkbox"/> How full is the support in place? <p>Setting limits / Measuring Success</p> <ul style="list-style-type: none"> <input type="checkbox"/> What trade-offs are we willing to make? In other words, if we do this, what may not get done? <input type="checkbox"/> How will we know this activity is complete? <input type="checkbox"/> How will we monitor/measure success?

Conclusion



Conclusion



Any Questions?

For additional questions, please contact:

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