

**Beacon Comprehensive Behavioral Health Management
Policy and Procedure Manual**

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| Policy Name: Financial Incentive | Patient Rights and Responsibilities |
| Date: 06-11 Reviewed by QI Committee: 06-11, 07-11 Revised by QI Committee: | Page: 1 of 1 Policy Number: RR-8 |

Purpose: To ensure that Beacon Comprehensive Behavioral Health Management (Beacon CBHM) staff involved in Utilization Management (UM) decision making and/or Case Management (CM) are not financially rewarded nor receive incentives to make utilization decisions or to collaborate in the CM process.

Policy:

- 1.0 All Beacon CBHM employees involved in UM and CM decision making are required to sign a statement, *Employee Attestation*, upon hire and annually thereafter, to indicate they have been made aware of the following:
 - 1.1 All UM and CM decision-making are based only on appropriateness of care and services and existence of coverage. Beacon CBHM Clinical Indicators are used as a guideline.
 - 1.2 There are no financial incentives to encourage appropriate utilization and discourage under utilization. Financial incentives based on the number of adverse determination or denials of payment made by any individual involved in UM decision making are prohibited.
 - 1.3 The prohibition of financial incentives does not apply to financial incentives established between health plans and health plan providers.
- 2.0 Beacon distributes an affirmative statement regarding incentives (*Employee Attestation*) to all staff who make UM or CM related decisions in the following manner:
 - 2.1 New Hire Orientation
 - 2.2 Annual review of policy