



INTRODUCTION

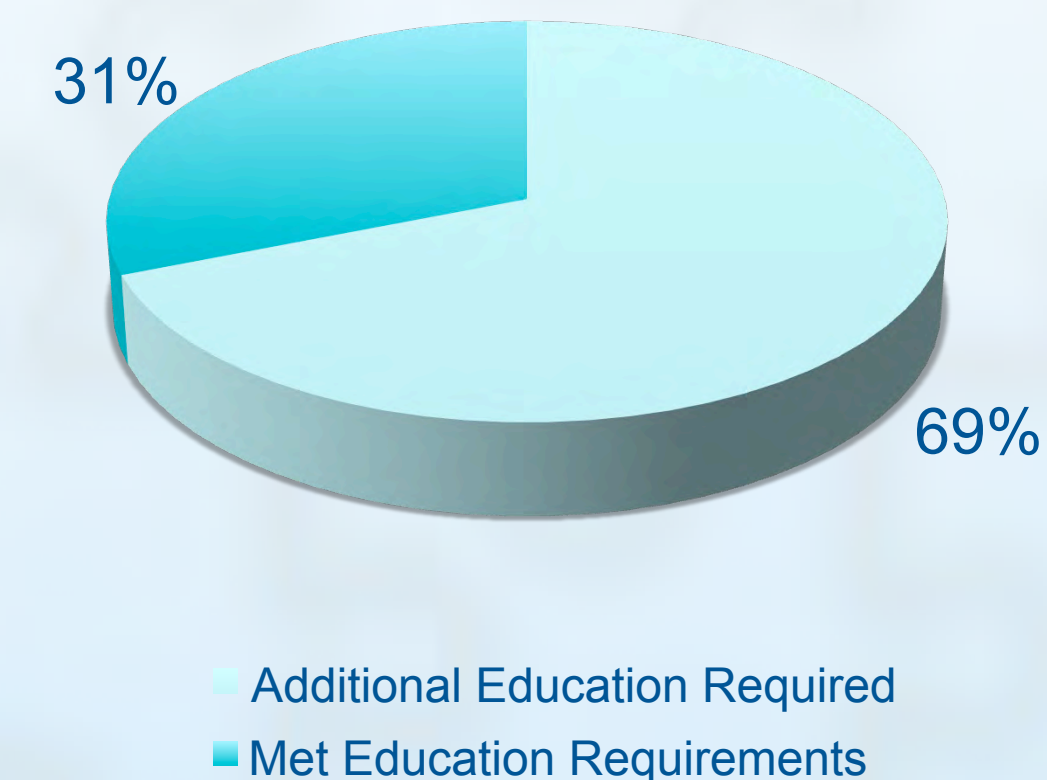
Functional Independence Measure (FIM) is a tool used by rehabilitation facilities to measure the functional level of a patient from the time of admission until discharge. FIM scores captured during the first three days of admission and the last seven days prior to discharge will determine how a rehabilitation center will receive payment.

At Vidant Medical Center Rehabilitation Services in Greenville, North Carolina, there was a decrease in Medicare reimbursement due to incorrect FIM scoring during the admission process and lack of scores to provide evidence needed for increase length of stay.

PROBLEM

- 69% of license staff required more education after Pre-Survey FIM Questionnaire
- Inaccurate scoring identified by unlicensed staff
- Increase staff workload with high patient acuity
- Lack of allied health documentation
- Multiple FIM flowsheets for interdisciplinary team

Pre-Survey FIM Questionnaire



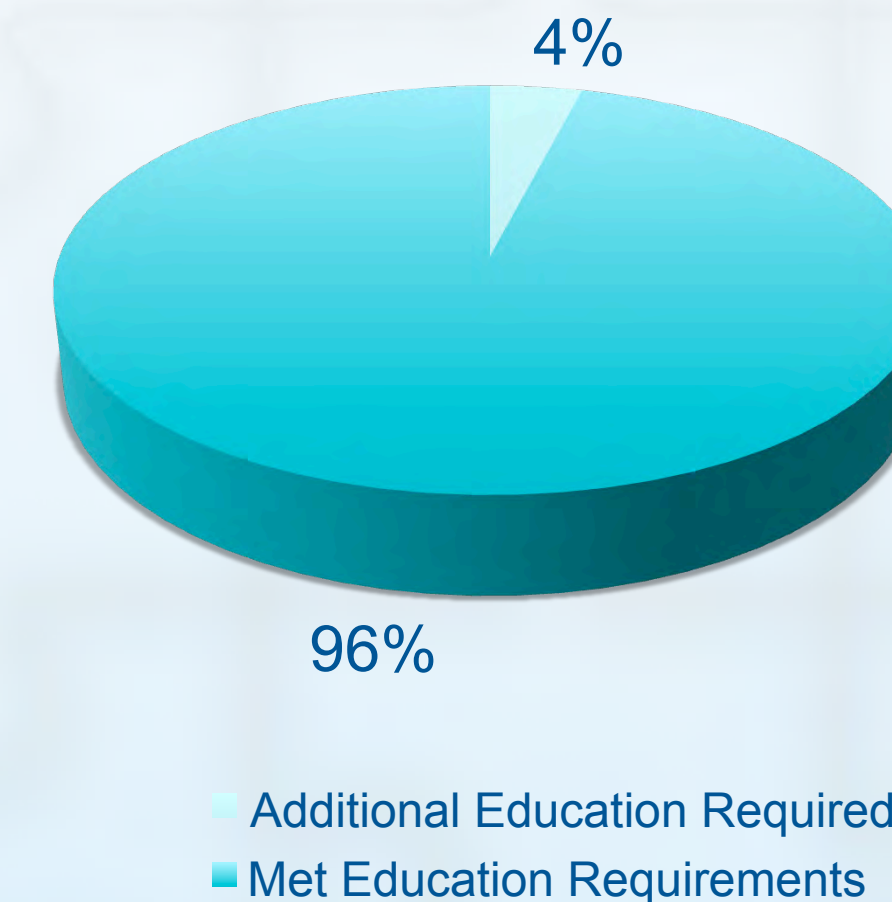
PLAN

- FIM education was provided by PPS Coordinator to nursing staff.
- Unlicensed staff were no longer required to document functional levels in the EHR.
- A flowsheet was created in the EHR for nurses and allied health to document FIM ratings under the same interdisciplinary care plan

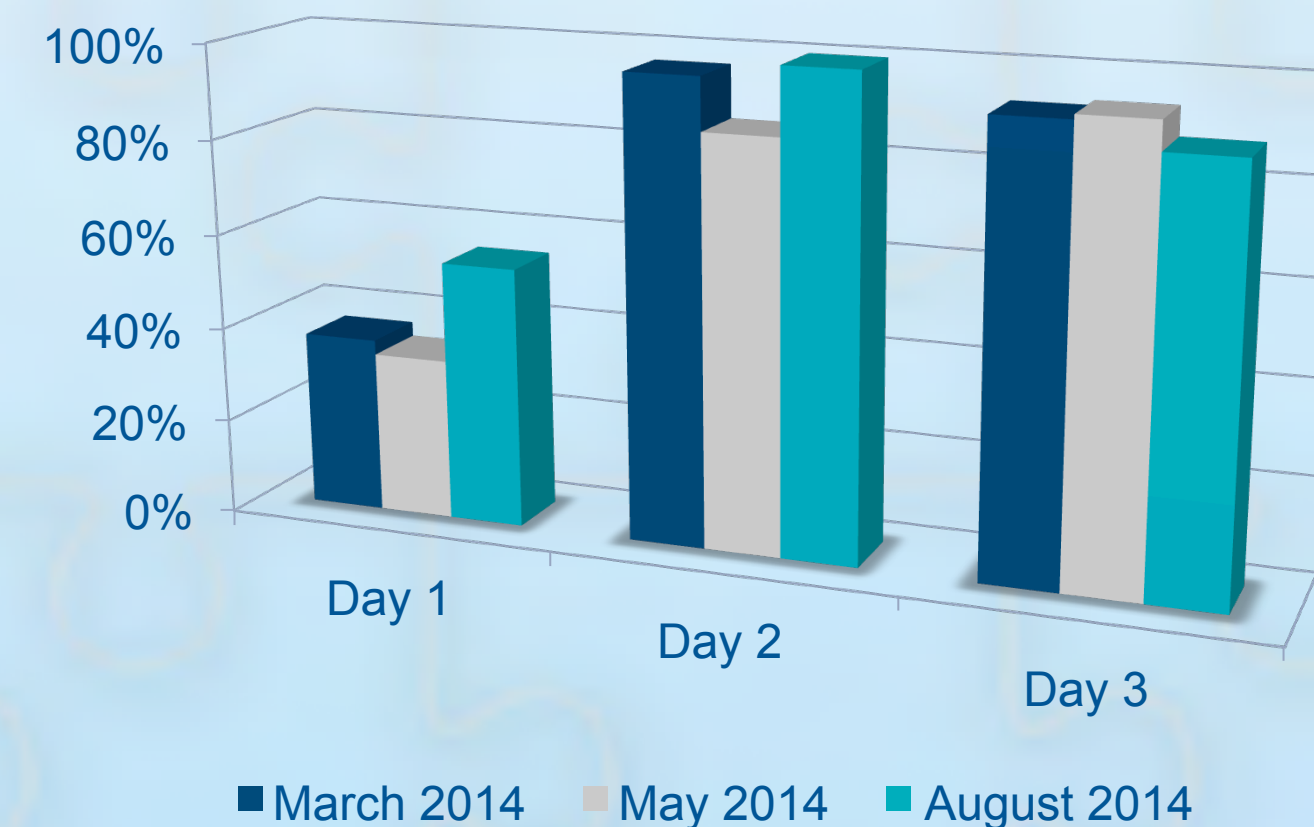
RESULTS

Interventions were evaluated through auditing accuracy and completion of FIM documentation. Prospective Payment Systems (PPS) Coordinators compiled data related to FIM compliance.

Post-Survey FIM Questionnaire



Neuro Team Admission FIM Frequency



CONCLUSION

- Day 1 and Day 2 admissions scores for Neuro team increased over 6 months
- Admissions scores for Day 3 declined slightly
- Post-Survey FIM Questionnaire revealed only 4% of staff required more education

WHAT'S NEXT?

- Organize a FIM Focus Committee including a group of 6 RNs
- Provide a FIM workshop coordinated by Uniform Data System for Medical Rehabilitation (UDSMR) for license staff including nursing and allied health
- Implement carepartner FIM Tool for better communication between licensed and unlicensed staff



REFERENCES

O' Brien, S. R. , Xue, Y., Ingersoll, G. and Kelly, A. (2013) Shorter length of stay is associated with worse functional Outcomes for Medicare beneficiaries with stroke. (<http://edphysicaltherapy,93,1592-1602>)

Wang, Y., Byers, K. L., Velozo, C.A. (2008) Validation of FIM-MDS crosswalk conversion algorithm. *Journal of Rehabilitation research & Development, 45, 1065-1076*

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