



Healthcare HR

“An Emerging Specialty Within Human Resources”

Institutional and group practice mergers, declining reimbursements, and increasing regulatory challenges are creating more stress for human resource professionals in the healthcare industry. The demands of healthcare reform officially begin in 6 months. Then, healthcare has the additional burdens of HIPPA, stricter laws regarding patient and employee rights, more compliance, and OSHA issues with storage and disposal of medical waste, just to name a few. These are some of the challenges that make a common HR approach simply impossible. As a result, *“Healthcare HR”* is fast becoming its own subset specialty inside the domain of human resources.

Human Capital is a professional administration company which saw this trend developing several years ago. An HR generalists approach to providing HR services will fall short in terms of what is needed in the healthcare sector. Understanding the nuances of the industry is what lead Human Capital to create a focused Healthcare Division.

“We recognized and understood the additional burdens created by the regulatory environment, industry consolidation, and the unknowns surrounding the Affordable Care Act (ACA)” says Paul Connors, Managing Director of the company. According to Connors, “With reimbursement cutbacks such as the 2% Sequester reduction by CMS/federal budget, administrative functions will be hit hard and will suffer the deepest cuts.” He went on to say, “Because of our financial resources, highly educated and experienced staff, and healthcare management background we are positioned to step into the breach, able to provide quality *HR-Specific Solutions* in a cost effective manner”. “As all of our clients enjoy a “customized program” which is tailored to their specific needs, we have further defined this approach with an HR focus customized specifically for healthcare.”

Currently, Human Capital assists a number of large multi-location group practices, home health agencies, and patient care facilities with the finest in professional administration services. Along with human resources, Human Capital offers payroll processing, employee benefits, workers compensation, internal office and file organization, along with employee training. For more information call us at: 888-736-9071