



NANOS PRODUCTIVITY AND COMPENSATION TOOLKIT

“UNIQUE MAKES US GREAT”

Dream Job

PURPOSE OF THE TOOLKIT

Resources for NANOS members regarding the clinical value & uniqueness of Neuro-Ophthalmology

New Job?
Time for a Raise?
New Salary Negotiation?

SCAN FOR
TOOLKIT



HELPFUL HINTS:

- ✓ Rarity of Neuro-Ophthalmologists
- ✓ Difference between Neuro-Ophthalmology & Neurology
- ✓ Difference between Neuro-Ophthalmology & Ophthalmology
- ✓ Diagnostic error of Neuro-Ophthalmic Conditions
- ✓ Downstream Value of Neuro-Ophthalmology
 - Diagnostic tests, surgeries, admissions
 - Critical and expected input for other services: Oculoplastics, Retina, Neurosurgery, Neurology, Oncology, ENT, Rheumatology, Endocrinology
 - Eye Care Safety Net – supporting our high volume colleagues when patients are complicated
- ✓ Extensive time needed for Neuro-Ophthalmology patients
- ✓ Extensive non-billable work in Neuro-Ophthalmology
 - Reviewing records, images, phone calls

THINGS TO CHECK:

- ✓ Are you billing and coding appropriately to reflect all services rendered?
- ✓ Do you understand the new CMS E/M coding starting January 2021?
 - Total time spent versus medical decision making
- ✓ Are you maximizing efficiency and productivity?
 - Are you utilizing scribes; doing telemedicine; utilizing other providers for refractions, prisms and screening; getting adequate tech support; ordering testing when needed; adding inpatient consults; adding services such as botulinum injections?

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