



HMDCB

Q&A with Hospice Administrators



Since its launch in 2014, the Hospice Medical Director Certification Board (HMDCB) has certified over 1,200 hospice physicians across the country. HMDCB serves an important workforce initiative for the hospice field by providing a standardized comprehensive examination to assess the knowledge and skills of physicians taking care of patients receiving hospice care.

We recently interviewed several hospice administrators to learn about the value they find in employing HMDCB-certified physicians, and how they believe this certification benefits the hospice field.

Q. Why do you think it is important for your physicians to become HMDCB-certified?

PA: Certification as a Hospice Medical Director assures a thorough bedrock of appreciation, skill and capacity to remain open-minded and secure in the face of a myriad of unexpected experiences with staff, patients, families and physician-colleagues.

KT: Physicians who seek this specialty certification are today's leaders, "real go-getters," and strive to make a difference with patients and families. Certified physicians are who I want working for our organization.

Q. Talk about how this certification has benefited your hospice, patients, and/or partnership with your physicians?

LK: Providing quality care starts with our HMDCB Medical Director and trickles down to all areas within our organization.

KT: The education the physicians discover through the process of obtaining the certification benefits us all in knowledge, skills and performance. It connects and unites us all together as a dynamic organization and team to improve our care delivery to our patients and families.

Q. What would you say to encourage other CEOs to hire a physician that holds the HMDC credential or support their physicians in becoming certified?

PA: I would urge any CEO to elevate the value of certification – not just for nurses and others, but especially for physicians. When faced with choices during a recruitment campaign, I would always advise serious consideration – first – for physicians who have demonstrated their commitment to our specialty through Certification.

LK: Quality hospice care starts at the top. At Serenity, our Medical Director provides education to our frontline clinicians on a regular basis, often during our IDG meetings. The knowledge he is able to share from achieving this certification helps our organization maintain a high level of quality care. This is reflected in our CAHPS scores, HIS measures and Joint Commission Accreditation.

Q. How do you think HMDCB benefits the hospice field?

PA: Our society deserves the same type of expertise in hospice and palliative care as they have come to expect in cardiologists, pediatricians and other sub-specialists.

LK: Physicians who make the effort to become certified are showing their commitment to providing the very best in care to those they serve.

Having a physician certified by HMDCB sets a standard for an organization and an expectation for other frontline clinicians to seek certifications in their field of expertise.

KT: As our healthcare becomes increasingly more complex, it is vital to assure our community that we have competent physicians in hospice care. Certified HMDCB physicians validate their mastery of knowledge, skills and abilities through certification. They are also mentors and supporters to our future hospice physicians, and hospice organizations have a responsibility to prepare our physicians for the ever changing and challenging times ahead.

The 2021 Initial Application Cycle is now open through **April 19, 2021**. Encourage your physicians to apply by **March 22, 2021** to save **\$250** in late fees. Physicians can learn more about the value of certification and apply online by visiting www.HMDCB.org/apply.



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