

FAQ: Lactation wRVU credit for UCSF Health Clinicians

What is a Lactation Credit?

Faculty, trainees and APPs returning from child-bearing leave are given the option of adding one “Lactation Hold” to their clinic schedule per half-day session, which can last anywhere between 20-30 minutes at the clinician’s discretion. This lactation hold can be placed anywhere in a 4-hour session, template permitting, and for eligible clinicians will result in wRVUs credited to the clinician’s home department on a quarterly basis for disbursement of funds to the clinician for up to a year following the birth of a child. Each Lactation hold, regardless of the duration, will be reimbursed as a set amount of wRVUs --- 1.5 wRVUs for each hold, equivalent to a 25-minute patient visit.

How will providers know about this credit?

In preparation for their leave, expectant faculty and APPs will be informed of the option for Lactation credits by the Division/Department manager for physicians or Administrative supervisor for APPs, and introduced to the program. Providers can choose to work with their clinic to place holds either prior to or on return from leave. A repeat communication will be sent two weeks prior to return from child bearing leave as a reminder to review clinic schedules. The new parent will be instructed to work with their clinic supervisor or designated scheduling admin to place these holds into their clinic schedule if desired. *See sample letter below.*

How will Lactation Credits be tracked?

The number of “Lactation holds” and corresponding wRVUs generated will be tracked by Faculty Practice Revenue Management Office and provided to the Departments on a quarterly basis with the corresponding payment. This will be a similar mechanism to the tracking and payout of e-consults. Clinic staff can run a report of the number of lactation holds by provider, as outlined in the APeX Lactation Hold Tip Sheet.

What are the responsibilities of the Division/Department Manager?

The responsibility of the Division/Department manager is to:

- 1) Ensure all clinicians taking child-bearing leave are aware of this program prior to their leave and receive email communication regarding the program upon their return.
- 2) Upon receipt of wRVU ledgers and payments, Division/Department Managers will need to properly allocate Lactation wRVU credits to the individual provider.

What are the responsibilities of the Practice Managers?

Practice Managers should inform those responsible for scheduling or managing provider templates about the new lactation hold visit type and the ability of new lactating parents to schedule one “Lactation Hold” visit per 4-hour session. *Please see the Lactation Hold tip sheet for more details*

What happens if a clinician cancels their session?

If a clinic session is cancelled, the lactation hold visit should similarly be cancelled. A cancelled visit will not result in lactation credit being provided.

What should be done if a clinician decides to overbook a lactation hold visit?

If a clinician decides to overbook a visit, the lactation hold visit should be cancelled. A prompt in APeX will remind schedulers to remove the hold if an overlapping visit is booked.

Is this program available in all practice areas and at all sites?

Currently the lactation credit is available to clinicians practicing in all UCSF Health and SF Benioff Children's Hospital West Bay sites who are on a UCSF Health wRVU based payment model. We anticipate Oakland Benioff Children's Clinics will follow shortly. Given our reliance on scheduling through EPIC to generate the credit, only clinics working in our instance of EPIC can participate at this time. In the future, we hope to expand to off license sites not on EPIC. Faculty in Departments or clinics who are paid on a UCSF health system staffing plan per FTE are not eligible for reimbursement in this program.

*With any additional questions about this program, please contact Michelle.Mourad@ucsf.edu
With any questions about the UCSF Lactation Accommodation Program, please contact lactationprogram@ucsf.edu or visit their website at <https://tiny.UCSF.edu/UCSFpump>*

Communication to Childbearing Faculty Prior to Returning to Work

Congratulations and welcome back to UCSF! We hope that these past weeks have been joyful for you and your family. As you prepare to return to work, we wanted to take this opportunity to connect with you and share some important resources available to you.

UCSF Health Lactation Credit Program

Effective November 1, 2020, we are proud to offer a lactation credit program for childbearing faculty at UCSF Health. As an employer and health system, we recognize the benefit of this program to our physician faculty, your family and our organization as a whole. Our goal is to support new parents as much as possible during this important time.

As a new parent, you are eligible for a lactation credit for up to one year following the birth of a child.

- If you elect to breastfeed, you may schedule a 30 minute "Lactation hold" during each half-day clinic for pumping (or nursing your child) in a private space. Physicians in a full-day clinic may block 30 minutes in both the morning and afternoon clinics.
- Credit for these "Lactation Holds" will be provided as wRVU credit to your Division/Department
- After one year (or before, if you choose), you will return to your regular clinical scheduling template and clinical performance requirement.

Please work directly with your clinic supervisor or designated scheduling representative to let them know if you will be utilizing the lactation credit program and to build your clinical schedule in a way that best supports you upon your return.

Congratulations on your new arrival and welcome back! As always, we welcome your feedback on the implementation and use of this new program. Thank you for all you do for UCSF.

[Division/Department Manager]

Susan Smith, Chief Faculty Practice Officer UCSF