

# Utilizing Our Rehab Aides

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## Introduction

Our Rehab Aides/Techs are the lifeblood of many of our departments and are an integral part to helping the department run efficiently and effectively. The Rehab Aide/Tech can help with a multitude of tasks which may include, but not limited to:

- Safe and efficient patient transportation
- Set up of patient and/or treatment area
- Daily cleaning of equipment and treatment area
- Help communicate relevant information to facility staff
- Collection of medical information (BP, HR, O2 sats, etc.) for therapist before, during or after treatment session
- Appropriate administrative support to therapy leader

## Orem Rehab and Nursing Success

Most of us underestimate what a rehab aide can do to help elevate a therapist's role in the facility and coordination with nursing and other facility staff. Orem Rehab has implemented some additional roles to our rehab aide to help elevate productivity, which in turn maximizes a therapist's one on one time with our patients. Some of these additional roles that you may have not thought about but have had a significant impact on our productivity and directly on our therapy margin growth are:

- Daily scheduling system of patients to therapists
  - Has improved coordination between disciplines
  - Maximizes patient/therapist time increasing our productivity by >7% on average
- Responsibility of case management and communication with insurance in regards to authorization and updating progress notes

## Conclusion

In a world of ever increasing productivity standards, we are needing to think outside the box of what has been considered "normal practice". One of the biggest areas of opportunity is with our Rehab Aides/Techs who already do so much for us, but can also be utilized to a greater capacity. We have since shared our scheduling system and rehab roles with other cluster partners and they too have seen significant impact on their therapy groups in allowing their therapists to spend as much quality, one on one time with our patients as possible while meeting the expectations of time management.

## Productivity Impact

Below is a graph comparing last four months of productivity for 2017 and the first four months of implementing scheduling system for 2018.



Below is table giving a rough idea of how improving productivity by even 1% can impact therapy margin and potential revenue.

Example for Increasing Revenue	Orem	Increase Productivity By:				
		1%	2%	3%	4%	5%
Rehab Revenue	\$80,386	\$80,386	\$80,386	\$80,386	\$80,386	\$80,386
Therapy Margin	\$31,717	\$31,717	\$31,717	\$31,717	\$31,717	\$31,717
Margin %	39%	39%	39%	39%	39%	39%
Therapy Revenue Per Minute	\$1.77	\$1.77	\$1.77	\$1.77	\$1.77	\$1.77
Productivity	74%	75%	76%	77%	78%	79%
Total Minutes	45,520	45,520	45,520	45,520	45,520	45,520
Number of mins produced by productivity increase		615	1,231	1,846	2,461	3,077
Productivity increase potentially increase revenue:		\$1,089	\$2,178	\$3,267	\$4,357	\$5,446
New Margin %		41%	42%	44%	45%	46%

\*\*These numbers are not exact numbers but paint the picture of what productivity can do to revenue\*\*

