

What is Telemedicine?



Telehealth is the use of digital technologies to deliver medical care, health education, and public health services...

Telemedicine, as defined by World Health Organization (WHO), is healing from a distance – allows the freedom to receive treatment without needing to schedule an appointment with your physician/mental health provider or go to their office to receive treatment.

Telehealth is the use of digital technologies to deliver medical care, health education, and public health services by connecting multiple users in separate locations and encompasses Telemedicine (diagnosis and treatment of illness or injury) – Healthit.gov

Commercial Health Plans: In the wake of the coronavirus, many commercial health plans have announced that they are making changes to copays and providing additional coverage for telehealth services. A list of insurances that have made changes can be found here on American Health Insurance Plans.

Some insurance plans may not always cover telehealth for all services or may charge a different rate for a telehealth service compared to an in-person visit.

It is essential for employees to double-check their coverage.

HIPAA & Telehealth: Office For Civil Rights (OCR) announced that it will exercise its enforcement discretion and will waive potential penalties for noncompliance with HIPAA when used in good faith for telehealth services related to COVID-19. This discretion empowers providers to utilize audio and video technology to serve patients responsibly for telehealth treatment and diagnostic. Covered health providers may use applications that allow for video chats, including Apple FaceTime, Facebook Messenger video chat, Google Hangouts video, or Skype. For more information on this enforcement, visit HHS.gov.

If you are ready to improve your social impact organization's approach to Total Rewards or simply have a question, contact us. Someone from our team will be in touch shortly.

YOUR MISSION-DRIVEN ORGANIZATION. OUR HELP NAVIGATING TELEMEDICINE THROUGH COVID-19 CHALLENGES



Employees can pre-register themselves and their dependents with their medical insurance provider as follow:

- To register with your medical carrier, go to the website on your medical ID card and follow the instructions to create an account and register
- Once registered, you can access your carrier's Telemedicine provider by calling the number on the back of your medical ID card.
- You can also access information about how Telemedicine works on your carrier's website which is also located on your medical ID card

Contact your medical insurance provider to learn about their telemedicine resources

Total Rewards is not just about financials, it is also about creating programs that engage your staff, connect them to your organization, and allow them to grow their career while also managing their lives.

Nonprofit HR

We have serviced hundreds of clients across all social sectors. Some of the areas Nonprofit HR's Total Rewards Team can partner with your organization are below. Contact us for specific examples of how we've supported organizations such as yours.

- Compensation Program Design, including Compensation Philosophy, Practices and Policies
- Job Description Review, Revision or Creation
- Benefit Program Design and Implementation
- Benefit Compliance to State and Federal regulations
- Retirement Plan Guidance and Support
- Leave Benefit Programs
- FLSA Compliance
- Market Valuation of Positions
- Performance Compensation Policies
- Rewards and Recognition Programs
- Executive Compensation and Benefit Program Design/990 Analysis and Reasonableness Testing
- Pay Equity Review and Recommendations

Contact us now. We will show you how to maximize service and performance recognition programs to engage and motivate your staff.