

Healthcare Workforce Transformation Committee: Primary Care

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Environment

- Changing Payment
 - Pay for Value, not Volume
- Primary Care Physician Workforce
 - Satisfaction and Recruitment
 - PCMH

Interactive

Primary Care Physician Workforce

- Focus of Transformation
- Lower Relative Pay
- Electronic Health Records
- Changing Culture
- Shrinking Workforce
- Consolidation
- Do not work in Isolation (specialists, hospitals etc.)

PCMH

- Personal Clinician
- Whole Person Orientation
- Care Coordination
- Measure and Improve Quality
- IT (EMR) and Evidence Based Medicine
- Enhanced Access
- Behavioral Health Integration

Changing Payment

- Fee For Service (FFS)
- Enhanced FFS
 - Quality, Utilization, Staff Support Bonus
- Alternative Payments based on FFS Architecture
 - Greater amounts than enhanced
- Population Based Payment
 - Includes Risk (Primary Care Cap/Total Cost of Care)
 - Paid for quality and cost for a defined patient population

Teams

- Needed for Productivity and Satisfaction
 - Top of License
 - Expand Population Paid
 - Improve Access
- Needed to Expand Service Capacity by Skill Set
 - BH
 - NCM
 - Special Populations
- Needed to Expand Capacity by Setting
 - Home/Hospital/SNF
 - Longterm Social Supports and Community Services

Workforce

- ALL NEED PROPER TRAINING
 - *As a team working in Population Health (target high cost patients)*
- Clinical
 - Physician, NP/PA
 - RNCM, BHCM – Behavior Change
 - MA, “Navigator”, Preventive Reminders, Illness Management
 - Pharmacists
 - LTSS/Community Health Teams/Home Services/Social Work
 - Palliative Care
- IT/Analytics/Quality
 - Reporting Quality
 - Cost/Utilization/Efficiency
- Transformation and Education
- Insurance/Coding for Risk Adjustment/Financial Management

Workforce

- Large Workforce Needs Beyond Insurance and ACOs
- Some are part of LTSS
- The whole world of Health (housing, food, transportation, income) and Medical Industry
- Examples in Geriatrics (same concept with children etc.):
 - CNAs
 - Advocate/Care Coordinator
 - Support Groups
 - Financial Planners

Questions?