

Legislative Commission on the Interdisciplinary Primary Care Workforce

August 26, 2021 2:00-4:00pm – Location: Brown Building Auditorium, 129 Pleasant Street, Concord, NH 03301

Connection Information:

<https://nh-dhhs.zoom.us/j/97440316614?pwd=R202MTFBak51bWQ2UFB6ckpXVnVoZz09>

Meeting ID: 974 4031 6614

Passcode: 133426

Call-in: +1 646 558 8656 US (New York)

Dial *6 to mute or unmute if you connect by phone

Agenda

- 2:00 - 2:15 **Attendance & Introductions**
- 2:15 – 2:50 **Psychiatric Nurse Practitioner Training Program** - Deb Fournier, APRN, Director of Quality Systems and APRN Services, New Hampshire Hospital
- 2:50 - 3:35 **NH HealthCost** - Tyler Brannen, Life & Health Director, New Hampshire Insurance Department
- 3:35 – 3:55 **Legislative Agenda & Updates** – Group discussion
- 4:00 **Adjourn**

Next meeting: Thursday September 23, 2:00-4:00pm



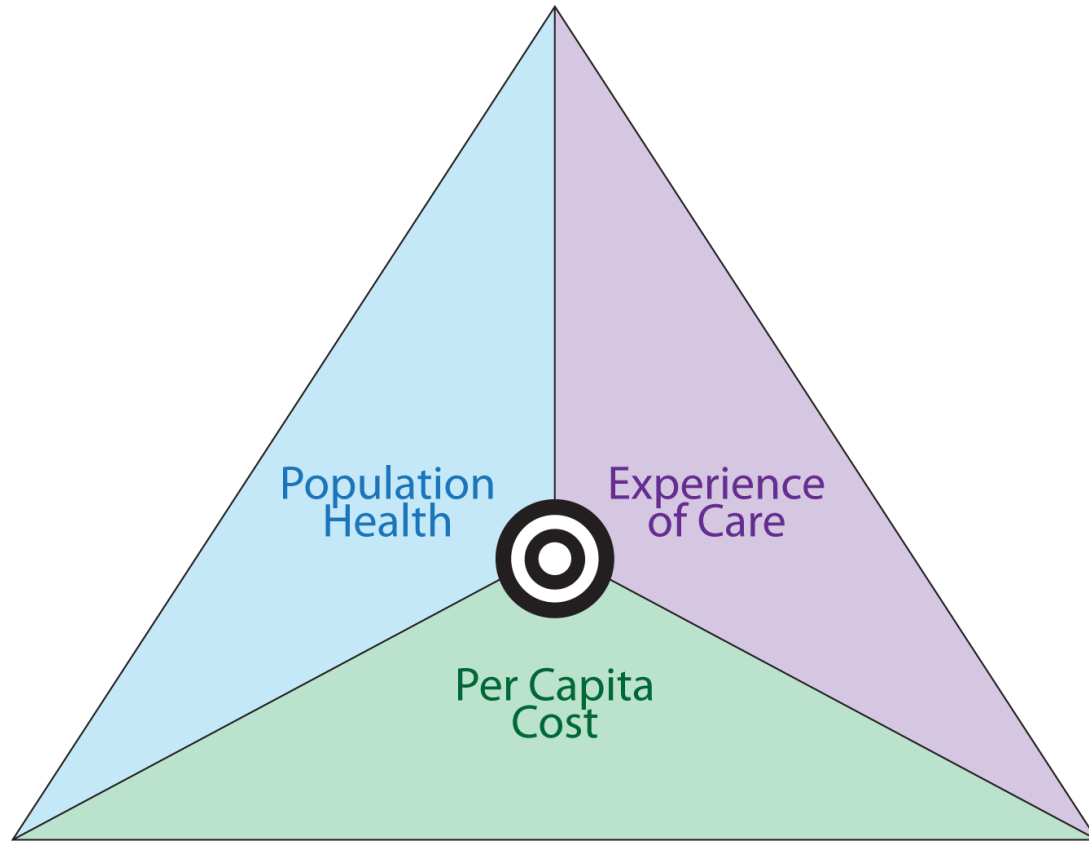
The Development of a Nurse Practitioner Training Program in Psychiatry

Deb Fournier, MHCDS, MSN, PMHNP-BC, ANP-BC, APRN

Legislative Commission on the Interdisciplinary Primary Care Workforce

August 26, 2021

Triple Aim



Quadruple Aim



Assumptions

- NH population is aging
- NH healthcare workforce is aging
- There is an unmet need for mental health services *
- Opioid overdose deaths higher in NH than US average *
- Suicide rate higher in NH than US average *
 - Age adjusted 17.3 per 100,000 vs US: 13.9 per 100,000
- Access is a problem
 - Dept of Psychiatry at DHMC reports today that there is a 2-4 month wait for general psychiatry consultation depending on region and specialty
- Nurse Practitioners (APRNs) provide high quality, affordable care
 - No difference in quality of services in primary care compared to physicians
 - Same or better patient experience / satisfaction scores

*[KFF Mental Health and Substance Use Fact Sheet](#)

- <https://pubmed.ncbi.nlm.nih.gov/32607075/>
- <https://cdn.ymaws.com/www.pacnp.org/resource/resmgr/imported/qualityofpractice.pdf>
- <https://www.npnw.com/nurse-practitioner-patient-satisfaction-and-outcomes/>

Psychiatric Nurse Practitioner Scope

- Prescribe all psychotropic medication
 - Including clozapine (registry required)
 - Including controlled substances such as methylphenidate and lorazepam
 - Can be trained for Medication Assisted Treatment for Addiction
 - DEA-x , suboxone
- Independent Practice (no MD collaboration or documentation required)
 - Ordering tests, evaluations and services
 - Independent billing
 - All outpatient services
 - Procedures

Nurse Practitioners in Psychiatry

Dr William Torrey
AJ Horvath
Dr Julia Frew

Outpatient Services

- General psychiatry clinic for adults and pediatrics
- Specialty clinics
 - OBGYN
 - Cancer Center
 - Addiction
 - Children with special needs
 - Pre-ECT H&Ps
- Embedded in Primary Care
 - New London
 - Newport
 - Concord

(2018) 3.5 FTE – (2021) 7.5 FTE

Inpatient Services

- New Hampshire Hospital
 - Attendings
 - Leader of Treatment Team and Treatment Plan
- Dartmouth-Hitchcock Medical Center
 - General consult service
 - Specialty consult team
 - (future inpatient coverage)

(2016) 4 FTE – (2021) 9 FTE

D-H Department Of Psychiatry

- Committed to improving access to mental health care
- Investing in innovative strategies for workforce development
- Building nurse practitioner positions is a priority meet the mission of the department
 - Access to psychiatric care decreased from 4 months to less than 2 months after embedding a psychiatric nurse practitioner in to a primary care clinic

Barriers to increasing APRN Workforce

- Recruitment

- Geography
- Psychosocial resources
- Salary

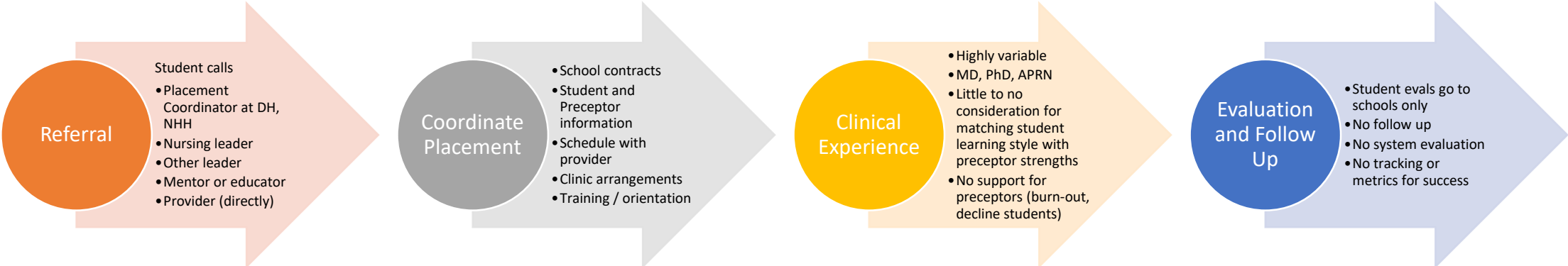
- Retention

- Professional development / advancement opportunities
- Salary

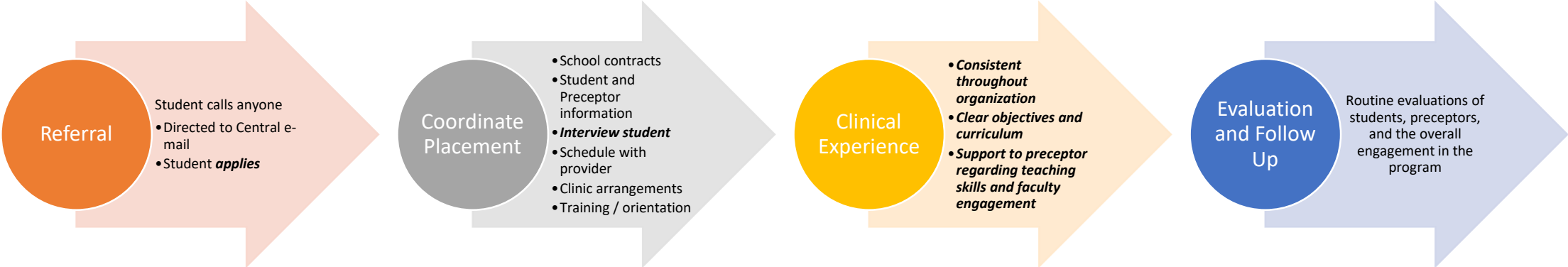
Why focus on a training program?

- Learners often stay where they train
- Establish a community of providers
- Frustrations with existing programs deter from entering the field
 - Students – find own placements of variable quality
 - Preceptors – unsupported and overburdened

Current State



NP Training Program



Program Development

Stakeholders

- Current APRNs
- Students
- Current coordinators
- Sites

Defining the Program

- Description of service
- Establish metrics of success

Implement

- Coordination of entry referral
- Student interviews
- Match with preceptor / site
- Support preceptor

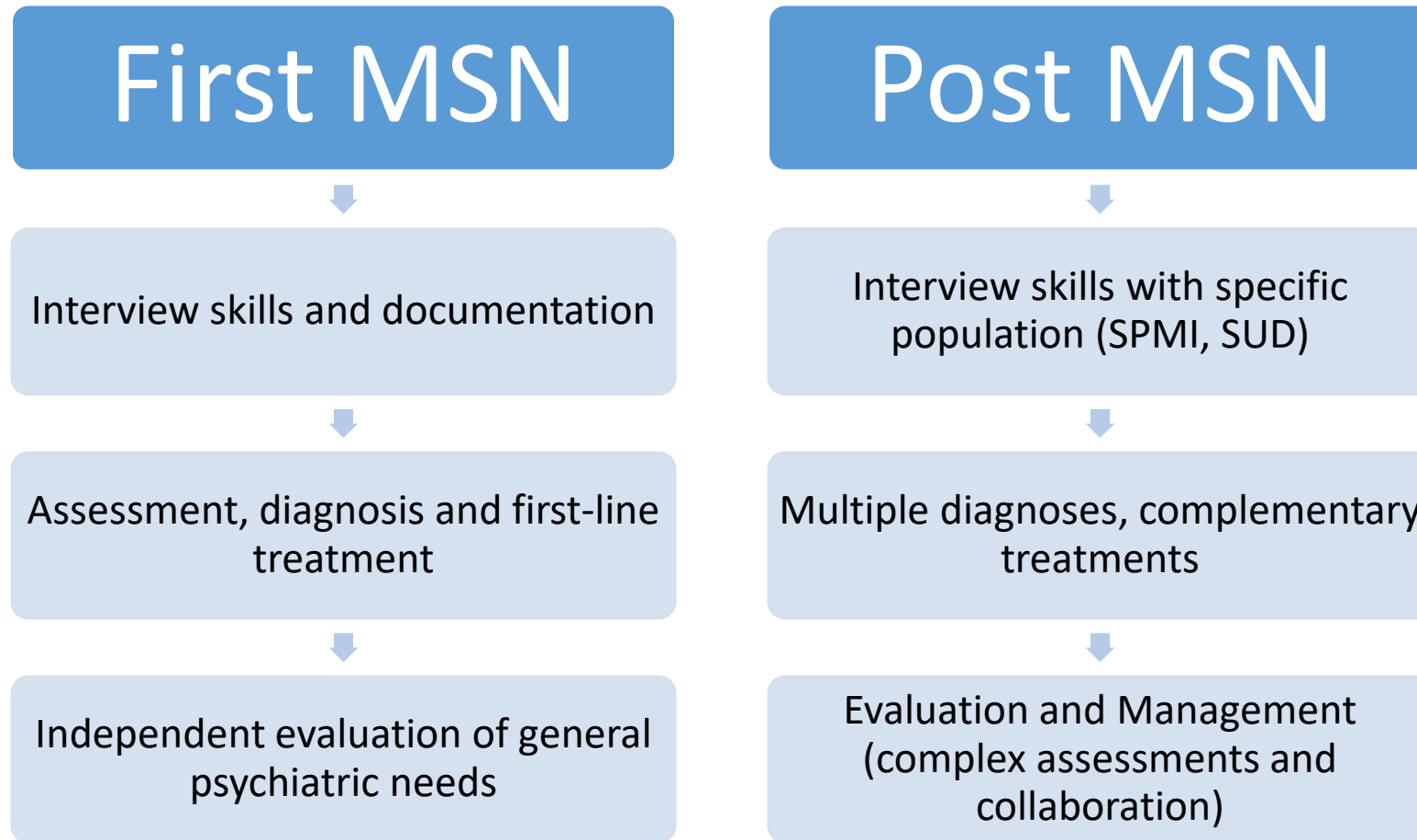
Evaluate and Improve

- Metrics:
 - Engagement / Satisfaction
 - Retention
 - Placement

Additional Value

- Enhancing interdisciplinary education for excellent future teams
- Building community of support and mentorship for new providers throughout the state
- Enhance collaboration and communication regarding patients moving through the continuum of needs or services

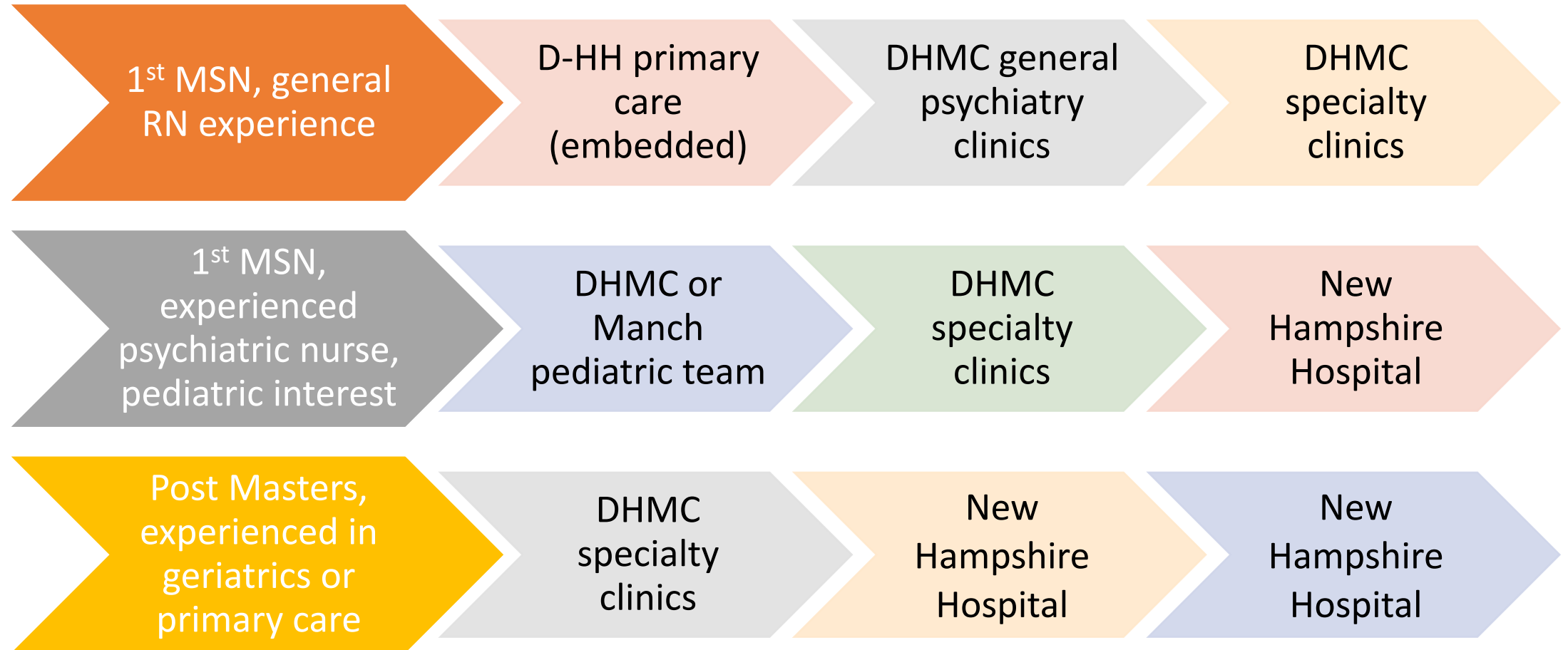
Student Experience / Ability



Student Interviews and Staff Support

- Semi-structured interviews
- Experience in nursing
- Experience in psychiatry
- Previous education (undergrad / graduate)
- Intentions for practice
 - Inpatient
 - Outpatient
 - Special Populations
- Personality and Learning Style
- Commitment to New Hampshire
- Understand practice site
 - Workflow
 - Space
 - Team composition
- Professional goals +/- faculty aspirations or research
- Interest and commitment to teaching
- Teaching style and strengths
- Verbal and written communication skills

Example Student Path



DRAFT

program
brochure

Dartmouth-Hitchcock
Psychiatric Nurse Practitioner
Training Program

A comprehensive clinical
practicum experience for
psychiatric nurse
practitioner students



Placement Sites

- **Lebanon**—outpatient pediatric psychiatry, outpatient adult psychiatry (including specialty clinics in OBGYN and oncology)
- **Newport**—embedded psychiatry in adult primary care
- **New London**—embedded psychiatry in adult primary care
- **Concord**—inpatient adult and geriatric psychiatry at New Hampshire Hospital, embedded psychiatry in adult primary care
- **Manchester**—embedded psychiatry in pediatric primary care



Dartmouth-Hitchcock is the state's only academic medical center and is committed to the education of health care providers as part of their mission to provide the best care, in the right place, at the right time.

Benefits of Completing Your Clinical Practicum with Dartmouth-Hitchcock

- * Clinical opportunities across the continuum of care
- * Knowledgeable and experienced preceptors who are passionate about teaching
- * A better understanding of the mental health system in NH, including where it intersects with the legal system
- * On-site education opportunities, such as psychiatry grand rounds and case conferences
- * Opportunities to complete all three clinical practica within one health system
- * Work within multidisciplinary teams and alongside other learners



Frequently Asked Questions

- 1. What is the application process?**
Applications will be reviewed on a rolling basis. Applicants who appear to be a good fit for the program will be contacted for an interview.
- 2. When should I apply?**
As soon as possible. Even with multiple sites, space is limited!
- 3. Can I request placement at a specific site?**
Placements will be assigned to offer the best clinical experience based on the individual's educational goals and needs.
- 4. If there is a special population I am interested in working with, could other opportunities at Dartmouth-Hitchcock be explored?**
Yes, other opportunities may be available.
- 5. Are there any clinical practicum opportunities in the evenings or on weekends?**
Limited opportunities may be available on the weekends only at New Hampshire Hospital.
- 6. Do I have to commit to completing all of my clinical practica with Dartmouth-Hitchcock?**
No.
- 7. Do I have to be a NH resident?**
No. However, applicants who intend to work in NH after graduation will be prioritized.



The Dartmouth-Hitchcock Psychiatric Nurse Practitioner Training Program provides diverse clinical practicum experiences to PMHNP students across several sites in New Hampshire.

Nurse practitioner students will be precepted by knowledgeable and experienced psychiatric nurse practitioners in both the inpatient and outpatient setting, caring for patients across the lifespan.

Who is Eligible?

PMHNP students who:

- Are currently enrolled in an accredited nurse practitioner program
- Have a current NH RN license
- Are driven, curious, and passionate about learning

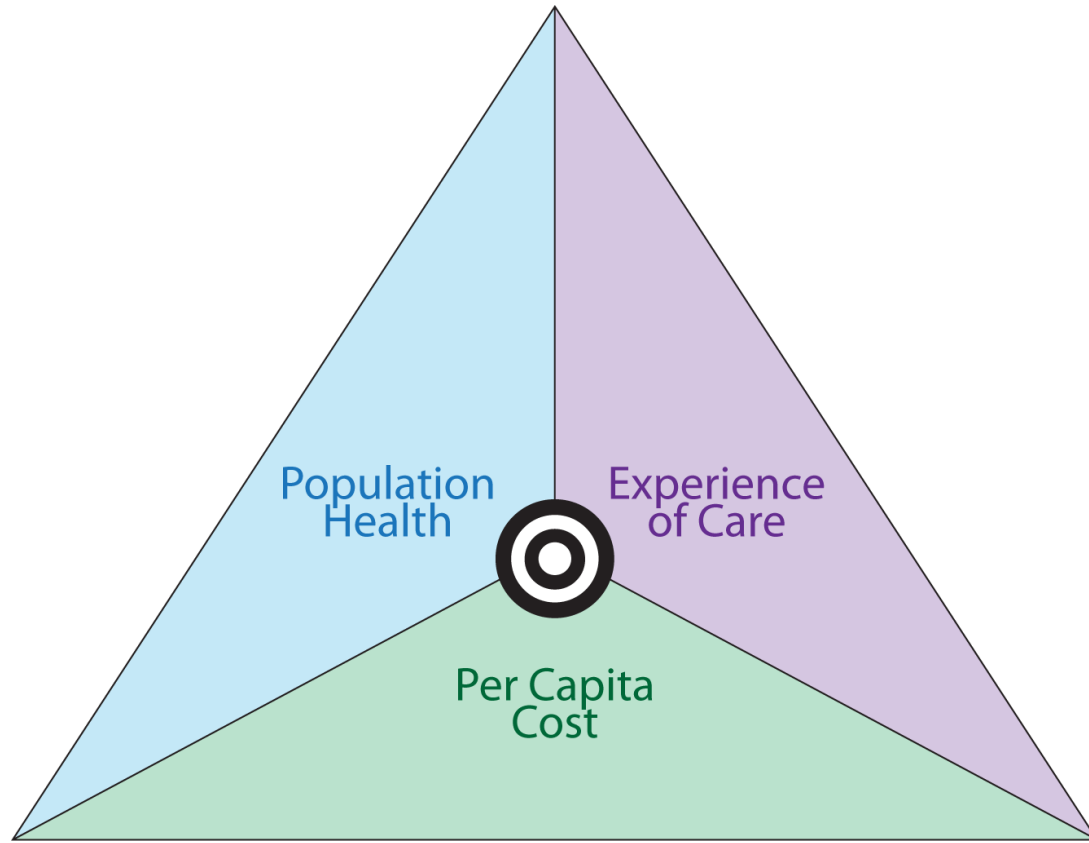
Interested applicants should send their resume and a cover letter to:
NPRotation@dhhs.nh.gov

In your cover letter, please include the following information:

- The program you are currently enrolled in
- The approximate dates that you anticipate needing clinical placement and how many hours you need to complete
- The specific populations (pediatrics, adults, etc.) and settings (inpatient, outpatient, etc.) your program requires



Triple Aim



Quadruple Aim



Next Steps in Program Development

- Short Term Goals
 - Finalize brochure
 - Collaborate with school leaders
 - Finalize interview schedule
 - Develop evaluation tool and baseline metrics
 - Coordinate Fall, Winter and Spring placements
- Medium / Long Range Goals
 - Community Mental Health Rotation
 - Specific rotation in Substance Use Disorders and MAT
 - Preceptor / Mentorship training
- Continuous collaboration with stakeholders
- Ongoing improvement

Suggestions?



New Hampshire Insurance Department



Trusted Website Offering
Resources for Consumers and
Employers

NH's CHIS Database

Law creating NH's all-payer claims database passed in **2003**:

“ . . . the data shall be available as a resource for insurers, employers, providers, purchasers of health care, and state agencies to continuously review health care utilization, expenditures, and performance . . . and to enhance the ability of New Hampshire consumers and employers to make informed and cost-effective health care choices.”

NH RSA 420-G:11-a Development of a Comprehensive Health Care Information System

What is NHHealthCost.nh.gov?

- **Negotiated prices** for more than 200 medical and dental services including office and emergency room visits, MRIs, x-rays, physical therapy, laboratory tests, and chiropractic treatment
 - Thousands of rates listed for providers and payers
- **Quality metrics** for hospitals across the state
- **Benefit comparisons** using interactive, customizable tools for small and large employers, and their employees and families.

Why Does NH HealthCost Exist?

- Legislative interest in providing patients with health care cost information
 - Website created in 2007
- NHID can objectively report the information
- Potential for improved market efficiencies

Results

- Almost 15 years of national recognition
- Nationwide interest in adopting the NH approach
- Greater public understanding of price variation
- Benefit designs that reflect health care pricing differences
- Research that shows price concessions

Lower prices

- Review of Economics and Statistics journal
- Published in 2019, using data from 2005-2011
- Concluded that the “HealthCost website reduced the cost of medical imaging procedures by 5 percent for patients and 4 percent for insurers.”
 - About \$45M in savings

2017 Public Agenda Report on Price Transparency

- National survey
- 50% of Americans tried to find health care price information
- More than half of people who compared prices saved money
- Most Americans think it is important for state governments to provide health care price information
- 70 percent of Americans say higher prices are *not* typically a sign of better quality medical care
 - 59 percent said they chose less expensive care

How do I use NHHealthCost.org?

Compare Health Costs & Quality of Care

in New Hampshire

NH HealthCost was developed by the [New Hampshire Insurance Department](#) to improve the [price transparency](#) of health care services in New Hampshire.



Know What You Might Pay

Compare health care costs in the state of New Hampshire by insurance plan.

COMPARE COSTS

Know The Care You Can Expect to Receive

See how different facilities in New Hampshire perform.

COMPARE QUALITY

Guide to Health Insurance

Empower yourself with answers to questions you may not think to ask

FIND ANSWERS

Employer Toolkit

Analyze and understand NH health insurance information and download tools

FIND RESOURCES

Thank You



Contact Information

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Life & Health Director
NH Insurance Department
Tyler.j.Brannen@ins.nh.gov

Thank You



Contact Information

New Hampshire Insurance Department

21 South Fruit Street, Suite #14
Concord, NH 03301

requests@ins.nh.gov

Phone: (603) 271-2261

Fax: (603) 271-1406

TTY/TDD: 1 (800) 735-2964

www.nh.gov/insurance