

## HSCC 311

# Systems and Trends in Health Care Delivery

## Health Care Workforce

## Objectives

- Upon completion of this section, the student should be able to:
  - Differentiate between certification, licensure, and registration
  - Describe the role that physicians play in health care
  - Describe the role that nurses play in health care
  - Identify health care workforce issues

## Factors Affecting Workforce

- Competition
- Cost reduction
- Outcomes and quality
- Ambulatory care shift
- Constrained roles
- Lower-cost workers
- Customer satisfaction

## Credentials

- Licensure
  - mandatory
  - Sole ownership
  - Recognition
  - Protection of title and practice
- Certification
  - Voluntary
  - Specialists
- Registration
  - Voluntary
  - List

## Physicians

- Challenges to profession
- Licensure
- Composition
- Medical schools

## DO vs. MD

- DO
  - Correction of joints and tissues
  - Preventive medicine
  - Holistic approach
- MD
  - Allopathic medicine
  - Active intervention in disease process

## Generalists and Specialists

- Generalists
  - Primary care physicians
  - Preventive services
- Specialists
  - Extra certification
  - Functional groups

## Physician Work Settings

- Variety of settings
  - Hospitals
  - Public sector
  - Office-based

## Primary Care vs. Specialty Care

- Primary care vs. Specialty care
  - Time
  - Focus
  - Scope of services
- Areas of distinction

## Issues in Medical Practice

- Threat of compromise
- Lopsided medical training
- Aggregate physician oversupply
- Geographic maldistribution
- Specialty maldistribution
- International medical graduates

## Threat of Compromise

- Managed care constraints
- Limited payments
- Controlled access
- Bundled services

## Lopsided Medical Training

- Funding source: Medicare
- No government mandate
- Primary care orientation

## Aggregate Physician Oversupply

- Physician increase
- BBA
  - Capped positions
  - Reduction in expenditures
- Maldistribution

## Geographic Maldistribution

- Supply is not evenly distributed
- Concentration in urban areas
- Problems

## Specialty Maldistribution

- Primary vs specialty imbalance
- HMO's reduce demand
- Consequences
  - High volume
  - Rise in costs
  - Increased demand

## International Medical Graduates

- Steady growth of IMG's
- 1/4 of all residency positions

## Dentists

- Licensure requirement
- 8 specialty areas
- Dental hygienists
  - Preventive care
- Dental assistants

## Pharmacists

- Licensure
  - Bachelor's degrees being phased out
- PharmD will be standard

## Other Doctoral-Level Professionals

- Optometrists
  - Vision care
- Psychologists
  - Mental health care
- Podiatrists
  - Diseases of the feet
- Chiropractors
  - Chiropractic manipulation, physiotherapy, dietary counseling

## Nursing

- Largest group
- Licensure
- Variety of settings
- Nurse Reinvestment Act of 2002

## Advanced Practice Nurses

- Clinical nurse specialists
- Certified registered nurse anesthetists
- Nurse practitioners
- Certified nurse midwives

## Non-physician Practitioners

- Physician extenders
  - Physician's assistants
  - Nurse practitioners

## Allied Health Professionals

- Technology role
- Fastest growing in health care
- 60% of workforce
- Categories
  - Technicians/assistants
  - Therapists/technologists

## Health Services Administrators

- Top-level
  - Leadership
- Middle-level
  - Department managers
- Entry-level
  - Assistants
  - Operations
- Challenges

## Workforce Issues

- Accountability of professionals
- Duplication and coordination among professions
- Adequate supply of physicians
- Adequate supply of nurses

## In Conclusion . . .