



"Integrated Health Staffing, Part 1: Getting Started – On-the-Job Training"

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Goal for today

- > Identify a range of factors that should be taken into consideration by administrators and behavioral health providers before and during the initial stages of integration.

- > “Never assume the obvious is true.”

-William Safire

Administrator's checklist for Getting Started w/ Integration

- > Contracts/Job Descriptions/Credentialing
- > Clarify staff work plan expectations (e.g. supervision, work plan metrics) and work space/equipment
- > know how many MH and S/A pts the clinic serves and who their payer is...



Administrator's Checklist Cont.

- > Compare/contrast MH and PH clinic policy/procedures (e.g. Catholic Health Clinic may not rx birth control)
- > When hiring/interviewing the BH specialist do it together
- > Compare/contrast staff benefit packages (e.g. training, union shop?, parking)



Characteristics of a Successful Beh. Health Specialist

- > Experience working in a hospital and/or crisis services
- > High energy and passion for the work
- > Not afraid to speak their mind/question
- > Solid understanding of MI and S/A and the medications used to treat
- > Experience with short-term therapy and case-management
- > Experience with treatment of chronic pain



The BH Specialist Checklist for Starting to Work in a Primary Care Clinic

- > Know and/or establish clear points of communication with your new peers (training, team meetings, grand rounds)
- > See patients in the exam rooms but make sure you have the necessary office space and equipment to chart
- > Get to know the front desk staff!



The BH Specialist Checklist

- > Know the clinic procedures for an emergency psych. hospitalization
- > Learn the basics of team building
- > Understand the patient flow in the clinic
- > Clarify float coverage