Making the Case for Hiring a Nurse in Outpatient Mental Health Clinics

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## Change Package

| Family and Patient-Centered Care Design | 1.2 Team-based relationships  
1.3 Population management  
1.6 Organized, evidence based care |
|----------------------------------------|---------------------------------------------------------------------|
| Continuous, Data-Driven Quality Improvement | 2.1 Engaged and committed leadership  
2.2 Quality improvement strategy supporting a culture of quality and safety  
2.3 Transparent measurement and monitoring |
| Sustainable Business Operations | 3.2 Staff vitality and joy in work  
3.3 Capability to analyze and document value  
3.4 Efficiency of operation |
Psychiatric and medical co-morbidities

Co-occurrence between mental illness and other chronic health conditions:

- Mental Illness: 21.9% High Blood Pressure
- No Mental Illness: 18.8%
- Mental Illness: 36% Smoking
- No Mental Illness: 21%
- Mental Illness: 5.9% Heart Disease
- No Mental Illness: 4.2%
- Mental Illness: 7.9% Diabetes
- No Mental Illness: 6.6%
- Mental Illness: 42% Obesity
- No Mental Illness: 35%
- Mental Illness: 15.7% Asthma
- No Mental Illness: 10.6%
## Billing codes and rates

<table>
<thead>
<tr>
<th>Service</th>
<th>CPT Code</th>
<th>Rate</th>
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<tbody>
<tr>
<td>Health Monitoring- 15 Minutes</td>
<td>99401</td>
<td>$35.47</td>
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<td>Health Monitoring- 30 Minutes</td>
<td>99402</td>
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<td>Health Monitoring- 45 Minutes</td>
<td>99403</td>
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<td>Health Monitoring- 60 Minutes</td>
<td>99404</td>
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<td>Health Monitoring Group-30 Minutes</td>
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Creating the business model

• Salary of $70,000/year + 30% fringe = $91,000

• Spread over 52 weeks = $1,528.84/week

• Health Monitoring Service = $83.16/hour

• 22 units = $1,829.52
Service definitions

• **Health Monitoring**
  • means the continued measuring of specific health indicators associated with increased risk of medical illness and early death. For adults, these indicators include, but are not limited to, blood pressure, body mass index (BMI), substance use and smoking cessation. For children and adolescents, these indicators include, but are not limited to, BMI percentile, activity/exercise level, and smoking status.

• **Injectable Medication with Education**
  • Injectable Psychotropic Medication Administration with monitoring and education is the process of preparing, administering, managing and monitoring the injection of intramuscular psychotropic medications. It includes consumer education related to the use of the medication, as necessary.

• **Injectable Medication Only**
  • Injectable psychotropic medication administration is the process of preparing, and administering the injection of intramuscular psychotropic medications.
No dollar amount for improved quality of care
Prescriber wish list = increased joy in work

- Medical history
- Clear triage of health risks
- Labs
- List of current medications
- Communication with PCP’s
- Communication with Specialists
- Client centered
Workflow

Workflow can promote care collaboration and culture change within organizations

• Things to consider when designing a workflow:
  • Number of prescribers
  • Facilities
  • Equipment
Evolution of the nursing role: an example from the field
How can this help my practice specifically?

- Improved quality of care
- Health education for high risk individuals
- Efficient business practices (meaningful use, injections)
- Increased capacity to use LAI’s and Clozapine
- Increased capacity for integrated health
- Increased joy in the workforce
Movement towards outcomes

- Infrastructure Development (Process)
- System Redesign (Process)
- Clinical Outcome Improvements (Outcomes)
- Population Focused Improvements (Outcomes)
Thank you!

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