



# Presentation to the Select Committee on Health Care Education and Training

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Lauren Lacefield Lewis

Assistant Commissioner, Mental Health and Substance Abuse  
Services

Texas Department of State Health Services

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# HB1023, 83<sup>rd</sup> Regular Session

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- HB 1023 Charges
  - Use existing information and data
  - Make recommendations regarding the mental health workforce shortage
  - Include cost-benefit estimates
- HHSC Designation to DSHS
- DSHS Process
  - Literature Review
  - Stakeholder Input

# HB 1023: Challenges

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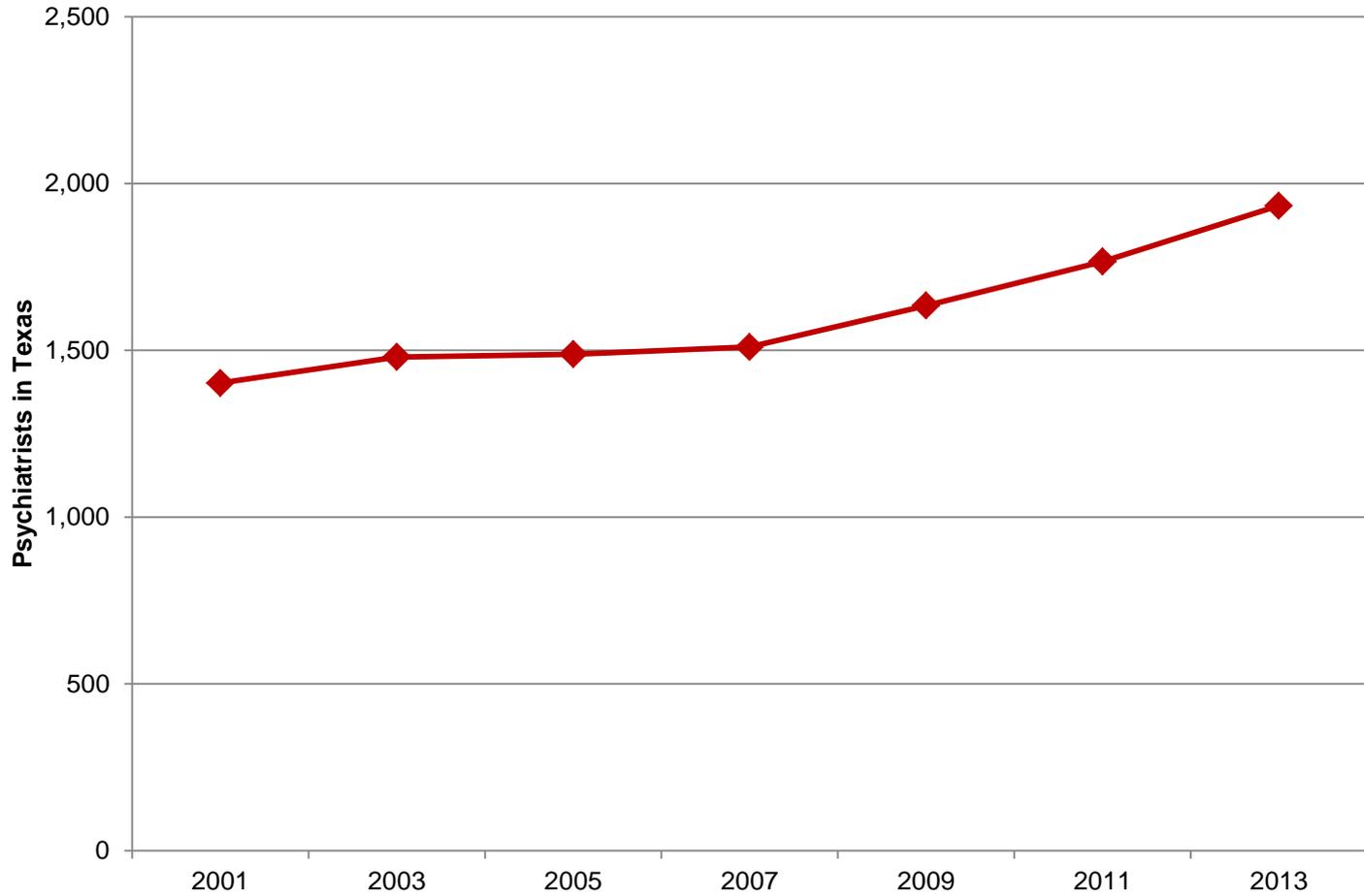
- Data Constraints
- Definition of Workforce Shortages
- Timeframe

# HB1023: Mental Health Professions Data

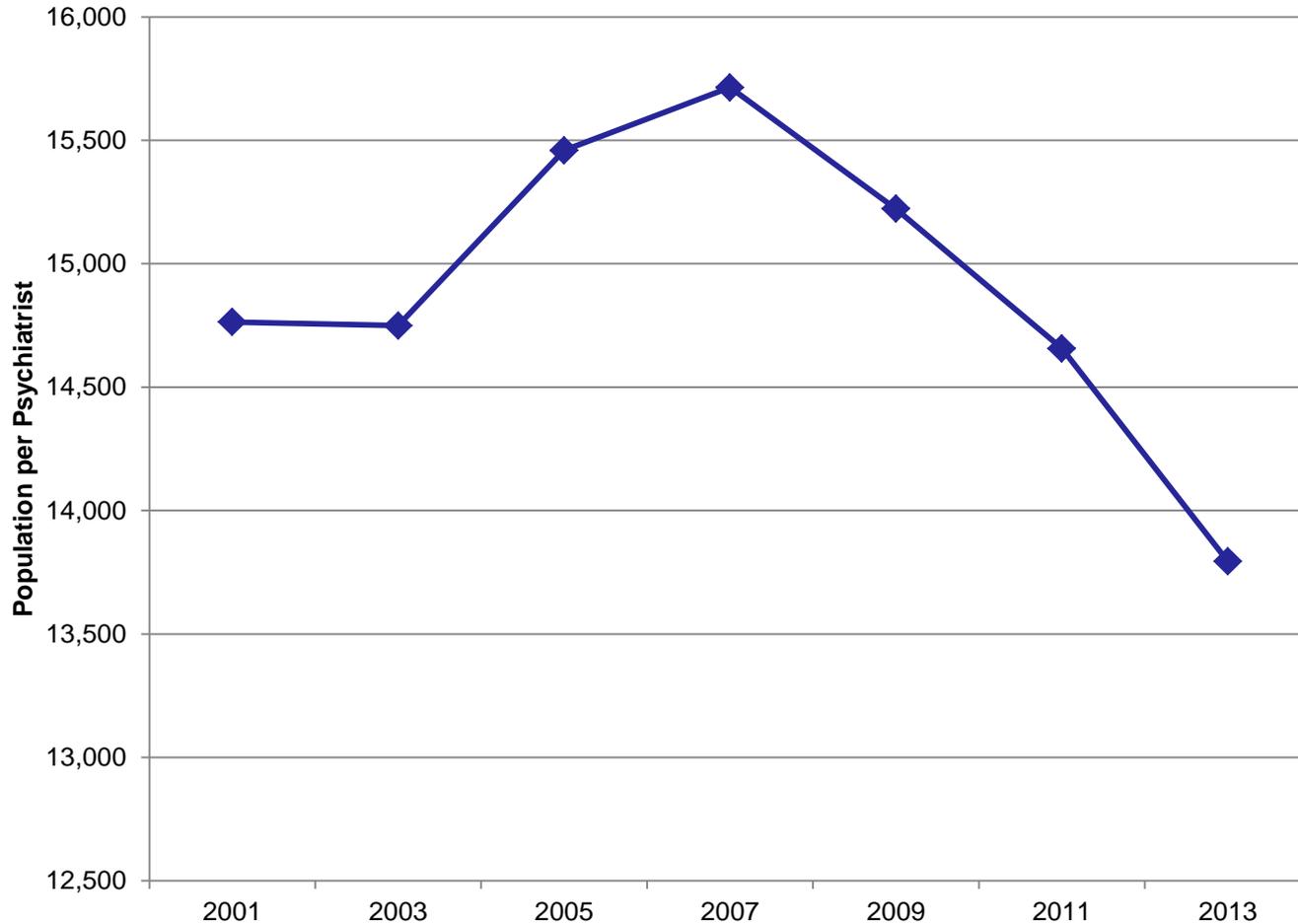
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- General improvements for most mental health professions
  - Exception: marriage and family therapists
- Variation across the state
- Particular gaps in rural areas

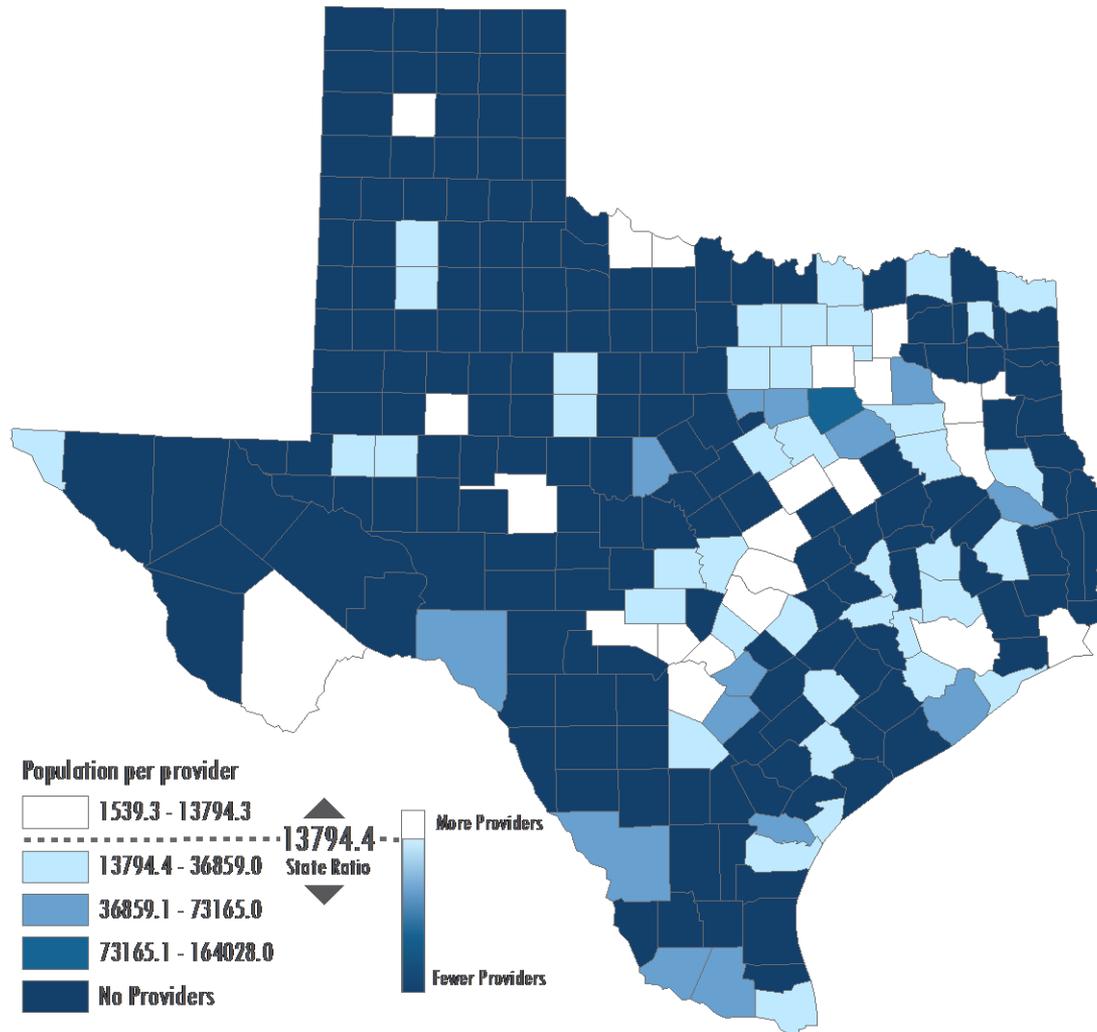
# Physician-Psychiatrists



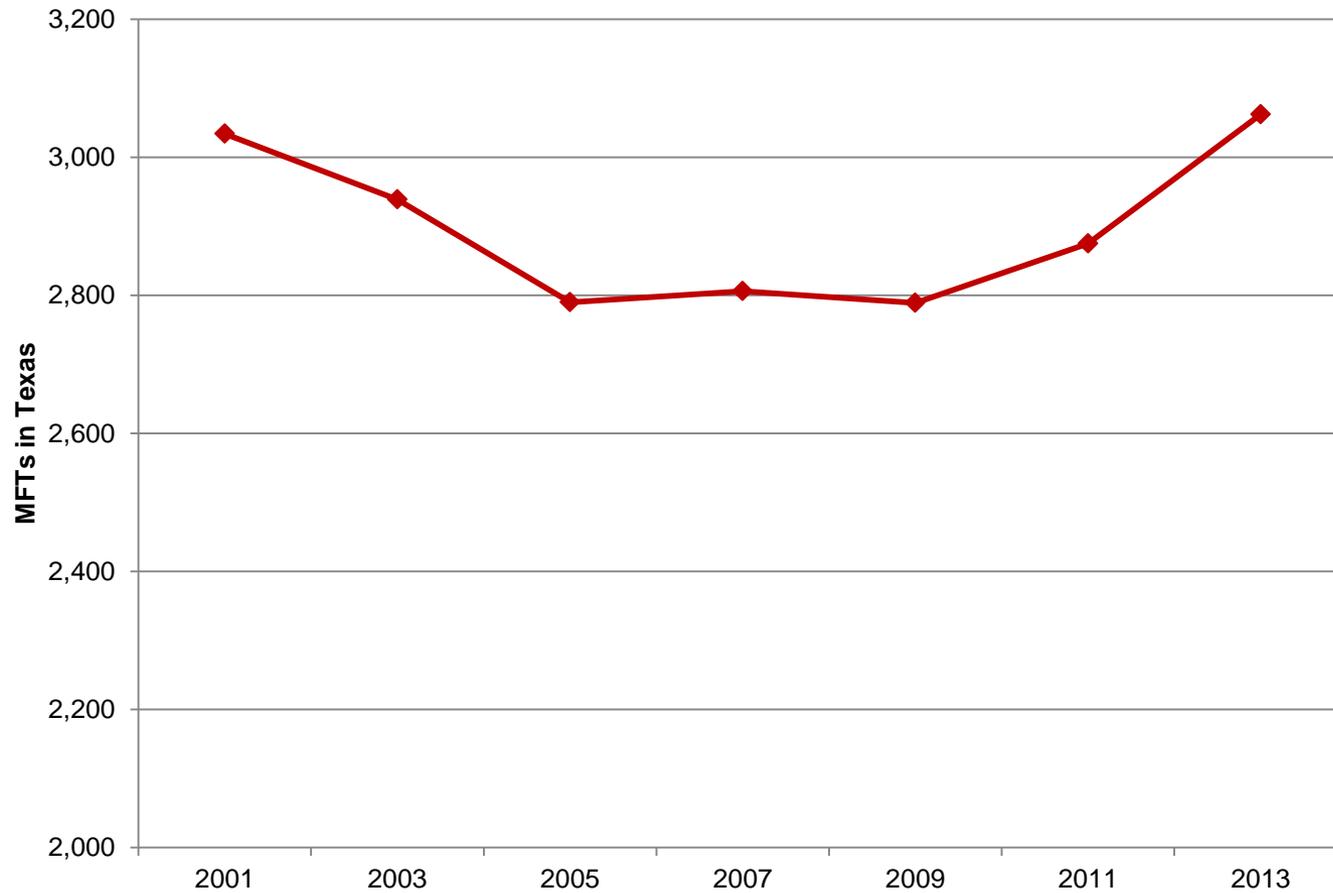
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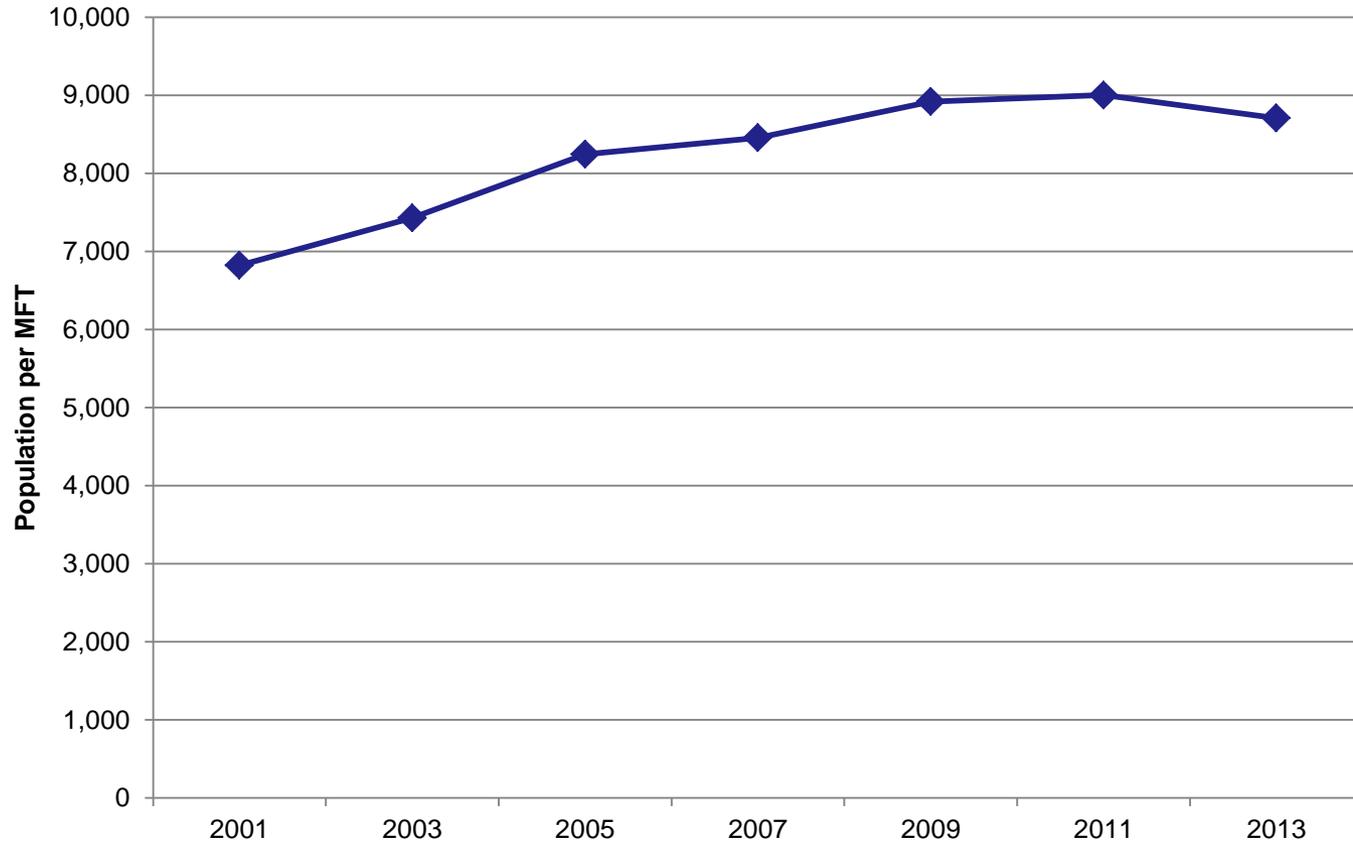
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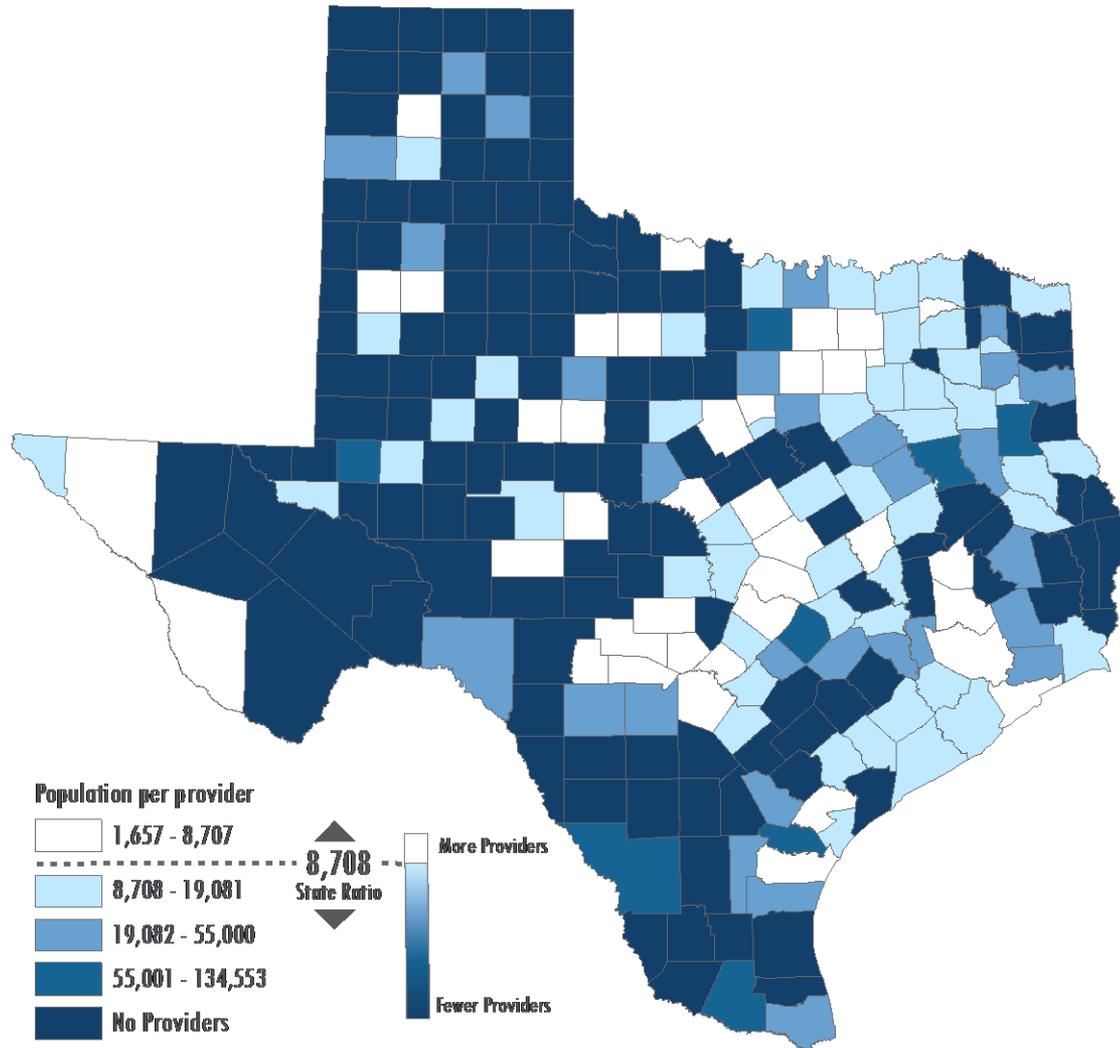
# Marriage and Family Therapists



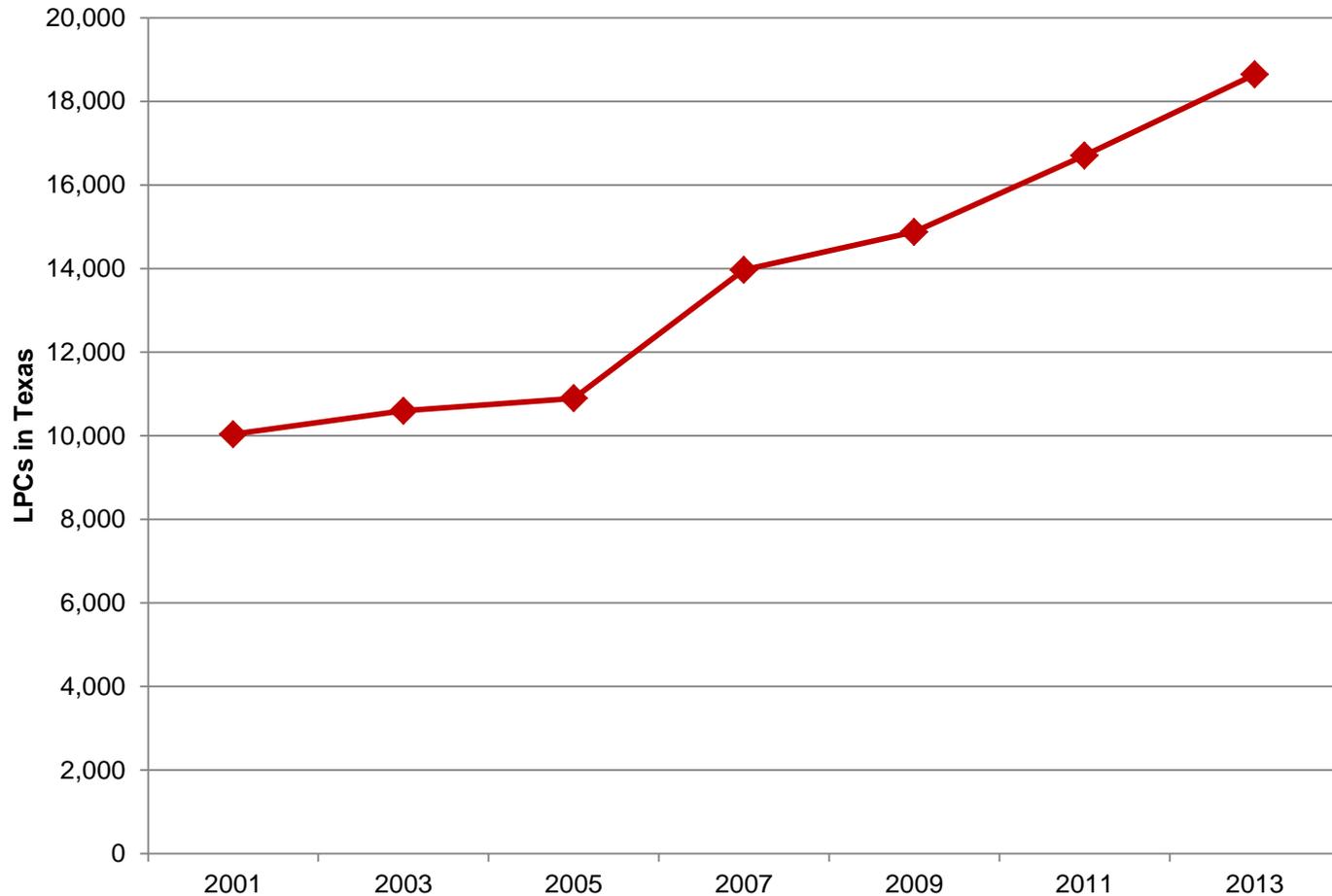
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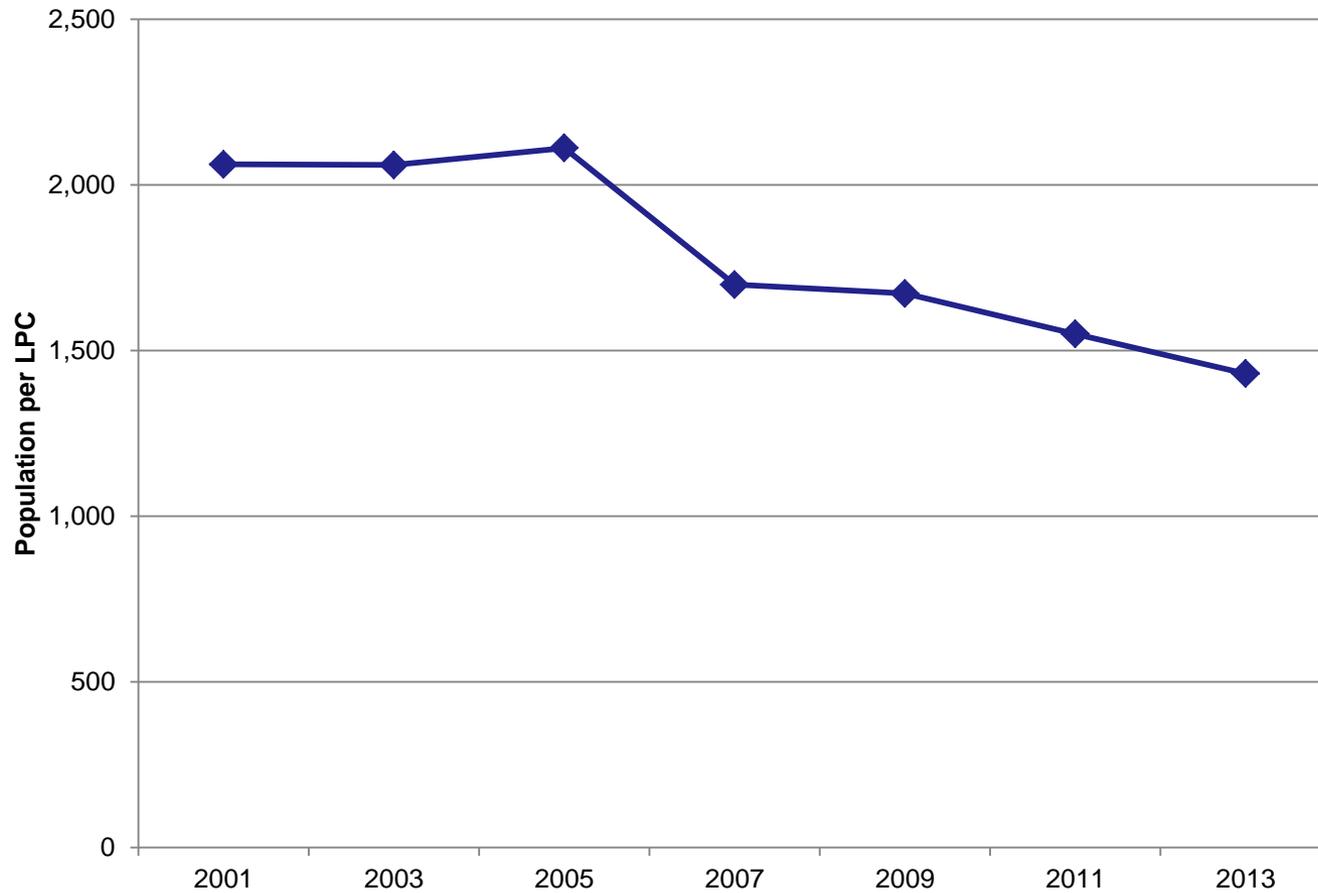
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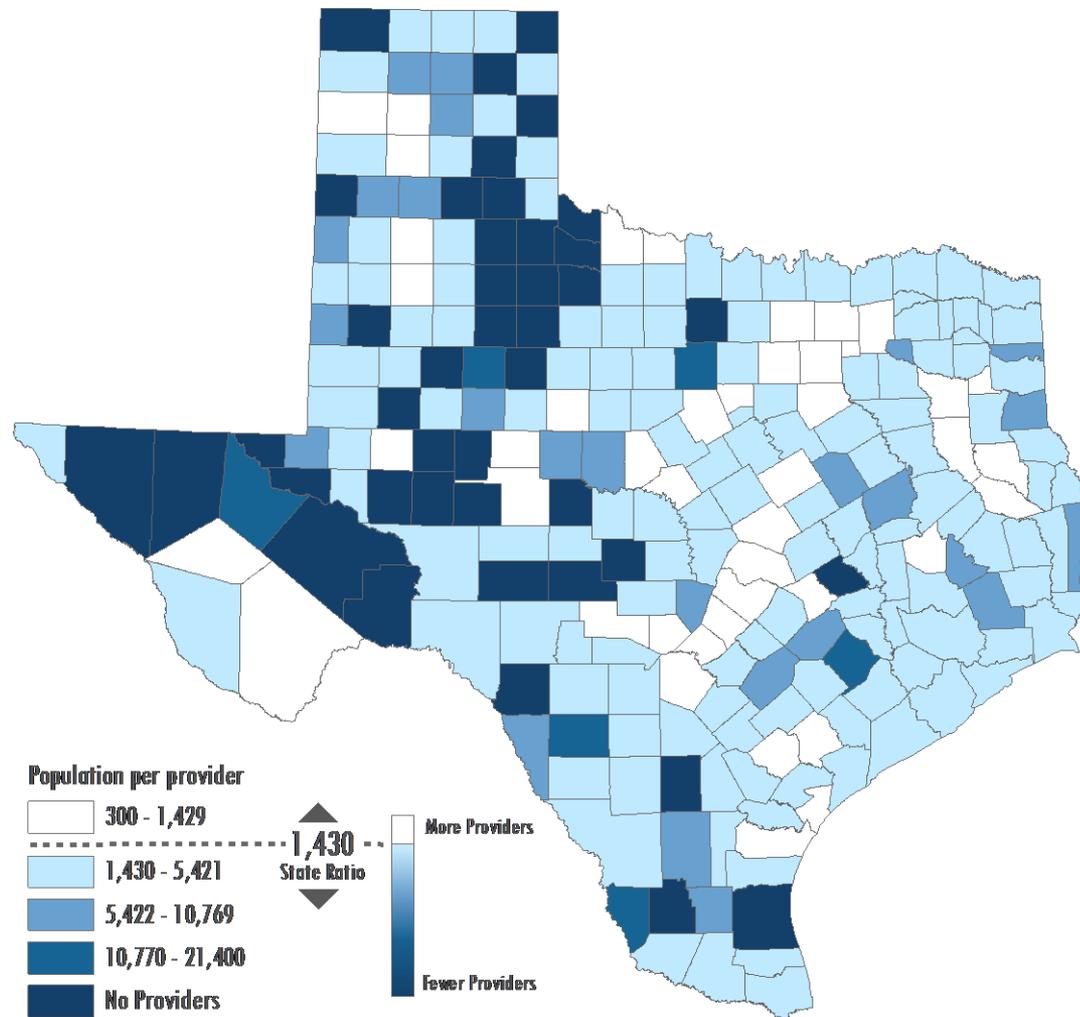
# Licensed Professional Counselors



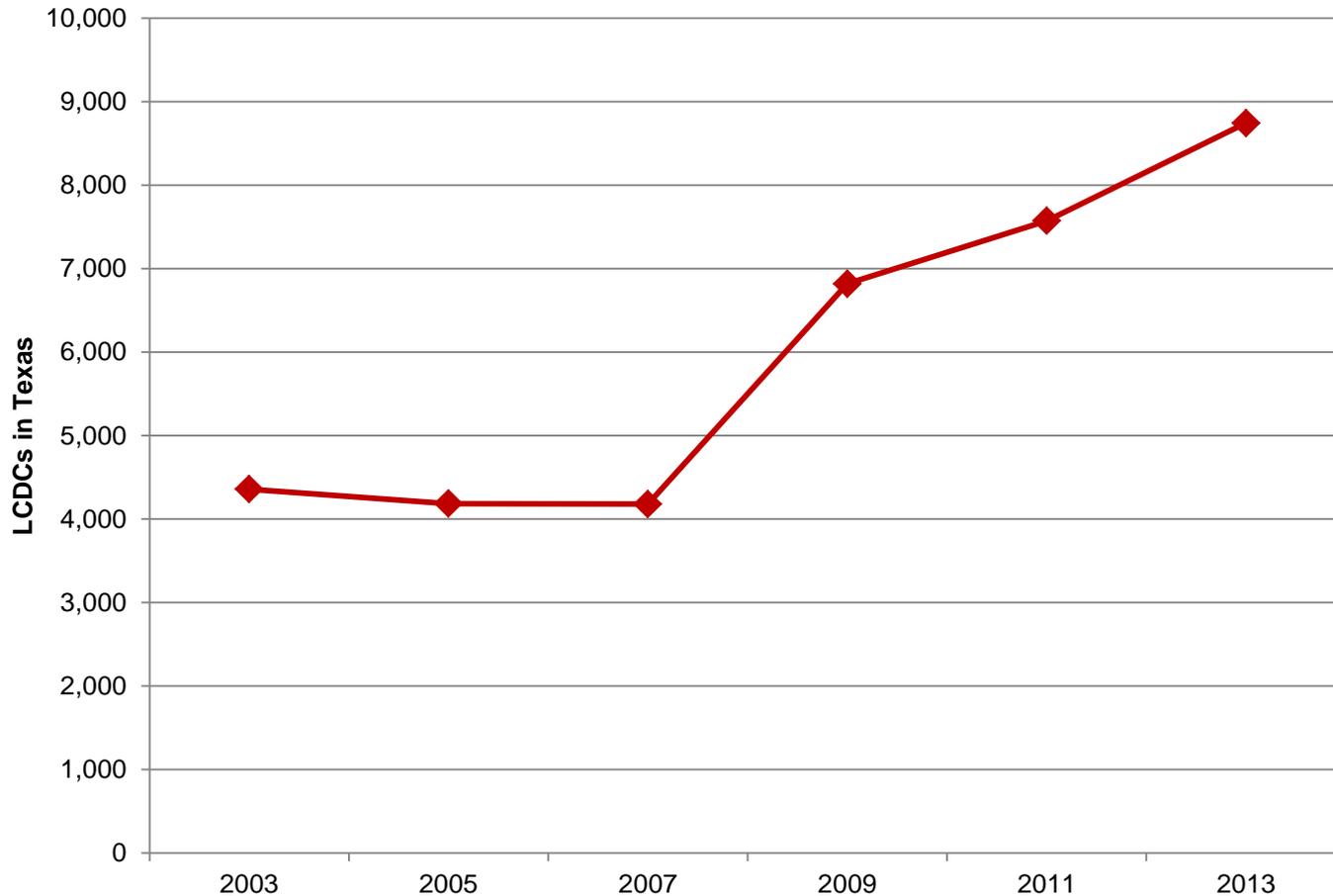
# Licensed Professional Counselors



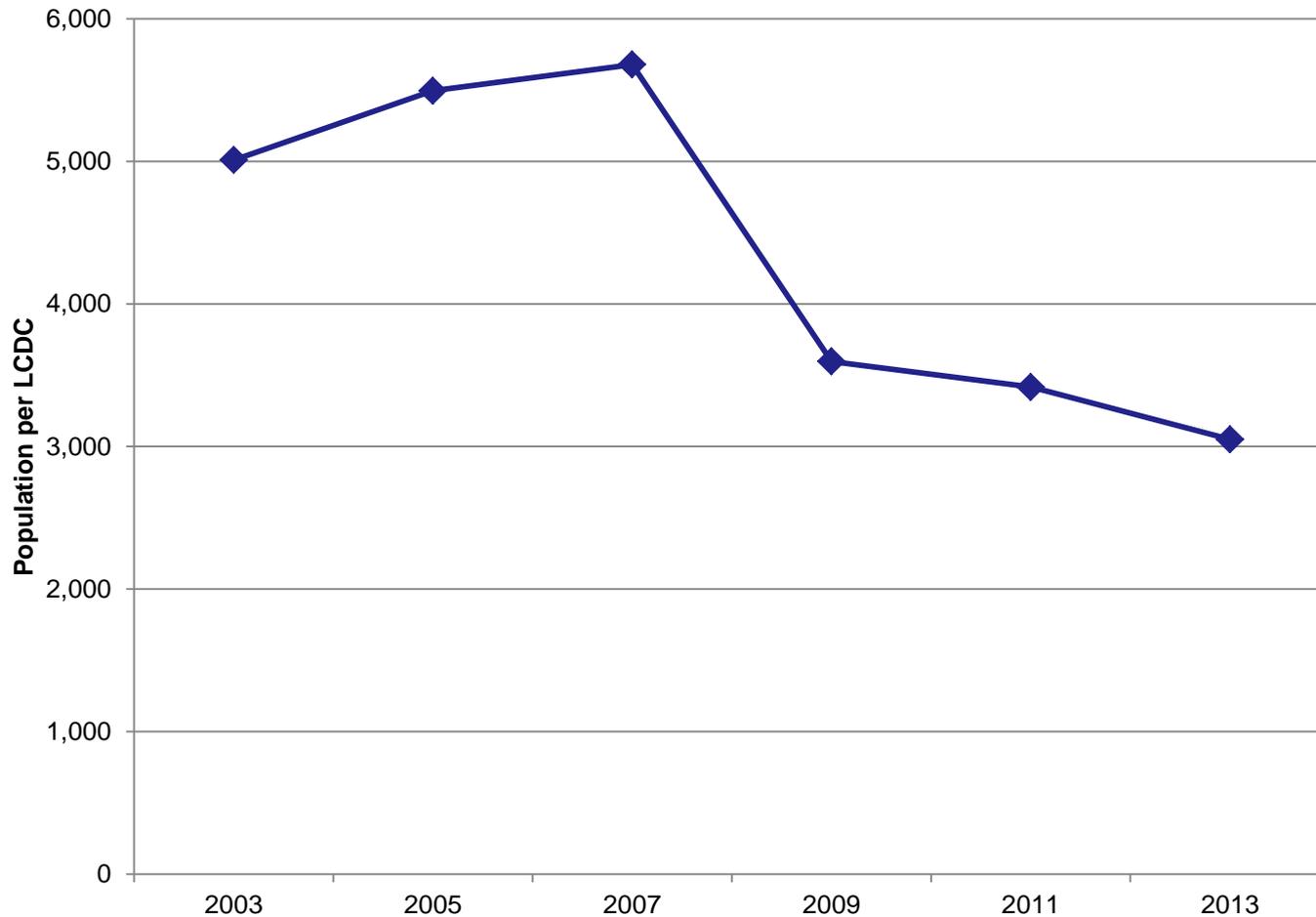
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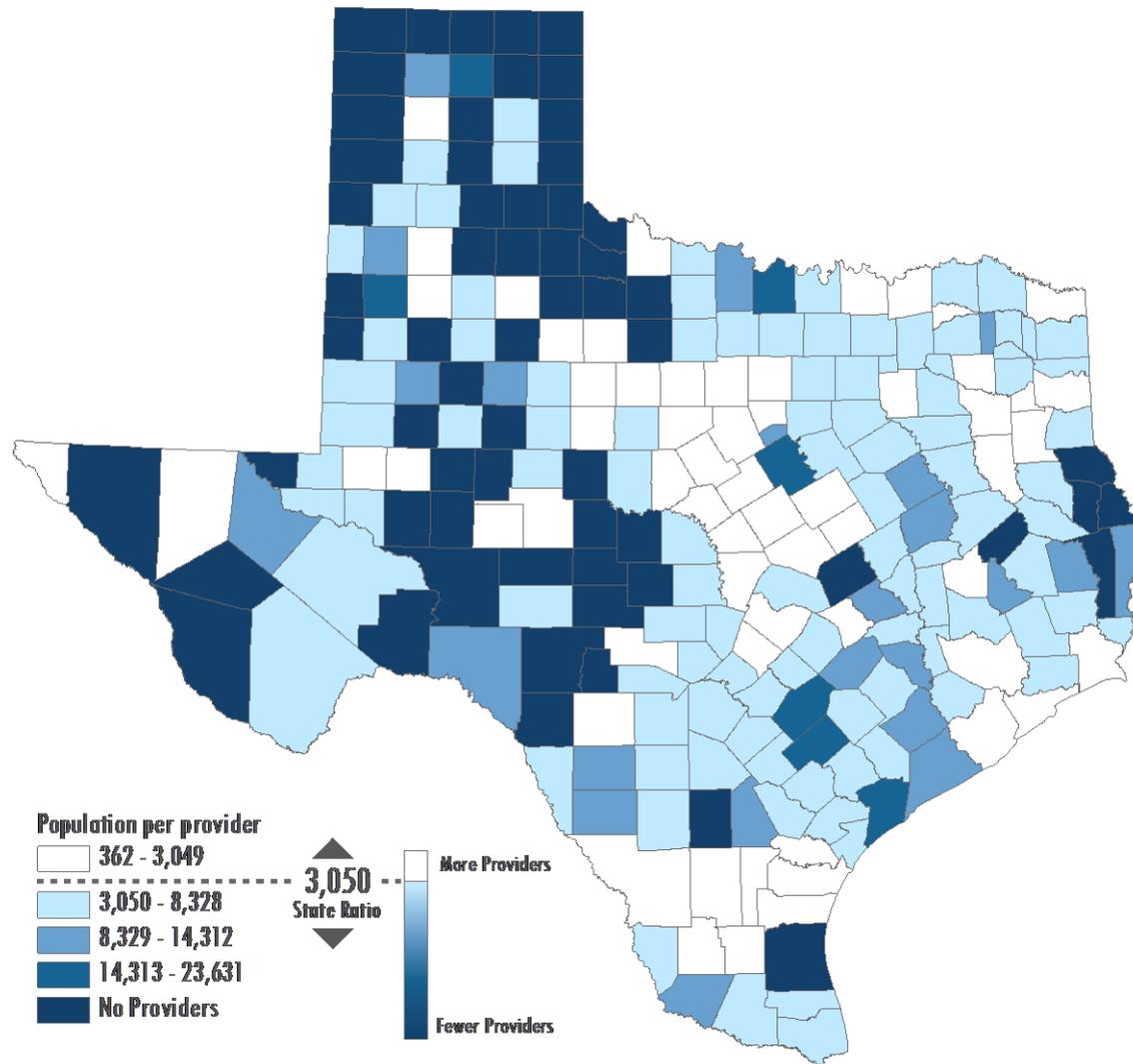
# Licensed Chemical Dependency Counselors



# Licensed Chemical Dependency Counselors



# Licensed Chemical Dependency Counselors



# HB1023: Recommendations

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- 5 key themes
  1. Increasing the size of the workforce
  2. Improving the distribution of the workforce
  3. Improving the diversity of the workforce
  4. Support innovative educational models
  5. Improving data collection and analysis

# HB1023: Recommendations

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1. Increasing the size of the mental health workforce
  - Address payment disparities
  - Expand practice incentives for mental health practitioners
  - Increase higher education funding for mental health fields
  - Initiate early recruitment practices
  - Responsibly expand practice capacity of APRNS and others

# HB1023: Recommendations

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2. Improving the distribution of the mental health workforce
  - Targeted recruitment of future practitioners
  - Identify and remove disincentives and barriers to the practice of telemedicine and telehealth

# HB1023 Recommendations

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## 3. Improving the diversity of the workforce

- Targeted recruitment
- Ensure delivery of culturally and linguistically competent care

# HB1023: Recommendations

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4. Support innovative educational models
  - Support integrated health and mental health practices
  - Incorporate training on interprofessional collaboration into education of health professionals

# HB1023: Recommendations

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## 5. Improve data collection and analysis

- Measure workforce impacts of Medicaid 1115 waiver DSRIP projects and SB58 implementation
- Expand data collection and analysis
  - Assessment of mental health service needs
  - Workforce development data

# State Hospital Overview

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- DSHS employs many mental health professionals to support nine psychiatric hospitals and one inpatient residential treatment facility for adolescents operated by DSHS
  - Austin State Hospital (ASH)
  - Big Spring State Hospital (BSSH)
  - El Paso Psychiatric Center (EPPC)
  - Kerrville State Hospital (KSH)
  - North Texas State Hospital (NTSH) – Campuses in Vernon and Wichita Falls
  - Rio Grande State Center (RGSC)
  - Rusk State Hospital (RSH)
  - San Antonio State Hospital (SASH)
  - Terrell State Hospital (TSH)
  - Waco Center for Youth (WYC)

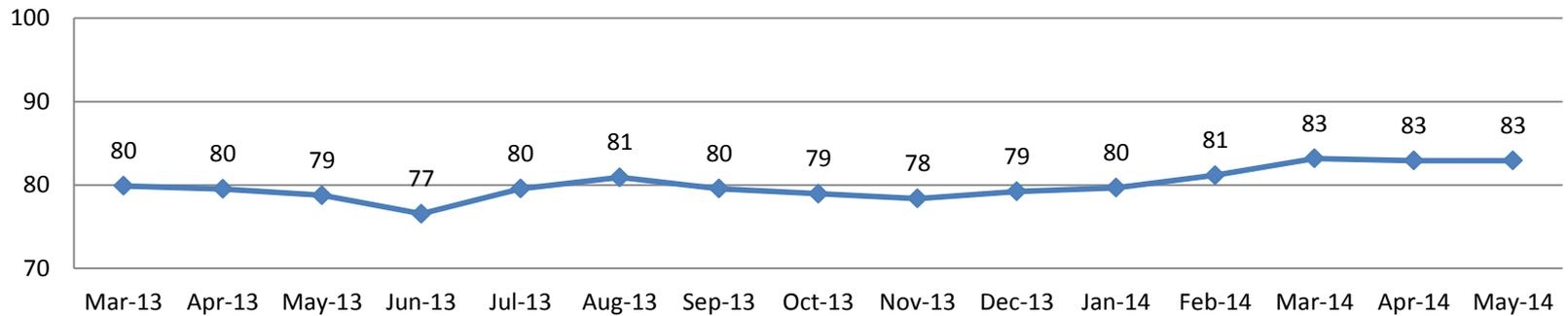
# State Hospital Overview

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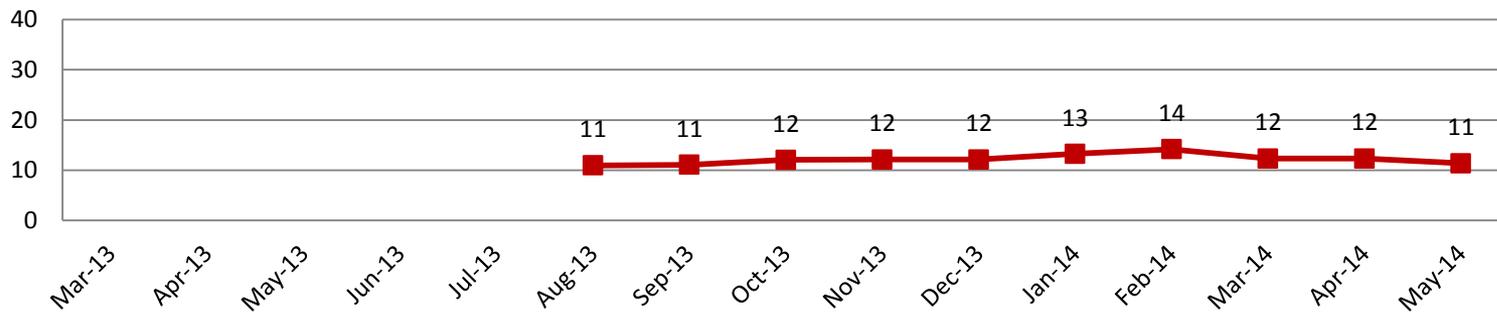
- The turnover rates and annualized fill rates for clinical professions at the state hospitals have remained relatively stable over the last year
  - The highest fill rate is for pharmacists (95%) the lowest fill rate is for physicians (75%)
  - The lowest turnover rate is for psychiatrists (11%) and the highest turnover rate is for psychiatric nurse assistants (36%)
  - The turnover rate for physicians increased from 4% to 16% between June 2013 and May 2014
  - During the third quarter of FY 2014, the turnover rate for pharmacists increased by 6%
- High turnover rates are particularly concerning because of the loss of experienced clinicians and the additional resources that must be expended to hire new staff, as well as pay for overtime and contractors while there are vacancies

# Psychiatrists

### Psychiatrists Fill Rate

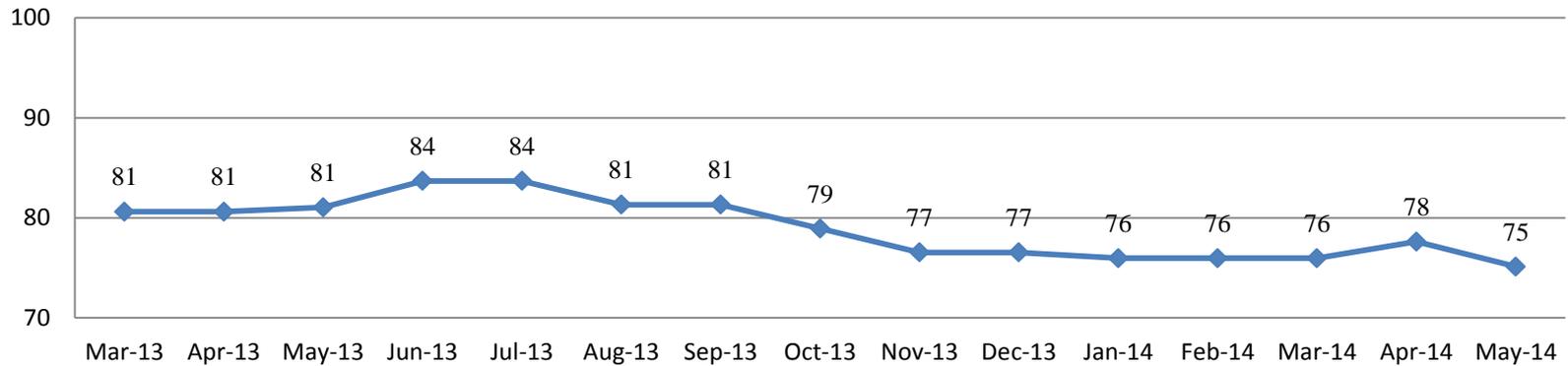


### Psychiatrist Annualized Turnover Rate

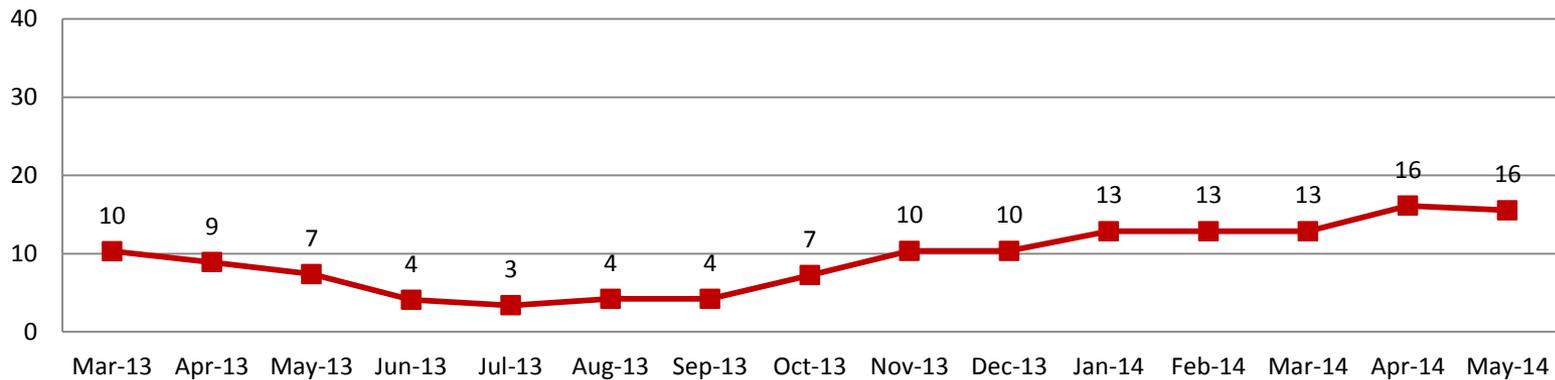


# Physicians

## Physicians Fill Rate

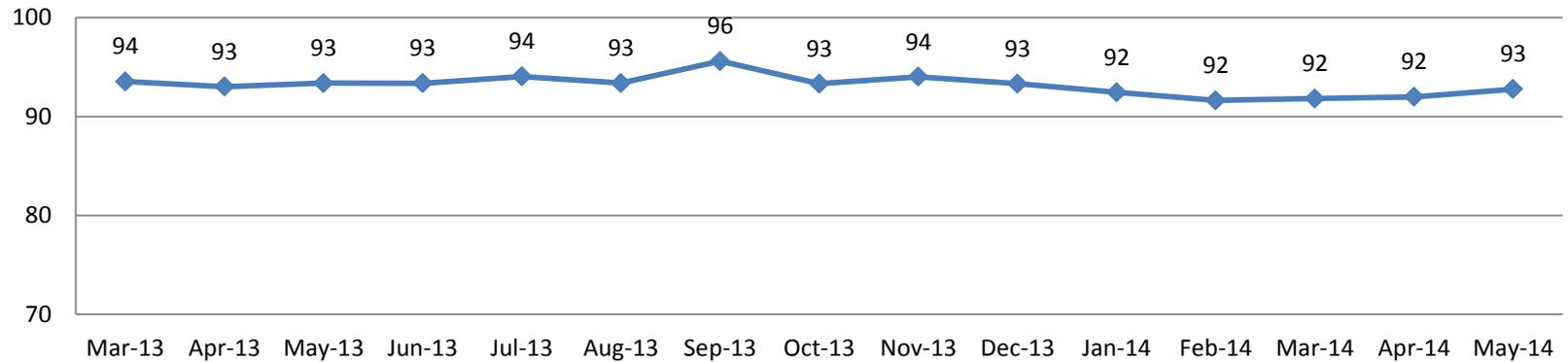


## Physicians Annualized Turnover Rate

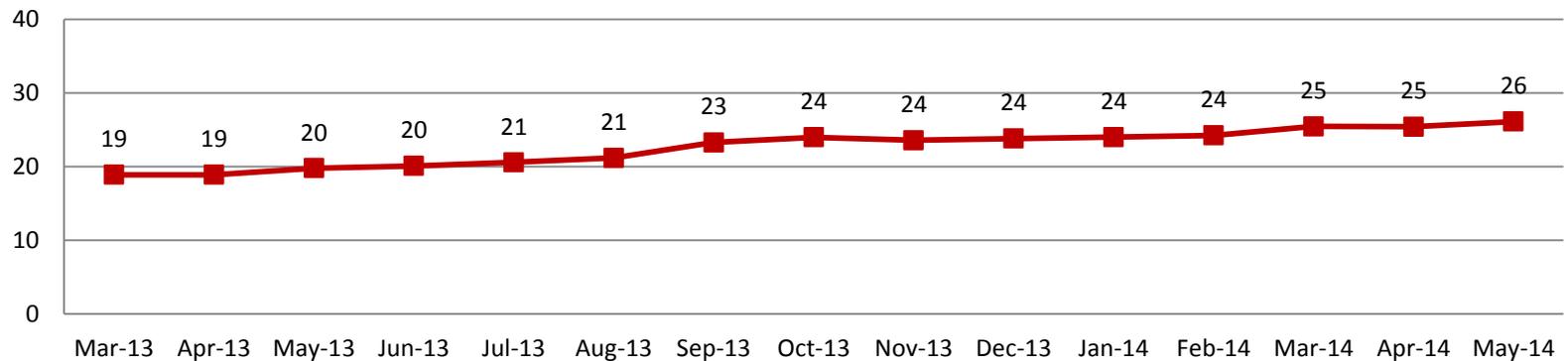


# Registered Nurses

### Registered Nurses Fill Rate

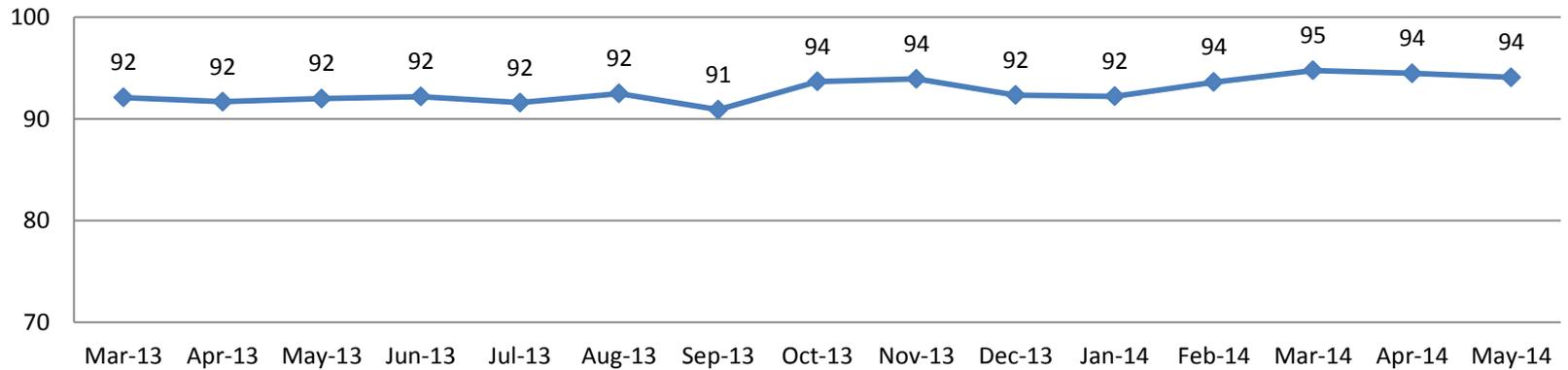


### Registered Nurses Annualized Turnover Rate

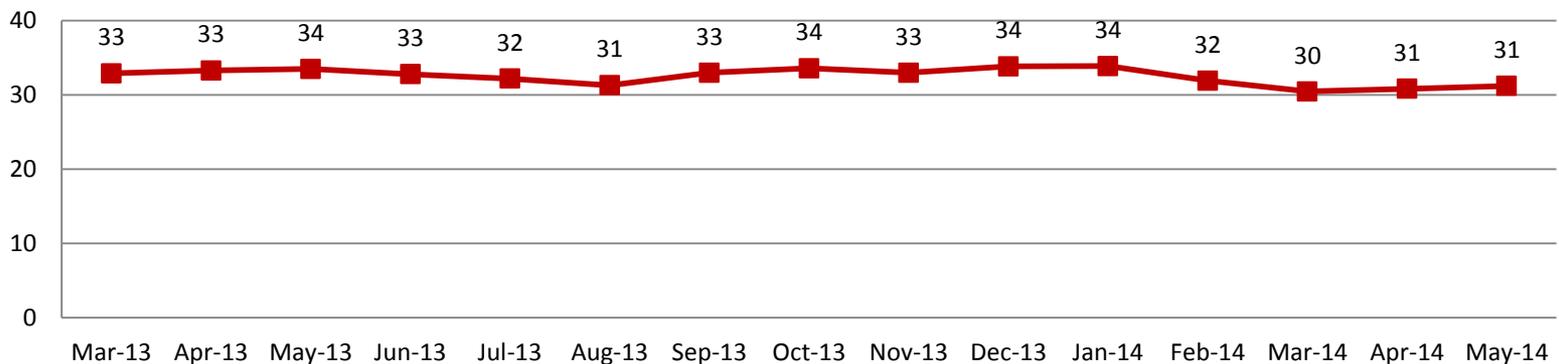


# Licensed Vocational Nurses

## Licensed Vocational Nurses Fill Rate

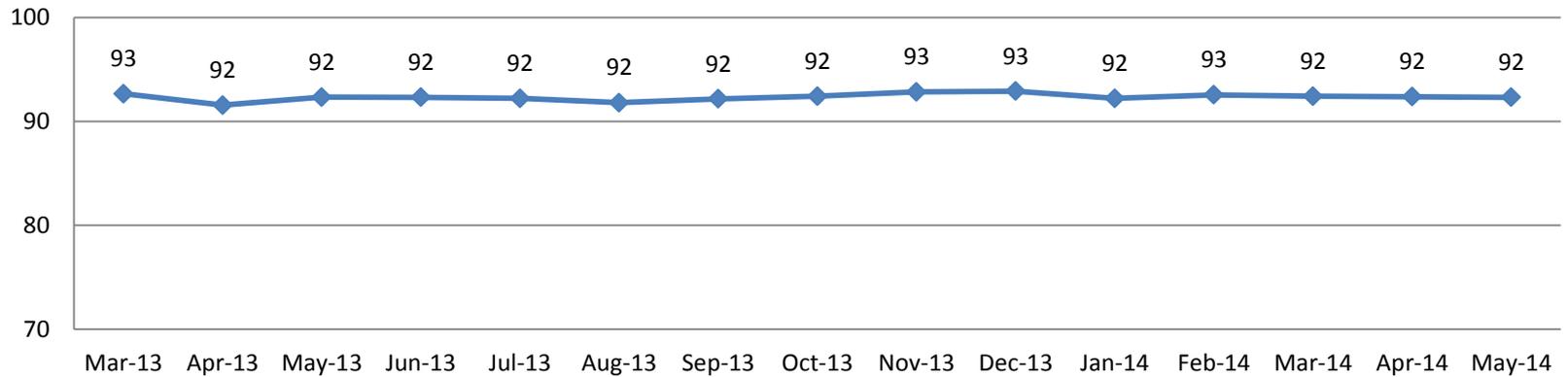


## Licensed Vocational Nurses Annualized Turnover Rate

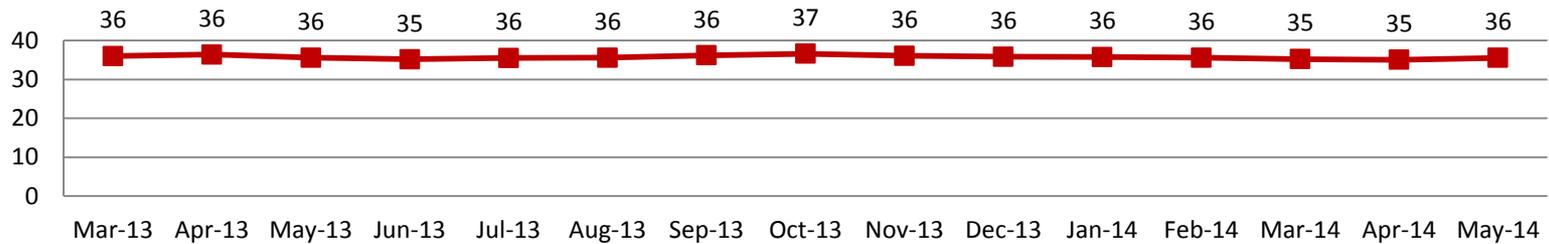


# Psychiatric Nurse Assistants

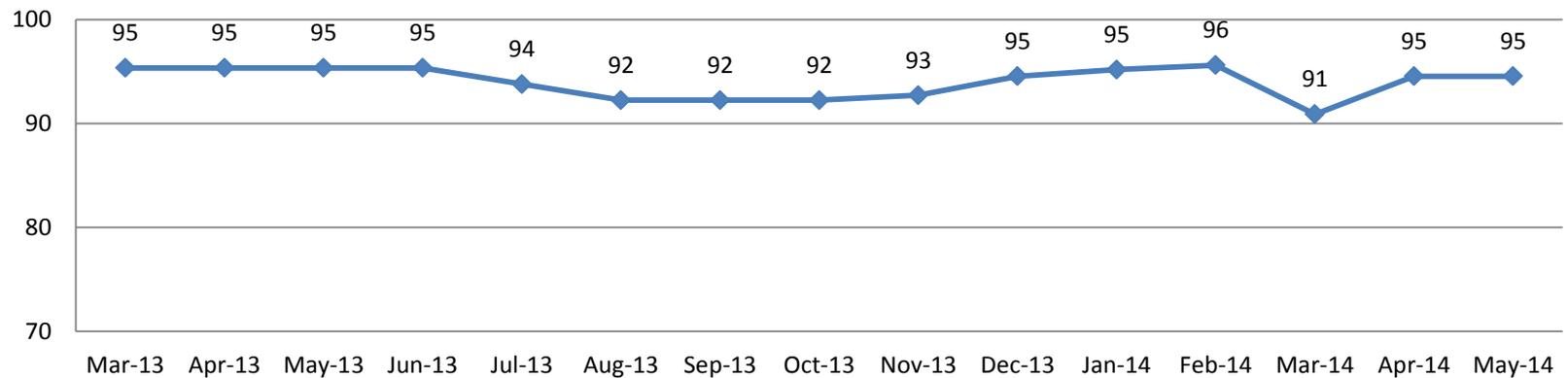
## Psychiatric Nurse Assistants Fill Rate



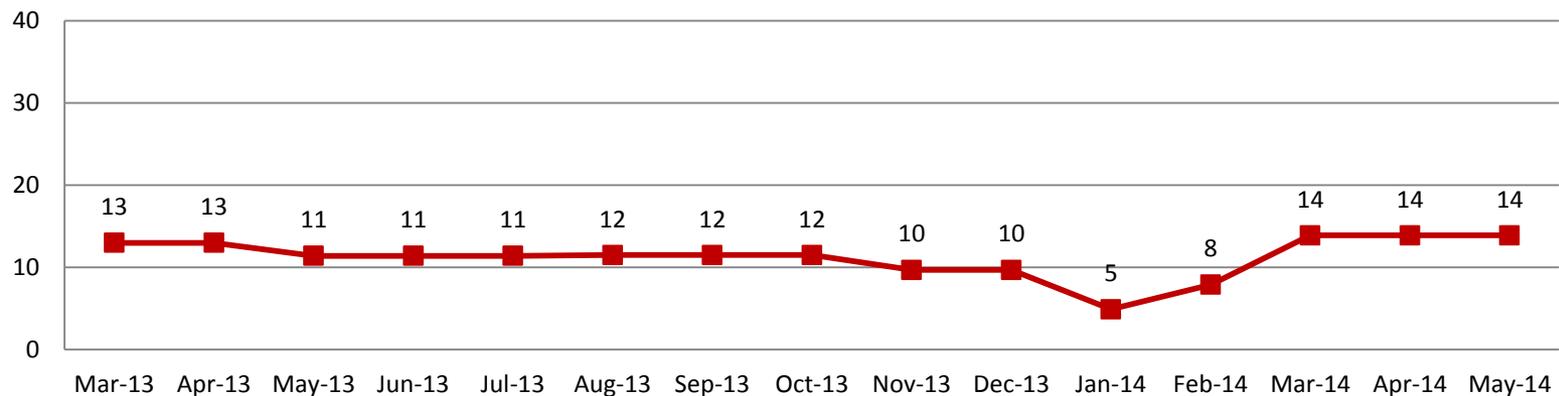
## Psychiatric Nurse Assistants Annualized Turnover Rate



### Pharmacists Fill Rate

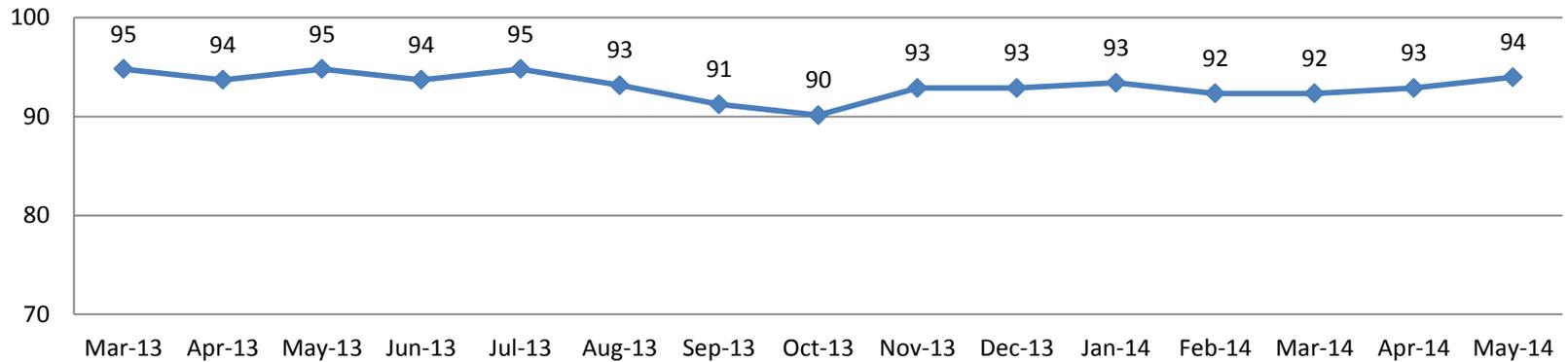


### Pharmacists Annualized Turnover Rate

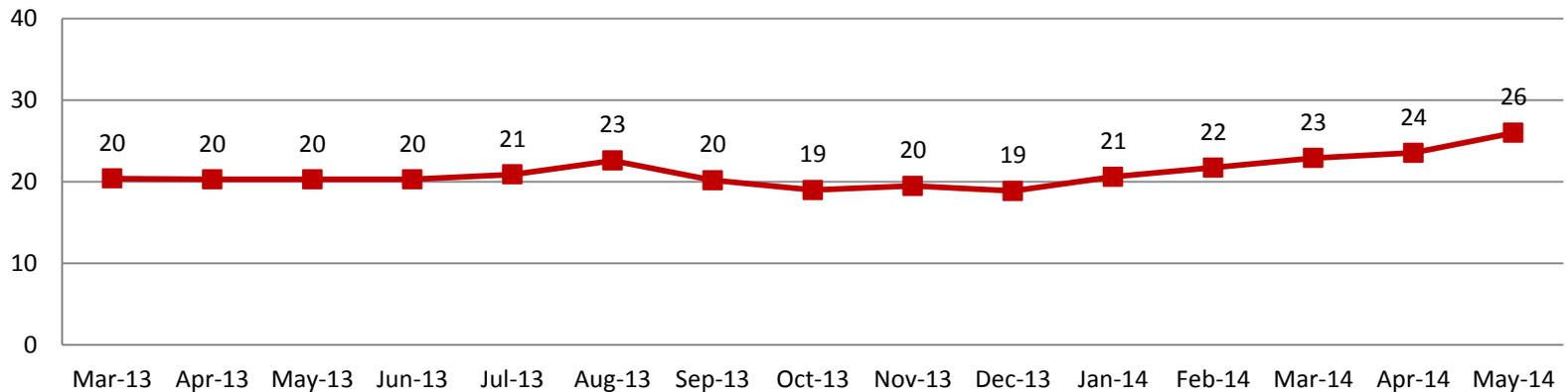


# Social Workers

### Social Workers Fill Rate



### Social Workers Annualized Turnover Rate





# Use of Contractors in State Hospitals

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- 35,171 total contractor hours in State Hospitals (FY14 third quarter)
  - Examples:
    - 4,144 hours: Psychiatrists
    - 1,924 hours: Physicians
    - 10,314 hours: Nurses
    - 1,559 hours: Psychologists

# Staffing Concerns Specific to West Texas

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- The current job boom in West Texas has had an impact on staffing at Big Spring State Hospital
  - The applicant pool for entry level positions such as housekeeping and psychiatric nurse assistants are depleted due to the availability of other entry level jobs at higher pay, such as in the fast food industry
  - Recruitment and retention are negatively impacted by the lack of available and affordable housing
  - Fewer families need a second income due to the economic opportunities, thus reducing the applicant pool even further
- Actions taken at Big Spring State Hospital
  - Expanded on-campus housing options
  - Implemented a hospital-sponsored carpool to surrounding communities (Colorado City, Lamesa and Midland)
  - Held a large job fair at Howard College in August 2014 resulting in approximately 60 applicants

# Addressing Workforce Issues

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- General
  - Completed an analysis of the cost of contract staff
  - Began to hire 12 additional nurses, a dental hygienist, and settlement coordinator at Rio Grande State Center
  - HHSC has requested an additional \$16.5 million in General Revenue over the 2016-2017 biennium to address staff retention and recruitment
- Psychiatrists
  - Increased psychiatric salaries to reduce turnover
  - Converted psychiatric positions to psychiatric advanced practice registered nurse positions
  - Implemented a psychiatric equity adjustment in May 2014
  - DSHS requested an additional \$1.2 million in General Revenue over the 2016-2017 biennium to provide an additional four residency contracted FTEs each year of the biennium

# Addressing Workforce Issues

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- **Psychologists**
  - Began evaluating the development of a Psychology Compensation Plan
- **Nurses**
  - Reclassified all chief nurse executives into the same position enabling them to take advantage of the Nurse Compensation Plan
- **Social Workers**
  - Began evaluating the development of a Social Work Compensation Plan
- **Psychiatric Nurse Assistants**
  - The Legislature provided \$14.7 million to implement a ten percent pay increase September 2013
  - Ensured PNAs could maintain their pay increase when they advance from PNA I to II, III, and IV