

The Medical Home and Future Workforce Needs

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- In order to focus on workforce needs in the medical home, the medical office must be *re-imagined!* Think professional diversity!
- Five building blocks for the practice of the future:
 1. **From individual to population**
 - The healthcare **team**, not just the physician, assumes some responsibility for the health of patients
 - The team not only is focused on patients who have an appointment that day, but is also concerned about **all patients receiving care from the practice**
 - All members of the team will feel a **shared responsibility** for the health of the patient panel
 2. **Ending the *tyranny of the fifteen minute visit!***
 - One-on-one, face-to-face visits are no longer the sole mode of caring for patients
 - Patients are cared for via **multiple encounter modes** – phone visits, e-mail visits, visits to non-physician team members, group visits

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3. Stratifying the population

- Different groups within the practice's population have **strikingly different needs** – some need only preventive services while others have complex health care needs while all are assigned to a fixed time slot, usually 15 minutes
- The practice of the future organizes itself to tailor its services to the differing needs of these groups

4. The primary care physician of the future

- Physicians focus on patients who require their high level of expertise
- Many less complicated acute, chronic and preventive care needs can be handled by non-physician team members

5. Payment reform

- The predominant fee-for-service payment mode will not sustain the practice of the future
- Investment in primary care can save health dollars in multiple ways