

PA's Optimal Team Practice

Leveraging All Team Members to Support Patient Care





History of PAs



1959 US Surgeon General: National shortage of medical providers. ¹

1960 IOM Report: Action required to address Physician Shortage. ¹

1965: First Class of PA's starts at Duke University- Modeled after fast-track MD program from WWII. ²

1. Institute of Medicine (US) Committee on the U.S. Physician Supply; Lohr KN, Vanselow NA, Detmer DE, editors. Washington (DC): National Academies Press (US); 1996.

2. American Academy of Physician Assistants. The PA Profession: History. August 2013. Accessed at http://www.aapa.org/the_pa_profession/history.aspx

What is a PA?

- PAs Practice Medicine

(50 States, Territories, Armed Forces, Federal Healthcare Systems)

- National Board Certification

- State Licensed

- Fiercely Supportive of Team Based Practice



PA Medical Practitioner Education & Training



Accreditation Review Commission on Education
for the Physician Assistant, Inc.



Physician Assistant Education Association



AMERICAN COLLEGE OF SURGEONS
Inspiring Quality: Highest Standards, Better Outcomes

American Academy
of Pediatrics



DEDICATED TO THE HEALTH OF ALL CHILDREN™



PA Students

Bachelor's Degree

-Prerequisite Coursework

Pre-PA / Pre-Med

Clinical Experience

- 3000 hours

PA Medical Practitioner Education & Training

- ◆ “Medical Model”

- ◆ 27 Months (2-3 years)

- ◆ Phase 1: DIDACTIC

- ◆ Medical Sciences

- ◆ Phase 2: CLINICAL

- ◆ 2000-2500 Hrs

- Supervised Clinical Education



Yes, PA's Do That...

Family Practice
Internal Medicine
Obstetrics-Gynecology
Dermatology
Rheumatology
Ophthalmology
Psychiatry
Emergency Medicine
Trauma Surgery
Burn Care
Bariatric Surgery
General Surgery
Neurosurgery
Orthopedics
Gerontology
Otolaryngology
Occupational Medicine
Physical Medicine and Rehab
Interventional Radiology
Radiology
Sleep Medicine , and more...



Team Based Practice



History of Collaboration
From the Start

PAs & Physicians:
Clinical Colleagues

Optimal Team Practice
Enhance the Team

PA's Make Cent\$



💧 Direct Return on Investment-

💧 PAs Can Generate up to 400% of their income

-Rodgers GP, Conti JB, Feinstein JA, et al. ACC 2009 survey results and recommendations: addressing the cardiology workforce crisis: a report of the ACC Board of Trustees Workforce Task Force. J Am Coll Cardiol. 2009;54(13):1195-1208.

💧 Indirect Return on Investment-

💧 PAs Increase Physician Productivity

-Wright M. How certified physician assistants balance efficiency and quality in orthopedic practice. Becker's Spine Review. <http://www.beckersspine.com/orthopedic-spine-practices-improving-profits/item/24871-how-certified-physician-assistantsbalance-efficiency-and-quality-in-orthopedic-practice.html> March 25, 2015. Accessed August 22, 2016.

-AAPA Staff. Expanding the role of PAs: PAs and coordination of care. PA Professional. 2012;4(7):14-17

💧 Faster to Produce and Less Costly to Employ

💧 1.5 to 2.5 PA FTE's for cost of 1.0 Physician FTE

-Health Serv Res. 2004 Jun; 39(3): 607-626 doi: 10.1111/j.1475-6773.2004.00247.x

-<https://www.bls.gov/ooh/healthcare/physicians-and-surgeons.htm>

-<https://www.bls.gov/ooh/healthcare/physician-assistants.htm>

What About Quality & Safety?



💧 **Equivalent Care**

- 💧 Equal Patient Care & Outcomes to Physician Colleagues

💧 **Equivalent & Satisfaction**

- 💧 Equal Patient Satisfaction to Physician Colleagues

-A Comparison of Nurse Practitioners, Physician Assistants, and Primary Care Physicians' Patterns of Practice and Quality of Care in Health Centers.
Med Care. 2017 Jun;55(6):615-622. doi: 10.1097/MLR.0000000000000689.

-Patient Satisfaction With Primary Care: Does Type of Practitioner Matter?

Roblin, Douglas W. PhD*; Becker, Edmund R. PhD†; Adams, E Kathleen PhD†; Howard, David H. PhD†; Roberts, Melissa H. MS*
http://journals.lww.com/lww-medicalcare/Abstract/2004/06000/Patient_Satisfaction_With_Primary_Care__Does_Type.10.aspx

-Patient Satisfaction with Physician Assistants (PAs) in an ED Fast Track

Francis L. Counselman, MD, Charles A. Graffeo, MD, John T. Hill, MD

[http://www.ajemjournal.com/article/S0735-6757%2800%2918497-9/abstract?cc=y=.](http://www.ajemjournal.com/article/S0735-6757%2800%2918497-9/abstract?cc=y=)

-Patient satisfaction with physician assistant, nurse practitioner, and physician care: a national survey of Medicare beneficiaries

RS Hooker, DJ Cipher, E Sekscenski - JCOM, 2005 - w.turner-white.com

http://w.turner-white.com/pdf/jcom_feb05_survey.pdf

Can PA's Help Wisconsin?

- ◆ Expand Care to Rural and Underserved Communities
- ◆ Decrease Operational Costs at all levels, in all settings
- ◆ Increase Physician Productivity & Job Satisfaction
- ◆ Fill Gaps in Care (Generalist Medical Practitioners) *Flexibility!*
- ◆ Support the Education of Medical Students, Residents & NPs



Barriers to Care

💧 Business Model Change

💧 “Physician now an Employee”

💧 Specialty Practice

💧 Primary Care Shortage

💧 Supervision Burden

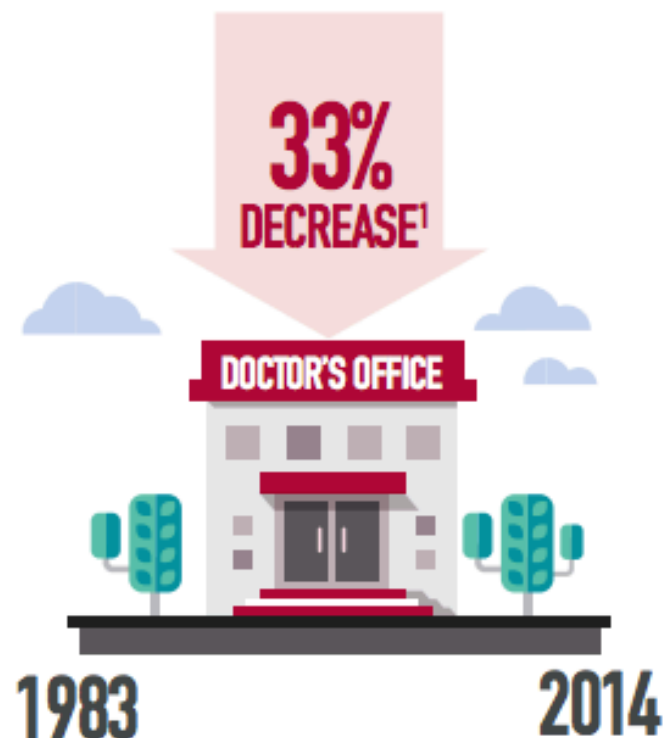
💧 Outdated & Burdensome

💧 Board Representation

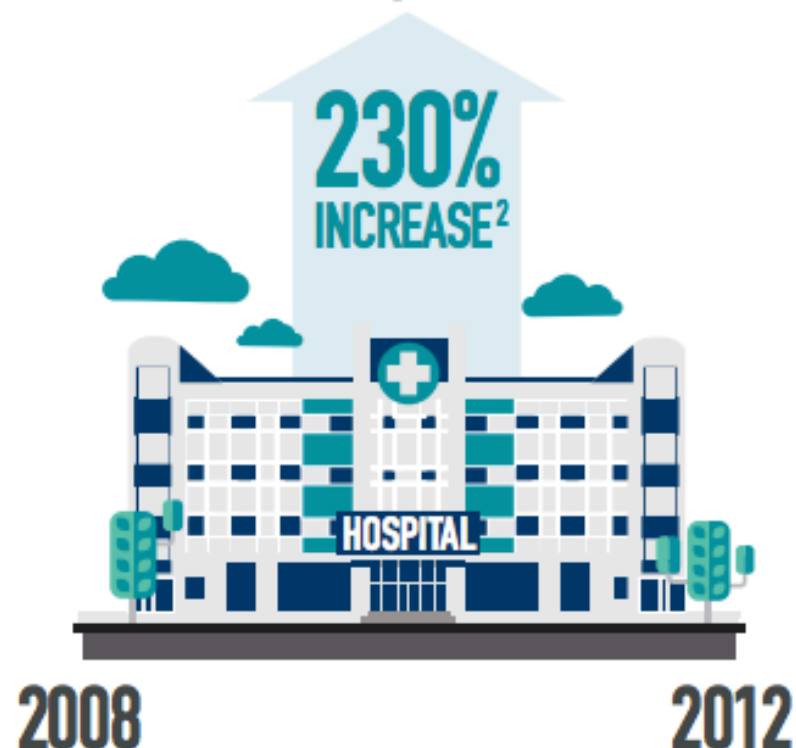
💧 No vote = No improvement

Fewer Physicians Own Practices

Decrease in Percent of Physicians Who Own Practices

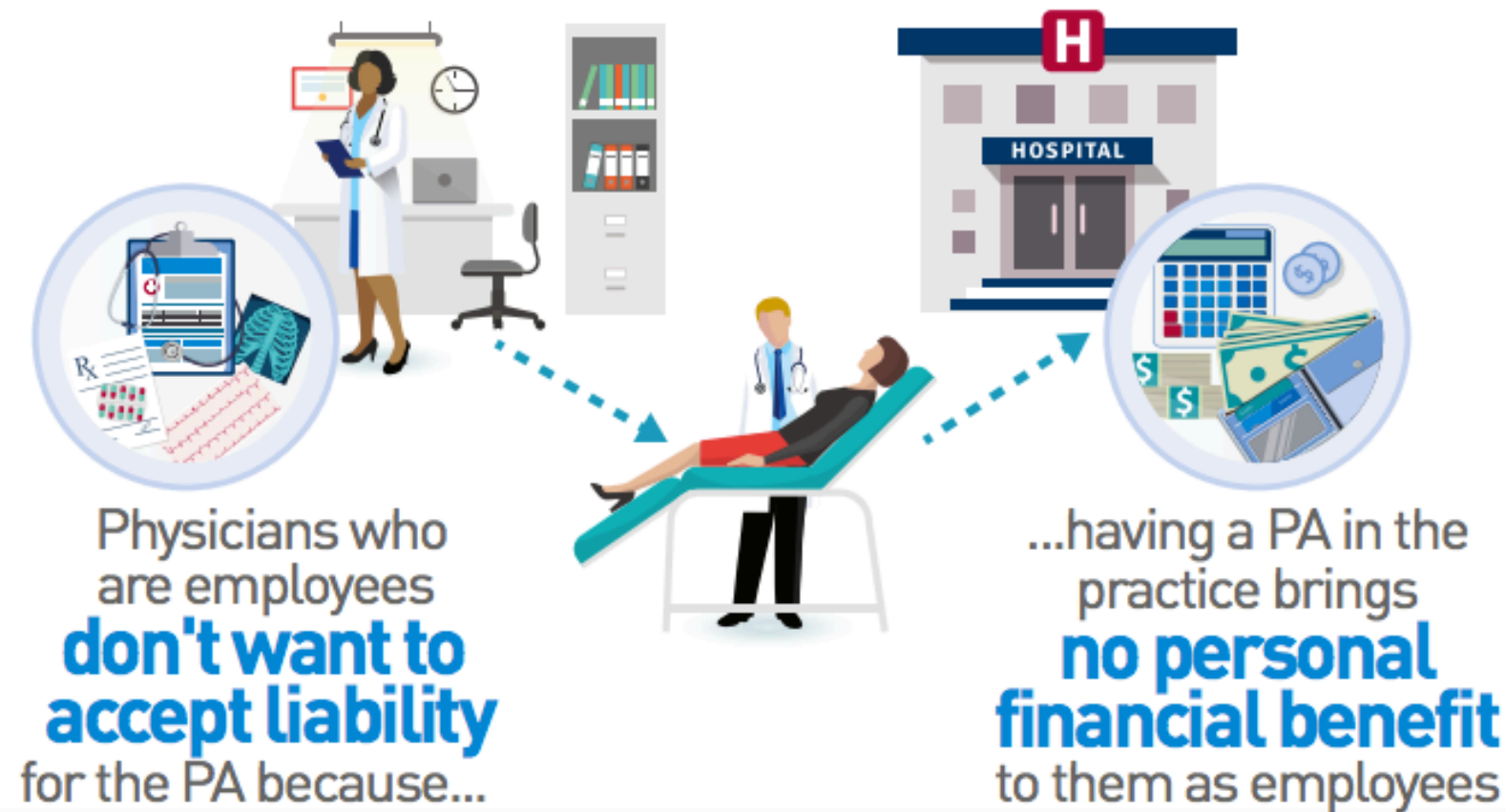


Increase in Percent of Physicians Who Work for a Hospital-Owned Practice



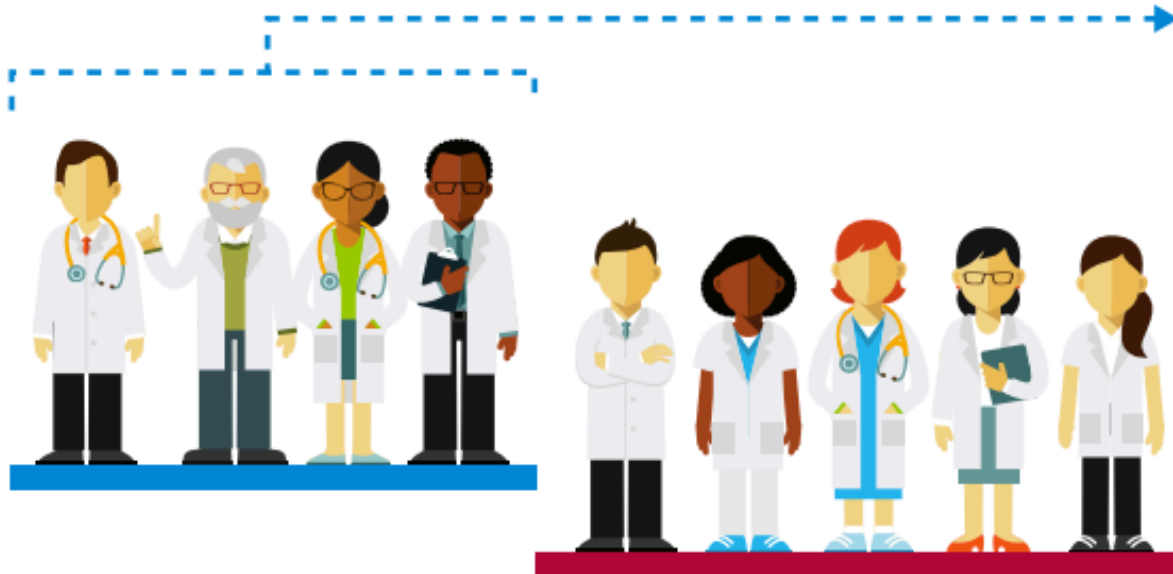
1. Kane, Carol K. "Updated Data on Physician Practice Arrangements: Inching Toward Hospital Ownership," AMA Economic and Health Policy Research, July 2015
2. Baker, Laurence C., M. Kate Bundorf, Aileen M. Devlin, and Daniel P. Kessler. "Hospital Ownership of Physicians: Hospital Versus Physician Perspectives," Medical Care Research and Review 1-12, October 3, 2016.

Physicians Are Increasingly Reluctant to Enter Into Supervisory Agreements With PAs



1. Kane, Carol K. "Updated Data on Physician Practice Arrangements: Inching Toward Hospital Ownership," AMA Economic and Health Policy Research, July 2015
2. Baker, Laurence C., M. Kate Bundorf, Aileen M. Devlin, and Daniel P. Kessler. "Hospital Ownership of Physicians: Hospital Versus Physician Perspectives," Medical Care Research and Review 1-12, October 3, 2016.

PA Experiences Validate Marketplace Obstacles



45% of PAs
say they have
personally
experienced NPs
being hired over
PAs due to
**supervision
requirements⁷**

7. AAPA, "2017 Full Practice Authority and Responsibility Survey Report: A Report to the Joint Task Force on the Future of PA Practice Authority" February 2017.

Changing Healthcare Marketplace















45% of PAs

say they have personally experienced
NPs being hired over PAs due to
supervision requirements⁷



Administrative Practice Disparities

	PAs	NPs
Supervision Restrictions?	 multiple	 none
Supervisor/Collaborator Ratio?	 4:1	 none
Independent Prescriber?	 No	 Yes
Board Member Voting Rights?	 No	 Board
Self Employment/Indep. Contractor (e.g., Locum Tenens)	 No	 Yes
Delegation Authority Clearly Defined? (e.g., delegate to MA, LPN, etc.)	 No	 Yes

Favorable Laws in Surrounding States



MICHIGAN

- ✓ No Supervising Physician
- ✓ Independent Prescribers
- ✓ 2 Voting Board Members



ILLINOIS

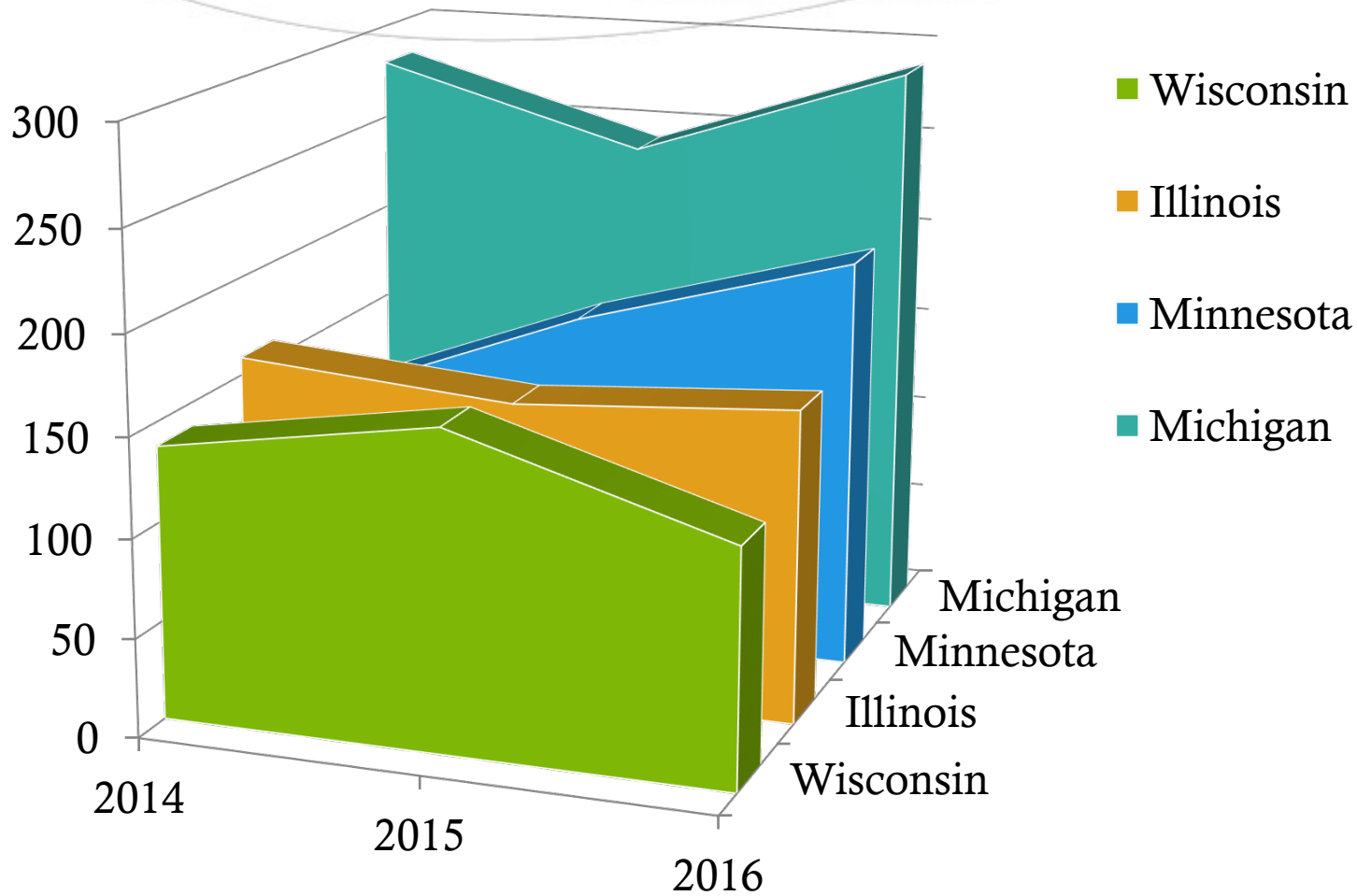
- ✓ No Supervising Physician
- ✓ Independent Prescribers
- ✓ PA Medical Board



MINNESOTA

- ✓ Adaptable Supervision/Collaboration
- ✓ Independent Prescribers
- Advisory Council

Increase in Board Certified PA's



<http://www.nccpa.net/research>

Path Forward



- ◆ Re-emphasize and broaden the concept of team based collaboration
- ◆ Wisconsin PA's must practice at the top of their License
- ◆ Collaboration in the best interest of the patient.

Modernize Practice Laws

- ◆ Expands Access to Care
- ◆ Emphasize Collaboration and Team-based Care
- ◆ Restore Incentive for Physician Collaboration
- ◆ Eliminate Trade Restriction and Job Killing Regulations
- ◆ Retain new PA graduates in Wisconsin