

Hawaii Physician Workforce Summit (6/29/2010): Event Summary

Hawaii Physician Workforce Summit was held 6/29/2010 at the Waikiki Beach Marriott. A total of 144 guests attended, representing legislature, University of Hawaii, physician groups, medical groups, third party payors, rural health associations, physician assistants, nurse practitioners, business community and medical students. After four morning presentations addressing national and local physician workforce statistics and trends (all can be viewed at www.ahec.hawaii.edu), the participants separated into three working groups. The topics were 1) Supply (approximately 40 participants); 2) Demand; and 3) Support and Retention. Each group was given a sheet of the most common solutions reported by focus groups conducted by Drs. Withy and Sakamoto over the prior 2 years. The groups discussed the offered solutions, added other solutions, then voted on the most urgent solutions to work on (those that should be addressed in the next 12 months). Each participant was allowed to vote for three solutions to address first, and could only place one vote per solution.

The ten top solutions identified by the working groups to address most urgently are listed ALPHABETICALLY below:

- Change System of Care
- Create Community Integration for recruitment, retention and health improvement
- Expedite Administrative Simplification (Standard Paperwork)
- Implement Statewide Electronic Health Record System
- Increase and Publicize Pipeline Programs
- Increase Net Physician Income
- Increase Non-Physician Clinicians (Nurse Practitioners, Physician Assistants, etc)
- Increase Targeted Training
- Introduce Rural Payment Differential
- Introduce Tort reform

Summit follow up:

On 6/30/2010, a follow up meeting was held to better outline the priorities identified by the Hawaii Physician Workforce Summit on 6/29/2010. The group of ten members represented: JABSOM, Hawaii IPA, Hawaii Island Healthcare Alliance, Papa Ola Lokahi, Department of Labor, Lewin Group, Physician Assistant from Big Island, Hawaii Medical Association, lead facilitator.

The group identified the need for collaboration to address the growing physician/healthcare provider workforce shortage in Hawaii. In order to improve the supply and decrease the demand of physicians, the group outlined three major categories that describe the prioritized activities:

Hawaii Physician Workforce Summit Recommendations for Interventions by 6/2011

A. Growing the Healthcare Workforce

- I. Increase and disseminate information on Pipeline Programs
 - i) Increase targeted healthcare training
- II. Enhance Practice Sustainability
 - i) Medical malpractice reform
 - ii) Rural payment differential
 - iii) Reimbursement reform

B. Engage Consumers & Communities

- I. Community Integration in recruitment and retention

C. Redesign Healthcare Delivery System

- II. "Team approach" to care that includes the full spectrum of providers (particularly NP and PAs)
- III. Administrative Simplification
- IV. Electronic Health Records statewide

After reviewing the notes, tapes and evaluation from the Summit, an action plan was developed as follows:

1. Provide Summary Document to Summit participants (by 8/13/2010)
2. Develop resource, partnership and idea bank (by 9/13/2010)
3. Create leadership groups to guide efforts for main topics (by 9/27/2010)
4. Hold follow up meetings with invested parties (by 10/30/2010)
5. Expand working partnerships, collaboration and communication through web page with video links and discussion board (by 10/30/2010)
6. Hold quarterly meetings for leadership groups (first ones by 10/30/2010) to discuss pros, cons and feasibility of plans.
7. Hold Summit follow up 6/2011 with report of one year success.