


Managing Resources





Healthcare Reimbursement- What All Nurses Need to Know



148 Rural Hospitals in Texas

- About 15% of Texas' population is rural, including 586,000 rural Texans without health insurance. Compared with their urban counterparts, rural hospitals serve a larger proportion of older, uninsured, and publicly insured patients.
- In 2022, a report from [Kaufman Hall](#) found 26% of Texas rural hospitals were found to be at risk of closure, compared to 16% in 2020
- <https://www.tha.org/issues/rural-issues/>
- <https://www.tha.org/wp-content/uploads/2022/11/Texas-Hospital-Association-Financial-Impact-Report-11.1.22.pdf>



Price Transparency Will Be a Key Driver





VALUE-BASED CARE

Transformative change in healthcare delivery is being driven by innovative models of care that focus on patient-centered outcomes while improving quality of care and reducing costs.

Value-based healthcare (VBHC) growing--providers are paid based on the quality of care they provide and not quantity of services delivered. Benefits include:



Improved patient outcomes: providers are incentivized to provide high-quality care, which can lead to improved patient outcomes.



Reduced cost: reduce healthcare costs by reducing the need for unnecessary tests and procedures.



Increased patient satisfaction: focus is on the patient's overall well-being.

Hospital-Acquired Conditions

Definition:

Hospital-acquired conditions are when a patient receiving care in a hospital experiences an unrelated condition.

Examples of Hospital Acquired Conditions

Falls with injuries

Hospital acquired infections

Hospital acquired pressure ulcers

Perioperative Hemorrhage or Hematoma Rate

Postoperative Acute Kidney Injury Requiring Dialysis Rate

Postoperative Respiratory Failure Rate

Perioperative Pulmonary Embolism or Deep Vein Thrombosis Rate

Postoperative Sepsis Rate

<https://www.cms.gov/Medicare/Quality-Initiatives-Patient-Assessment-Instruments/Value-Based-Programs/HAC/Hospital-Acquired-Conditions>

Value Based Care and Bundles

Currently, less than 20% of Medicare spending is value-based, but by 2025, CMS wants to have close to 100% tied to VBC contracts.

That means \$1 trillion of healthcare risk will be shifting from the government to hospitals, health systems, and physician practices across the country.

Embracing this change is not a choice. CMS aims to have 100% of Medicare providers in two-sided risk arrangements by 2025.

CMS wants half of Medicaid and commercial contracts to be in value-based reimbursement models by 2025.

Red Signal Report, August 2020, 3 (1). Accessed: <https://www.coverys.com/red-signal-report/p/1>

Nursing Workforce Trends and Ongoing Challenges



Our Work Force Has Changed

Staffing Shortages and burnout top the list of concerns

- Hard to fill areas:
- Surgery
- Critical care
- Medical Surgical Nursing

Lingering Effects

- PTSD
- Depression/Suicides
- Compassion /Fatigue
- Transition into practice readiness concerns
- Nursing School Enrollments Down for the First Time in Years

Altered Career Paths

- Returning to school to become an APRN
- Work part-time
- Child Care

More options

- Travel nursing
- CVS
- Amazon
- Walmart
- Virtual Nursing
- Insurance Companies

A New Type of Nursing Shortage

**Not a shortage of nurses,
rather a shortage of nurses
willing and physically able to
practice in acute care**

**There will not be enough
nurses for at least 5 maybe
10 years to practice acute
care nursing the way it has
been practiced for the last
25+ years**

**The two age groups leaving
in the greatest numbers are
60+ and 20+**

**Auerbach, D.I., Buerhaus, P.I., Donelan, K.,
Staiger, D.O., (2022). A Worrisome Drop In
The Number Of Young Nurses. Health
Affairs Forefront**

Nurses Need To Know How They Add Value to the Organization?



Better Patient Outcomes



Better Patient Satisfaction



Higher Reimbursement



Lower Nurse Turnover



Fewer Sick Calls



https://www.aacn.org/blog/my-work-environment-is-unhealthy-now-what?sc_camp=2459A1C37A064E53817C1C98D2594B0B&_zs=EwaSX&_zl=1ehe3

Operating Budget



LABOR COSTS



SUPPLIES



PHARMACY COSTS

Why Is Nursing Always in the Spotlight?



Favorite Question and Answer

**Is Your Nurse
Staffing Okay
Now?**

It Depends

Examples of Staffing Factors to Consider

Number of patients

Acuity of patients

Number of assistive personnel

Experience Level of the Nurses

Number of orientees

Number of nursing students

Number of travelers or other flex staff

Examples of Staffing Factors to Consider

Call ins

Intermittent FMLOA

Education and Training Time

Nurses who float to your unit

Nurses who need to float from your unit to another unit

Layout of the unit

Admissions, transfers, discharges

Workforce Staffing Challenges

Rising Patient Acuity

**Experience-Complexity Gap in
Workforce**

Shorter Employment Tenures

Virkstis, K., Herleth, A. & Rewers, L. (2019). Closing nursing's experience-complexity gap. *Journal of Nursing Administration*. 49(12). 580-582.



There is No Magic – What Staff Want in Leaders

- **Trust**
- **Stability**
- **Compassion**
- **Hope**

Managers and Charge Nurses are Chief Retention Officers

Highest Vulnerability is in 1st Year of Practice

Make Coaching a Priority

Conduct Stay Interviews

Rewards and recognition

Work environment

Mental Health Services



Reframe Concerns Into Possibilities



<https://www.nursingtimes.net/news/hospital/revealed-nursing-staff-fear-another-big-nhs-care-scandal-is-likely-05-05-2023/>



SECTION 1

Attracting, Acquiring,
Recruiting and Retaining
Nursing Leadership
Workforce



SECTION 2

Nursing Leadership
Workforce Compendium



SECTION 3

Nursing Leadership
Workforce Compendium



<https://www.nursingworld.org/practice-policy/innovation/innovation-guide/>

A silhouette of a person standing on a mountain peak with their arms raised in celebration, set against a backdrop of blue mountains and a sky with light clouds. The image is partially obscured by a white curved shape on the left side of the slide.

DISRUPT THE GREAT RESIGNATION!



Adopting:

What 1-2 ideas do you plan to adopt based on what you have heard this morning?



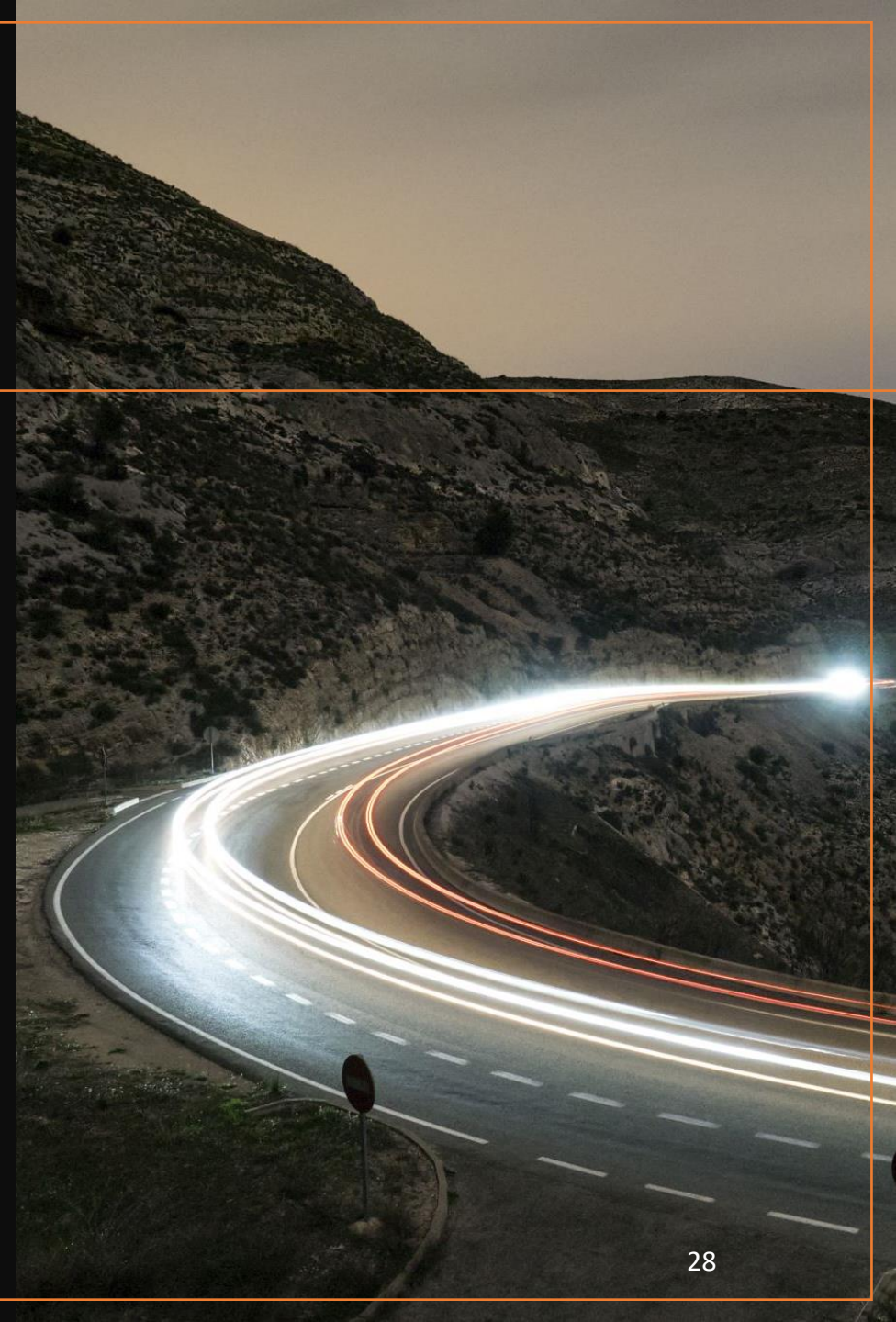
Remember: You can come out of the muck & mire unscathed!

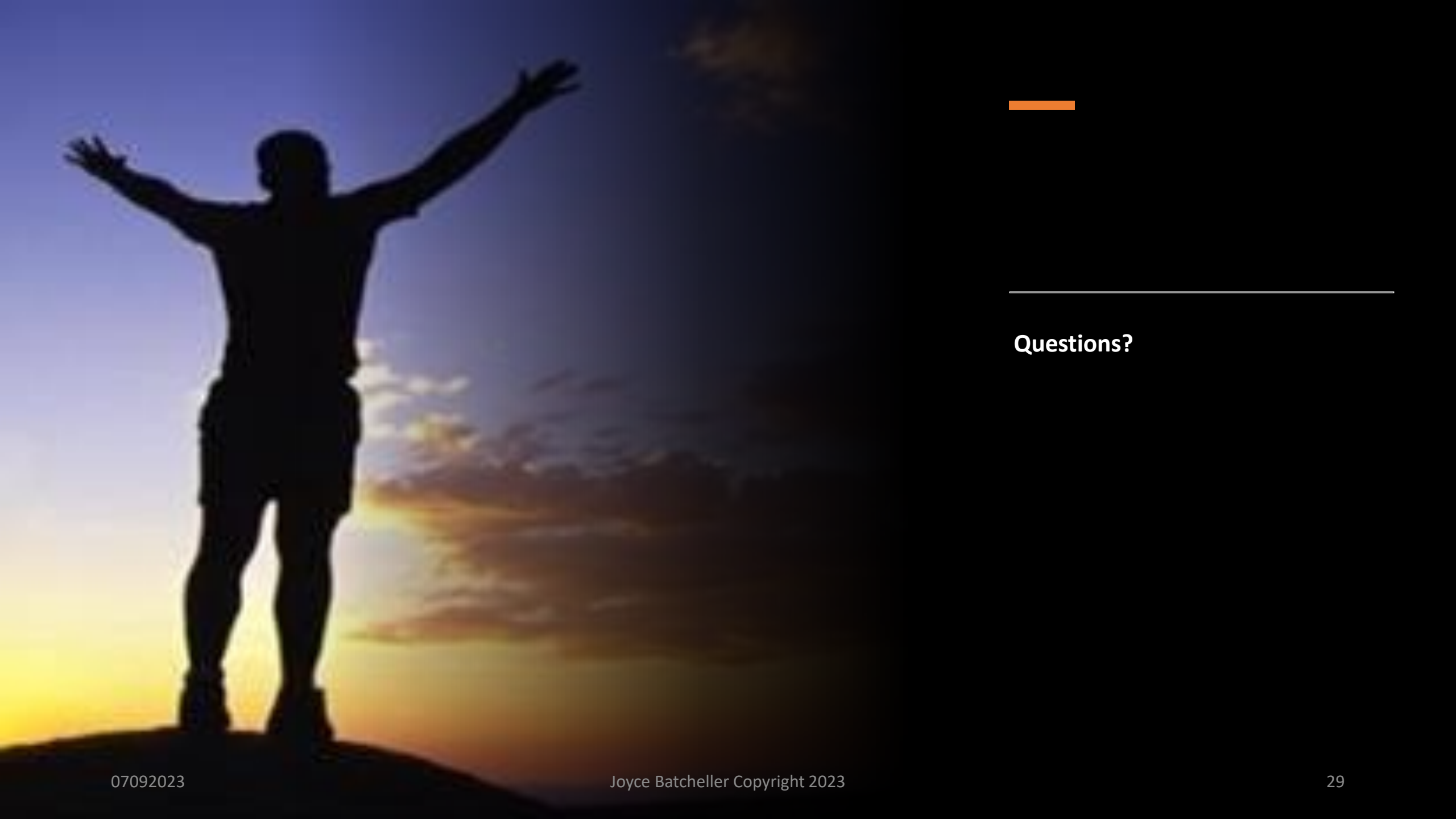


Leadership Journey

- **Involvement with a Professional Organization**
- **Develop Network of Colleagues**
- **Seek Out Mentors**

- **Blogs**
- **Book Club**
- **Beckers Report**
- **Harvard Business Journal**





Questions?



**THE
STRUGGLE
MAKES YOU
STRONGER**



**Think Of The Possibilities
As You Look Ahead**

THE END