HSCT in 2020
System Capacity Initiative

Advanced Practice Professionals Working Group

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Aims

- Assess the capacity of the US health care system to support HSCT through year 2020
- Characterize the system capacity challenges
- Define and prioritize initiatives to meet health care resources and infrastructure demands
- Explore novel models for delivery of care to improve efficiency and effectiveness
- Identify capacity issues that may limit access to HSCT for minorities and underserved populations
- Develop a template for this 3-year infrastructural analysis project

In scope

- Education
- Work models
- Workload for NPs/PAs
- Recruitment
- Retention

Group Approach

- Immediately identified need for national survey
- Formed subgroups to tackle areas of interest for the survey
  - Education
  - Recruitment
  - Retention
  - Work Models / Work Load
- Discovered a lot of overlap between groups

Survey Results Highlights

- 224 APP started survey; 195 completed
  - Estimated response rate 40-50%
  - 150 NP (67%)
  - 74 PA (33%)

- 67% are scheduled to work full-time hours (32-40 hr/wk)
  - 27% are scheduled more than 40hrs/wk
  - 80% actually work more than 40hrs/wk

Survey Results Highlights

- Protected vs. Non-Protected time:
  - Hospital committees: 9% vs. 36%
  - Research: 6% vs. 30%
  - Teaching/Education: 10% vs. 52%

- 74% of APP have less than 10% time per week for non-clinical care or care not considered direct patient care

Survey Results Highlights

- 69% of APP did not take hematology/oncology specific courses during graduate school
- 47% did not have clinical placement in hematology/oncology
- When did they decide BMT?
  - Before NP/PA school: 29%
  - During school: 23%
  - After starting in a non-BMT position: 48%

Survey Result Highlights

- 83% feel supported collegially and treated as a professional by MD faculty
- 79% feel BMT MDs are interested in having them perform higher roles in patient care
- 38% do not feel there is adequate student rotation/mentoring in place for APP students completing a BMT rotation
- 75% enjoy mentoring students

Survey Results Highlights

- Top **most satisfying** aspects of current position:
  - Intellectual stimulation of patient care
  - Emotional gratification of patient care
  - Intellectual stimulation of research/new discovery

- These are the same top 3 as the MD survey

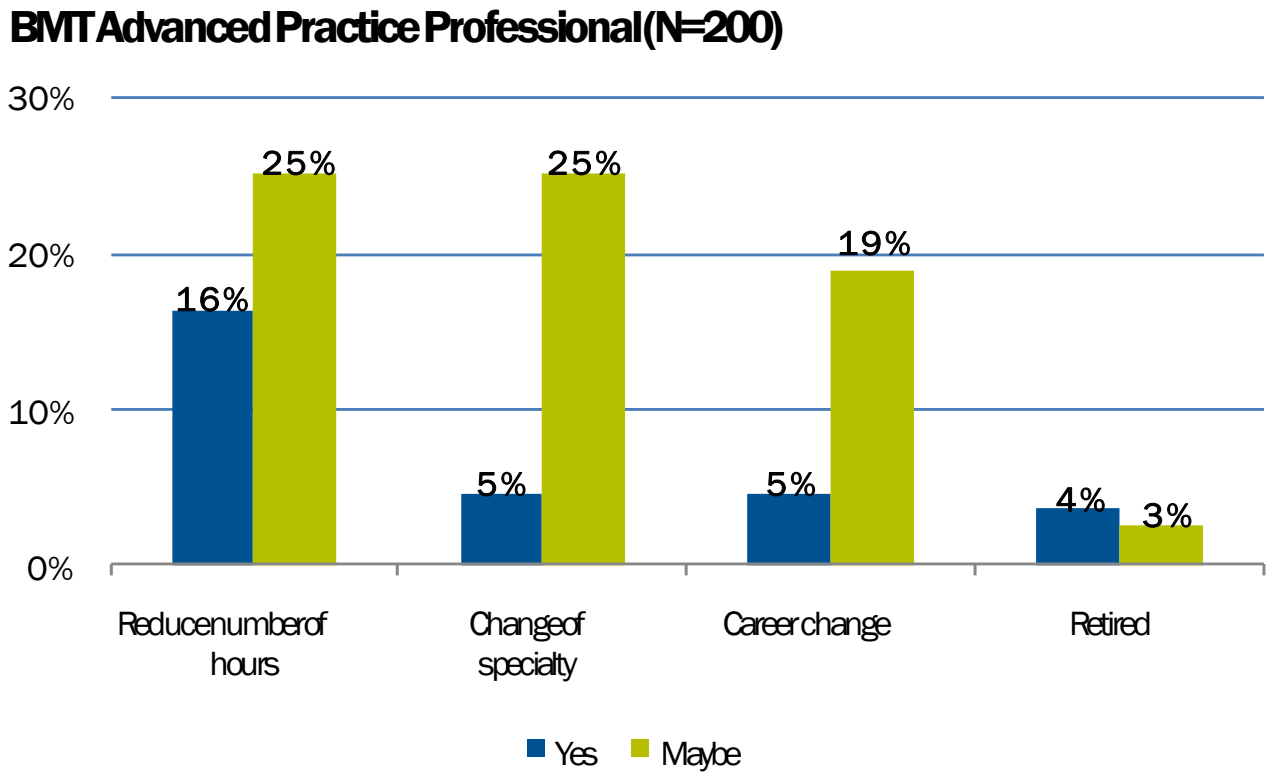
Survey Results Highlights

- Top **least satisfying** aspects of position:
  - Job related stress/work demands
  - Burnout related to sick and dying patients
  - Excessive hours (independent of salary)
  - Insufficient salary (irrespective of hours)

- Again, very close to the same reasons as MD survey!

Survey Result Highlights

- Planning in the next 5 years
  - (asked as individual questions)



Polling question #1

1. How useful/valued are APPs in your program?

1. Extremely useful and valued

73%

2. Useful but could be utilized better

19%

3. Not useful

0%

4. N/A, my institution does not use APPs

8%

Polling question #2

2. Do you feel that BMT APPs are experiencing burn out and job fatigue?

1. Yes, extreme job fatigue and burn out
   20%
2. Yes, moderate job fatigue and burn out
   66%
3. No, my APPs are not experiencing job fatigue or burn-out
   7%
4. N/A, my institution does not use APPs
   7%

Polling question #3

3. Do you anticipate growth in your BMT program requiring the hiring of more APPs?

1. Yes

2. No

Recommendations

- 11 overall recommendations
- Top priority:
  - Optimize Work Models
  - Increase BMT Exposure in Student Programs and to Practicing APPs
  - Orientation and Education Standards
  - Enhance Compensation and Benefits
  - Enhance Quality of Work Life
- Recommendations and stakeholders are highly intertwined
- Many recommendations address multiple areas of improvement

Recommendation 1 – *Optimize Work Models*

- Retention and recruitment major issue
- Supporting data from survey
  - Work demands/job stress – responsibility and physical demands
  - Burnout from high acuity/morbidity/mortality
  - Open positions filling APP vacancies
  - Significant number thinking about changing specialty, career or reducing hours

Recommendation 1 – *Optimize Work Models (cont.)*

- Approach
  - Create a retention strategy
  - Engage APP Best Practice Models at BMT centers nationwide
  - Engage MD group to explore variety of models
  - Engage Administration
    - Evaluate how APP use their time
    - Integrate tools to streamline tasks
    - Increase support staff (e.g. Pharmacy, Admin support, RN care coordinators)

Recommendation 2 –*Increase BMT Exposure in Student Programs and to Practicing APPs*

- Approach
  - Promote the aspects that APPs are most satisfied in BMT
    - Intellectual stimulation of patient care and emotional gratification
  - Establish APP training opportunities
    - BMT 101
    - Mentoring – identify APP champions nationally
    - Rotations
    - BMT Brochure

Recommendation 3 – *Orientation and Education Standards*

- Approach
  - Establish "Gold Standard" BMT orientation plan and/or supporting materials
  - Collaborate with ASBMT APP Steering Committee
  - Overlap with education and student rotations

Recommendation 4 – *Enhance Compensation and Benefits*

- Approach
  - Engage Administration group to explore compensation and benefits to increase recruitment and maintain retention
    - 42% of institutions pay less than 10% of licenses and memberships expenses
    - 57% pay less than 50% of licenses and membership expenses
    - Insufficient salary among top of dissatisfied list

Recommendation 5 – *Enhance Quality of Work Life*

- Approach
  - Engage centers with "best practices"
  - Flexible/Variable APP schedules
  - Establish protected time to allow for additional job responsibilities or involvement in BMT programs, research, education, quality, etc.
- Strong connection Work Model / Work Load

Plan for Year 2

- Optimize Work Models/Enhance Quality of Life
  - Connect with ASBMT APP SIG
  - Create working groups (APP, MD, RNs)
    - Identify variety of best practice models
    - Create a retention strategy
- Create Orientation and Education Standards for new APPs entering the field
  - Create "gold standard" orientation
  - Collaborate with ASBMT APP SIG and Committee on Education

Plan for Year 2 (cont.)

- Increase BMT exposure in student programs and to practicing APPs
  - Engage colleges and universities
  - Create BMT brochure

- Create PA BMT SIG with National PA Organization

Plan for Year 3

- Increase BMT exposure in student programs and to practicing APPs
  - Create BMT 101 lecture
  - Increase rotations and identify APP champions nationally
  - Disseminate BMT Brochure

Plan for Year 3 (cont.)

- Enhance compensation and benefits
  - Engage Administration for discussions regarding:
    - Compensation and benefits package
    - Flexible/variable work schedules
    - Protected time for non-clinical work
- Optimize Work Models
  - Disseminate best practice model and retention strategy recommendations