

# 2011 Military Health System Conference

## Air Force Mental Health Staffing

Where We Were, Where We Are, and Where We Are Going

*The Quadruple Aim: Working Together, Achieving Success*

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Air Force Medical Operations Agency

# Report Documentation Page

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# Where We Were (and are)



- No AF approved manpower standard for MH
  - AF Manpower Agency is lead agent
  - AF/SG provides input
    - Product Line Analysis & Transformation Team
      - Systematic manpower modeling method using standardized data and external benchmarking
    - Medical Annual Planning & Programming Guidance
      - Annual review to direct POM development
  - Behavioral Health Optimization Program (BHOP) manpower “out of hide” from MH clinics

# Where We Are (Active duty)



Active Duty	Authorized	Assigned (% filled)	AD Specialty: AD Pop. (authorizations)
Psychiatry	133	141 (106%)	1 : 2,479
Clinical Psychology	254	211 (83%)	1 : 1,298
Clinical Social Work	202	220 (108%)	1 : 1,632
Mental Health Nurse	33	29 (88%)	1 : 9,993
Psych Nurse Pract.	13	14 (108%)	1 : 25,368
Mental Health Tech.	729	804 (110%)	1 : 452
<b>Subtotals</b>	1,364	1,419 (104%)	1 : 232

# Where We Are (AD & Civ)



<b>Civilian/Contract Specialist</b>	<b>AD Auth</b>	<b>Civ/Contr Auth</b>	<b>Total</b>	<b>TF Specialty: AD Pop. (authorizations)</b>
<b>Psychiatry</b>	133	16	149	1 : 2,213
<b>Clinical Psychology</b>	254	129	383	1 : 861
<b>Clinical Social Work</b>	202	206	408	1 : 808
<b>Mental Health Nurse</b>	33	59	92	1 : 3,140
<b>Psych Nurse Pract.</b>	13	0	13	1 : 25,368
<b>MH Technician</b>	729	97	826	1 : 399
<b><i>Subtotals</i></b>	1364	507	1,871	1 : 176

# Where We Are



- Centrally Contracted Support
  - 96 contracted providers to offset DPH role and for integrated primary care svcs (BHOP)
    - Currently running BHOP at 46 MTFs
    - Time limited (contracted through FY13)
- Impact of Deployment
  - MH only AFMS area deploying at 2-1 Dwell
  - 50 rotational deployments
  - Big impact for small MTFs & training prgms
    - Deployments target E-4 & E-5 (70%-80% manned)
    - Most MTFs have only one MH prescriber

# Where We Are Going



- NDAA Section 714 – Add 25% AD
  - PHRAMS model + consultant input used to determine manpower mix

	<b>PHRAMS Recommendation</b>	<b>Proposed Change</b>
Psychiatry	+155	+18
Psychology	+97	+31
Social Work	+222	+79
Psych NP	-2	+27
Psych Nurse	+61	+15
MH Technician	+85	+169



# Where We Are Going



- Augmentation laid out through FY16
- Recruitment and Accession
  - New pays authorized for Mental Health
  - Increase recruiting requirements over time
  - Increase HPSP/HPLRP scholarships
  - Investigate additional residency locations



# Where We Are Going



- AF/SG provided contractors to AFMA to develop MH manpower standards
- AF and PHRAMS
  - To date has been used as an analysis tool in combination with other data and input
  - AFMA needs to validate and approve before it can used as a manpower model