

2011 Military Health System Conference

Psychological Health Risk Adjusted Model for Staffing (PHRAMS)

The Quadruple Aim: Working Together, Achieving Success

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TRICARE Management Activity

Report Documentation Page

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What is PHRAMS?



- **Psychological Health Risk-Adjusted Model for Staffing**
 - Flexible, population-based staffing model
 - Projects total psychological health staffing requirements
 - Includes deployment-related needs of Service members
 - Projects a 5-year planning horizon for each Service
- **Planning/modeling tool for OASD(HA) and the Services**
 - Annual review, refresh, and update
 - User application with ability to modify “soft-wired” parameters

Background

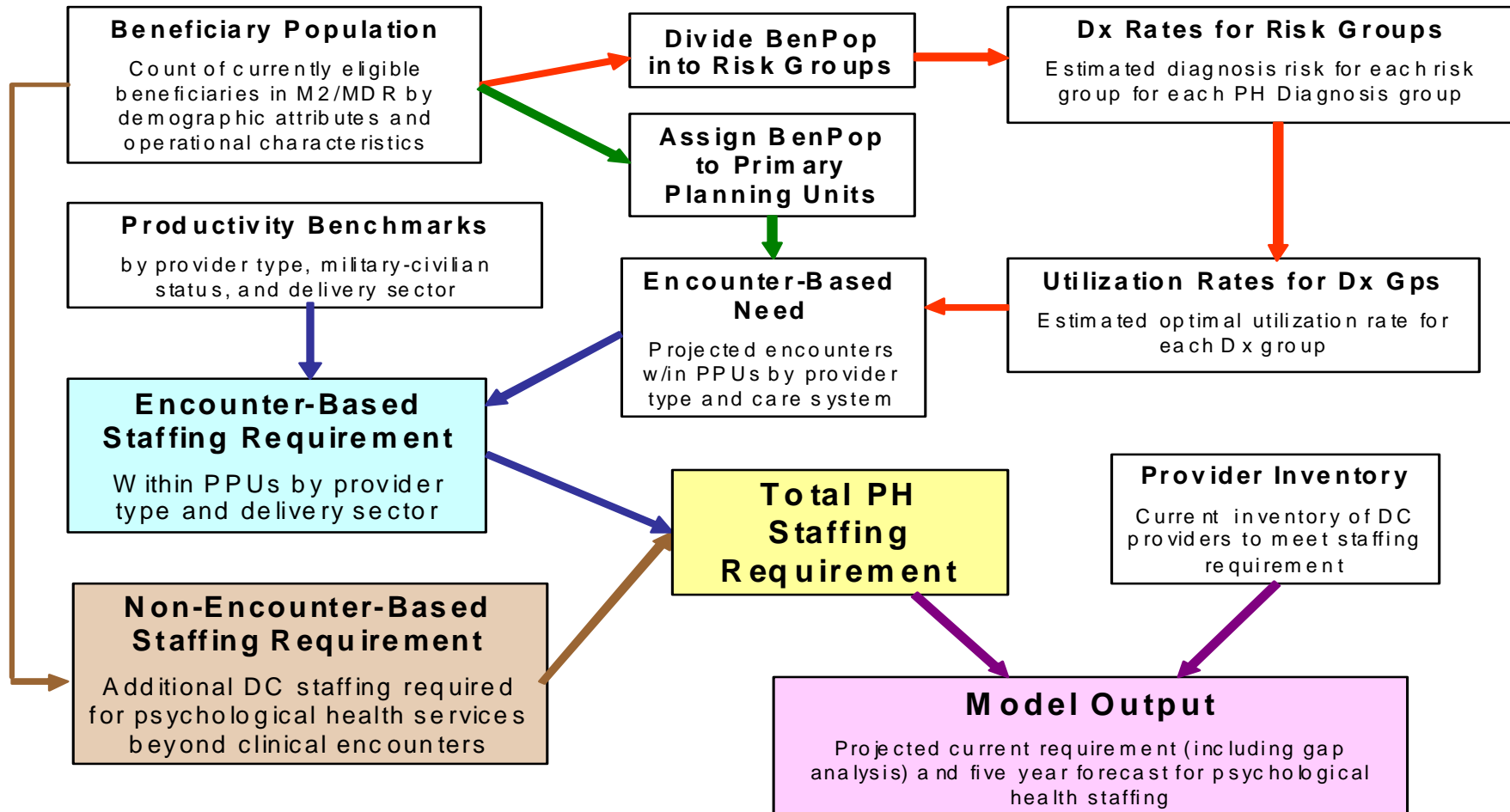


- Tasking
 - Develop a **flexible population-based risk-adjusted** staffing model to determine the **required number and mix of providers** to meet the needs of **DHP beneficiaries** for **psychological health** services
- Sponsor – OASD/HA
- Approach
 - Reviewed existing staffing models; conducted literature reviews
 - Key informant interviews (e.g., clinical & manpower)
 - Analysis of military health care (M2/MDR) & deployment (DMDC) data

Flow of the Model



Psychological Health Risk Adjusted Model for Staffing



PHRAMS Reports



- Users determine type of report generated by PHRAMS:
 - Time frame
 - Five-year longitudinal forecast – by year or provider type
 - Service Level
 - Single Service, all Services, DoD-Wide
 - Planning Unit Level (essentially MTF level)
 - PPU or any of the aggregations of PPUs
 - Soft wire parameters
 - untreated prevalence adjustment,
 - deployment severity risk adjustment,
 - provider productivity,
 - distribution of care across Direct/Purchased Care,
 - percent of Direct Care providers who are civilians

Recent Analysis



- FY 2012 POM
 - TMA/PB&E asked Services to use PHRAMS v2.3 to evaluate gaps in staffing

Future



Use PHRAMS to Determine MHS Mental Health Requirements

- Congress-aware of model & will expect to know results
 - Future testimony & Reports to Congress
- TMA/PB&E using PHRAMS to establish initial Service-level POM Requirement for mental health staffing
- Ongoing Collaboration with Services
 - Additional input and new data for PHRAMS V3.0
 - Service specific approval to use PHRAMS as a model to assist with prediction of future mental health staffing needs