Optimizing Efficiency and Sustaining Staff Engagement:

EHR Provider Efficiency Profile reporting at North Memorial Health

David Johnson, ACP, CP North Memorial Health

Robbinsdale, Minnesota, United States of America



Disclosures

No relevant financial interests to disclose.

@WestMetroMedic





NMH CP's in Spring 2017

- Medicare (65+) heavy population
 - Frequent days of INR, INR, Wound Care, INR, Home Safety Eval
- Most billing was for only 15 minutes
 - Sympathetic CP staff based on history
- 8 Community Paramedics, 8 Documentation approaches
 - 177 Documentation Templates in use (Mar 2017)





Problem

- CP documentation presents concerns in
 - Time Management
 - Quality Assurance
 - Continuity of Care
- MN model built on fee for service reimbursement
- Based on outbound billing, only 14% of staffed time was billed for







8 Different charts.



- General guidelines given
- Some service lines scripted
- Wide variety in quality/complexity











Community Paramedic Program Progress Note

Customer: REDACTED Date of Birth: REDACTED MRN: REDACTED
Date of Service: 09/18/17

Home visit on 9/18/2017 was requested by Peterson, Grace C, MD.

Reason for visit: wound evaluation/care

Time in: 0809 Time out: 0826

Vitals Signs:

BP 129/87 (BP Cuff Site: Right arm, BP Cuff Position: Sitting, BP Cuff Size: Regular adult) | Pulse 66 | Resp 16 | SpO2 97%

Bleed Sugar last night 164 and this am 87 - he had no snack last night.

Skilled Observation

Cardiovascular: negative for chest pain and chest pressure/discomfort

Respiratory: negative for cough

Neurological: negative

GU: negative GI: negative

Musculoskeletal: negative Skin: See lower notes

Psych: Alert, oriented x 3; normal cognition, memory and judgement; normal speech, behavior and thought content.

Pulses: deferred

Wound Care Note

- Type: ulcer: pressure and diabetic, stage II
- Location: Right Heal
- Appearance: There is a green bruise around the wound. The rest
- Wound care existing dressing removed, wound inspected and cleansed with wound cleaner, bacitracin applied, wound covered with 4 x 4, dressing secured with Kerlix and Tape micropore, soiled dressings and used care materials discarded in plastic disposal bag, wound cleansed with skintegrity.

Wound Care Note

- Type: ulcer: pressure and diabetic, stage II
- Location: Left Plantar Side
- Appearance: healing, no sign of infection
- Size: length 1.5 cm, width 1.0 cm, depth 0.3 cm
- Wound care existing dressing removed, wound inspected. I out ammonia nitrate on the dark areas and I let it sit while caring for his other leg. I later scrubbed these areas with little removal of the dark areas. I then cleaned it with wound cleaner, topical medication bacitracin applied, wound covered with 4 x 4, dressing secured with Kerlix and Tape micropore, soiled dressings and used care materials discarded in plastic disposal bag, wound cleaned with skintegrity.

Stephanie Elwell, Community Paramedic Community Paramedic North Memorial Clinics



Customer: REDACTED Date of Birth: REDACTED MRN: REDACTED Date of Service: 10/02/17

Time in: 1045 Time out: 1115

Location of Encounter: REDACTED

Home visit on 10/2/2017 was requested by Peterson, Grace C, MD.

Present for this encounter was:

- REDACTED
- David O Johnson, Community Paramedic

Chief Complaint atient presents with

> Community Paramedic Visit Wound evaluation/care

Discussion **Wound Care**

REDACTED legs look comparatively very good.

The dressings placed last Friday looked mildly saturated with weeping coming from the right heel, left medial lower leg, and the anterior side of the left foot, slightly medial. There is no odor.

The right heel is most suspicious given the 1 cm halo of green around the perimeter of the wound that is about 1.2 cm across. There is also a site that looks concerning on the right heel and I would anticipate that it will be the next site to erupt. All wounds were irrigated using wound cleanser. The sites had antibiotic ointment applied and gauze applied over them. The gauze was secured with roller gauze.

Compression stockingettes were applied over the lower legs after Aquaphor ointment was liberally applied. Compression socks were also applied.

REDACTED has an appointment with Dr. Felty next week for ongoing management of his leg wounds.

Blood glucose last night was 195 and 134 this morning. Ron reports no concerns or complaints.

Vitals

There were no vitals taken for this visit.

Goals		
	- <enter goal="" here=""> (gt. stated)</enter>	
	Keep pressure off feet as much as possible Blood Pressure < 140/80 Dose of labetalol has changed to three 200 mg tabs twice daily and he began this dosing on Monday 01/23/17. Check Blood Sugar Check blood glucose twice daily in AM and at bedtime. General Goals for Diabetes	
	Follow carbohydrate meal plan as directed.	
	Follow carbohydrate meal plan as directed. Test blood sugar as directed.	
	Test blood sugar as directed.	
	 Test blood sugar as directed. Take special care of your feet daily: wash and dry thoroughly; check for blisters, cuts, sores, redness, and swelling; wear clean socks and shoes that fit well; don't walk barefoot. 	



Community Paramedic visit on 10/6/2017 requested by Peterson, Grace C, MD REDACTED was seen at client's residence today for wound care

Time in: 7:20 Time out: 8:00

Vital Signs:

BP 126/60 (BP Cuff Site: Left arm, BP Cuff Position: Sitting, BP Cuff Size: Large adult) | Pulse 62 | Temp 98.7 °F (37.1 °C) (Temporal) | Resp 12 | SpO2 98%

Skilled Observation:

- Cardiovascular: negative, radial pulses were strong and equal.
- Respiratory: negative, lungs were clear.
- Neurological: negative, no changes wre reported.
- GU: negative, no changes wre reported.
- Gl: negative, no changes wre reported.
- Musculoskeletal: negative, no changes wre reported.
- Skin: The skin of the lower legs were becoming lighter from ammonium treatment.
- Psych: Alert, oriented x 3; normal cognition, memory and judgement; normal speech, behavior and thought content.

Wound Care Note

- Type: ulcer: pressure and diabetic, stage II
- Location: left foot/toes
- Appearance: healing, no sign of infection and drainage clean, scant
- Size: length 2.0 cm, width 1.0 cm, depth 0.75 cm
- Wound care existing dressing removed, wound inspected and cleansed with hexachlorophene, topical
 medication Bacitracin applied, wound covered with 4 x 4, dressing secured with Kerlix and Tape micropore,
 soiled dressings and used care materials discarded in plastic disposal bag, wound cleansed with skintegrity.

Wound Care Note

- Type: ulcer: pressure and diabetic, stage II
- Location: right heel
- Appearance: healing, no sign of infection and drainage clean, scant
- Size: length 1.0 cm, width 2.0 cm, depth 0.5 cm
- Wound care existing dressing removed, wound inspected and cleansed with hexachlorophene, topical medication Bacitracin applied, wound covered with 4 x 4, dressing secured with Kerlix and Tape micropore, soiled dressings and used care materials discarded in plastic disposal bag, wound cleansed with skintegrity.

Assessment/Plan:

No problem-specific Assessment & Plan notes found for this encounter.

REDACTED was seen in his apartment and wound care was done in his recliner. He was in a good spirit and had his day planned. His wounds looked better than last week, the last time I did his wound care. The ulcer on his left foot looked smaller and was filling in. The wound of the right heal was filling in and the green/yellow halo was about the same size. The Ammonium Lactate was still working, but REDACTED thought there was little change. It seemed to work best on the lighter areas. I can see that this will take time to have a notable effect.

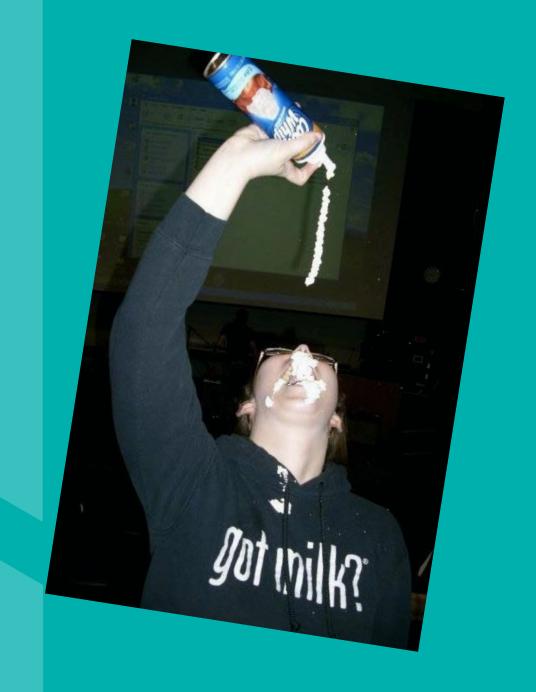
BS: PM 231 mg/dl AM 165 mg/dl.

He has an appointment with Dr. Felty on Monday, so the next wound care will be Weds.



Thank you for including the community paramedic program in this patient's plan of care.





NORTH MEMORIAL HEALTH

Enter: Provider Efficiency Profiles

- Primarily Physician tool
- All EHR activities are compounded to develop a composite efficiency score
 - 0-10, 10 being near robotic
 - Most MD providers are 4-7
 - CP staff averaged 3.8





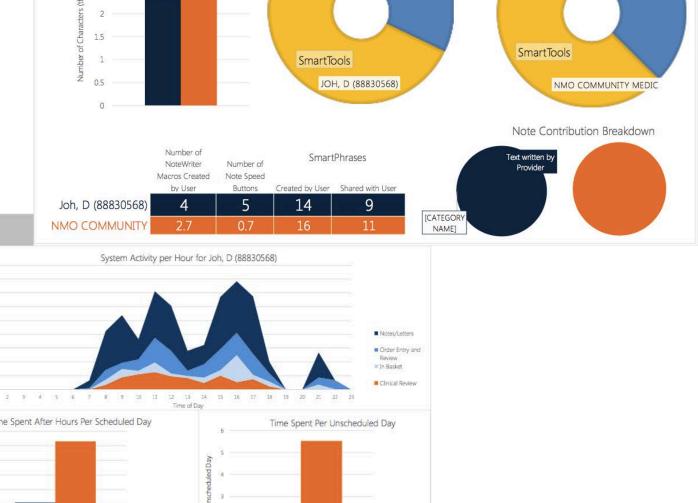
Drinking from a Fire Hose

- Massive amount of data without context
- 64 applicable data columns with individual meaning

Record Name	PEP Start Date
88810615	3/9/17 0:00
88818249	3/9/17 0:00
88819055	3/9/17 0:00
88819053	3/9/17 0:00
88817969	3/9/17 0:00
88817972	3/9/17 0:00
88830568	3/9/17 0:00
88810615	7/20/17 0:00
88818249	7/20/17 0:00
88819055	7/20/17 0:00
88819053	7/20/17 0:00
88817969	7/20/17 0:00
88817972	7/20/17 0:00
88830568	7/20/17 0:00



Pretty Charts!



Not Copy/Paste

Manual

Length of Documentation per Visit

2.5

Note Tools

No Copy/Paste

Manual





Are we using EHR to full extent? Are our staff really bad at charting?

Can CP's no longer add nuance to their charts?

Do we need more standardization?

But my customers are more complex...

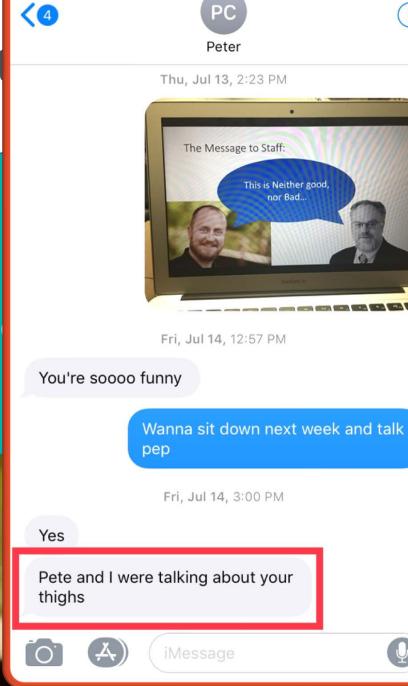
What does it mean? Our EHR build?

The Message to Staff:







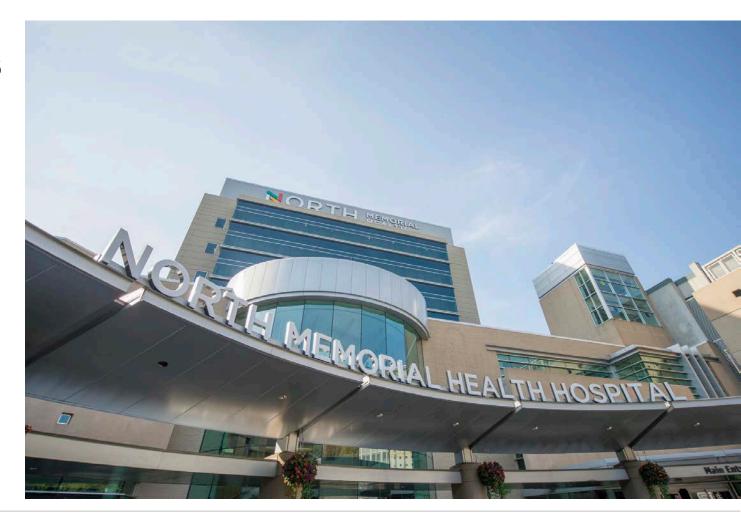


9:49 AM

Verizon LTE

Who reads our documentation?

- Physicians and Providers
- Care Coordinators
- Other Community Paramedics
- Billing/Coding/QA





Our Most Efficient CP

- Mike
 - 5.7 Efficiency Score
 - 2.7 Proficiency Score





Our Least Efficient CP's

John Riley (Supervisor)
Efficiency 3.1 / Proficiency 1.7



Dave Johnson (Me) Efficiency 3.9 / Proficiency 6.2





Leveraging the data to improve work



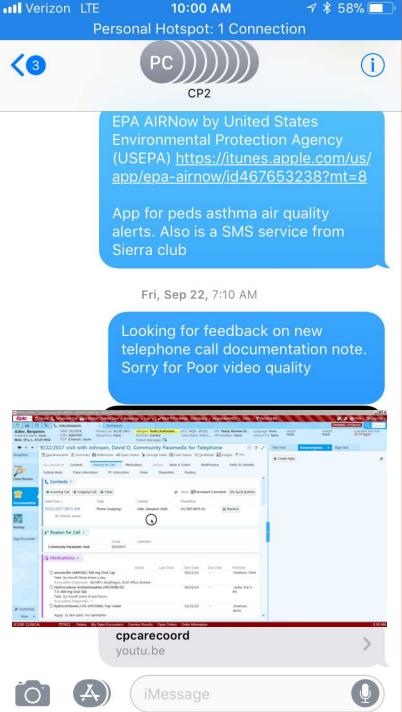
What can our Medical Record do for us?

- Utilize Standard Templates for documentation
 - Moving from 177 Templates to ~20 Templates
 - Specific to service lines
- Use our really expensive software to it's fullest extent
 - Wear out our "F2" key
 - Slowly roll out new modules to our team
 - Elicit feedback from the victims!



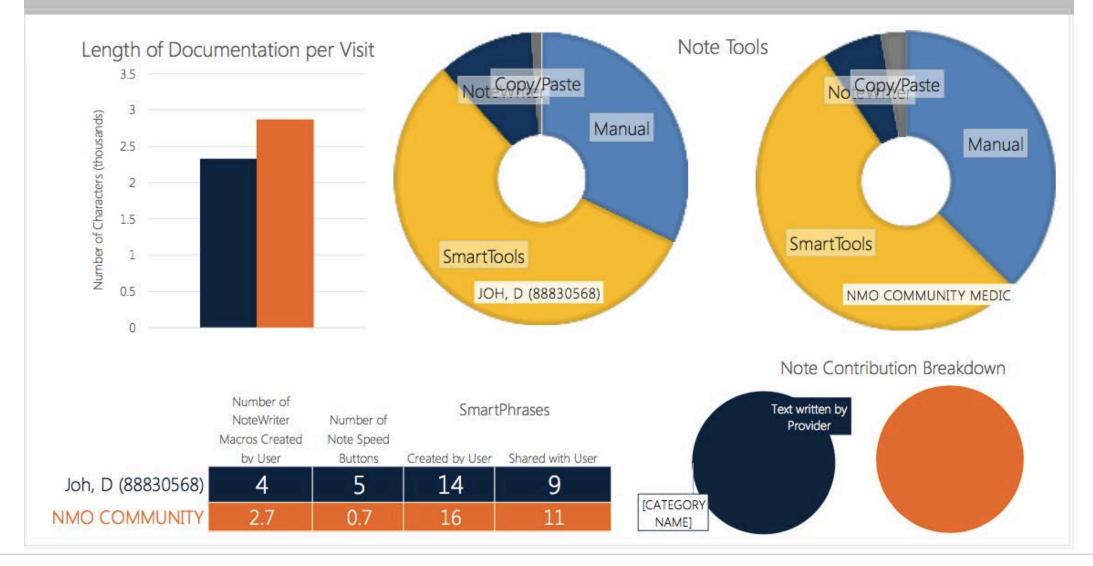
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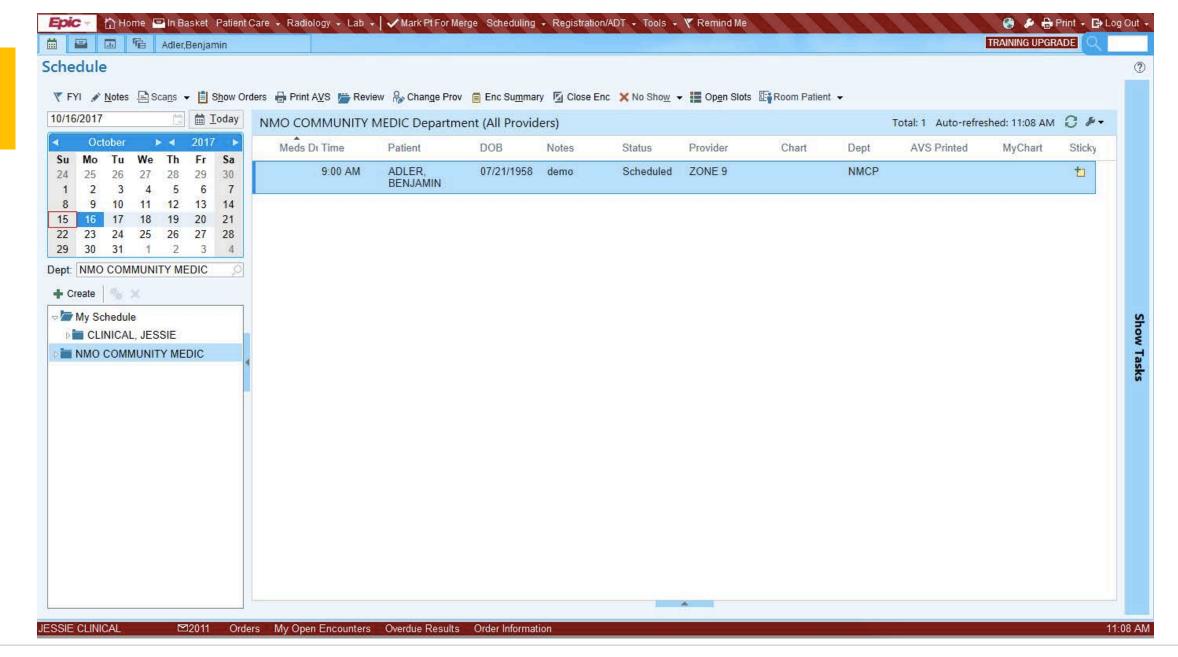




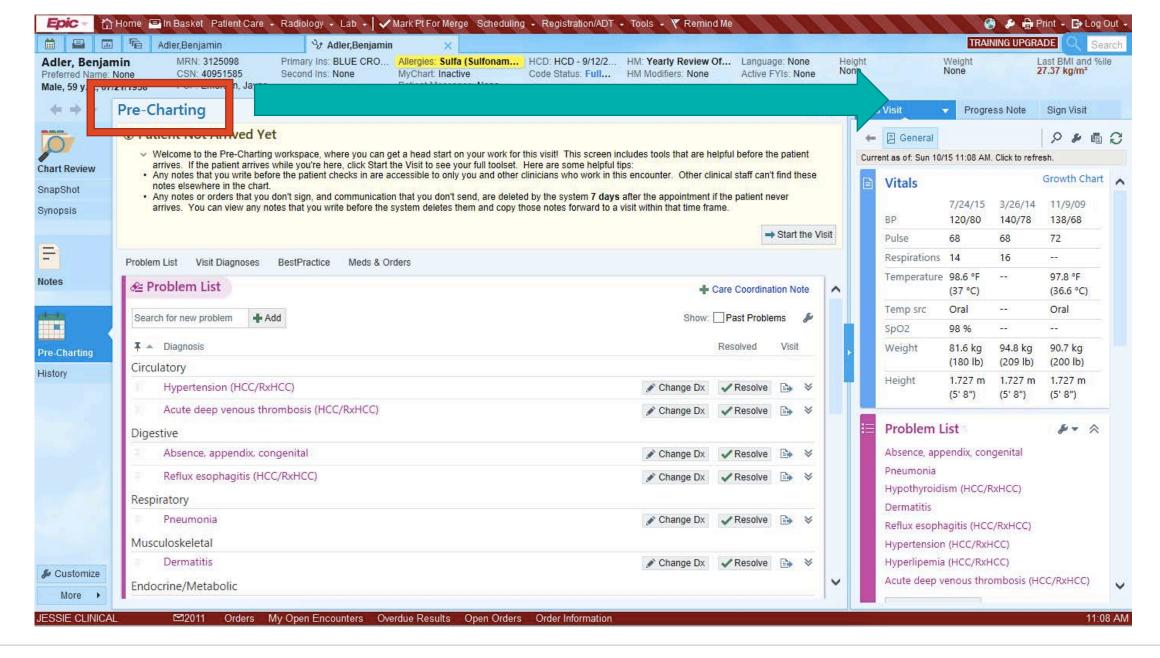
Notes & Letters



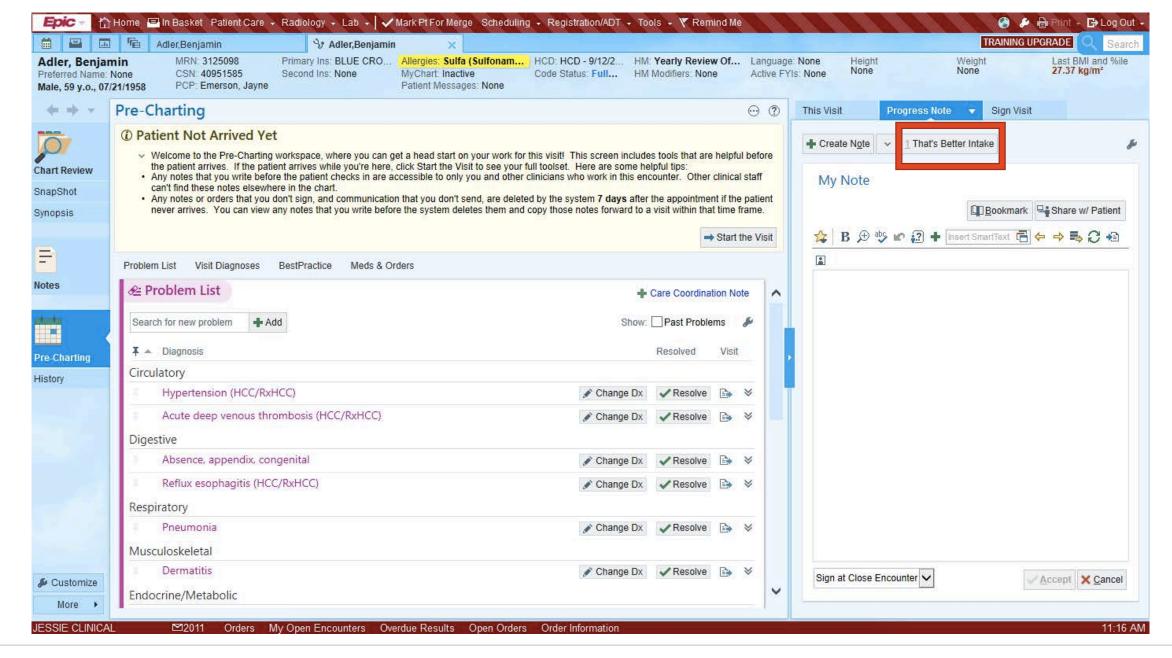














Customer: Benjamin Adler Date of Birth: 7/21/1958 MRN: 3125098 Date of Service: 10/15/17

Time in: ***
Time out: ***

Location of Encounter: 878 Adler Ave Hanover MN 55341 {VERIFY}

Home visit on 10/15/2017 was requested by Emerson, Jayne as part of an outreach effort for customers who are part of an Integrative Health Partnership..

Present for this encounter was:

- Benjamin Adler
- Jessie Clinical
- {Other Team Members Present (CHW/Family/Etc.}

{Add yourself to the Care Team}

No chief complaint on file.

Skilled Observation

There were no vitals taken for this visit.

ROS

Physical Exam

Current History / Background

Benjamin feels that their primary health concerns are:

Benjamin reports that their definition of ideal and healthy living would be:

**



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Embedded Hyperlinks

Current History

Background

@FNAME@ feels that @HIS@ hypertension is {:5147}. Age at onset of elevated blood pressure: ***

Family History of Hypertension? ** Hypertension Classification (ESH/E

Last EKG: @BRIEFLAB(EKG)@

If Yes, add "FH:Hypertension" to problem list C Criteria): {HYPERTENSION CONTROL:10681}

ast Eve Exam: (DM6:10230) (up te in Health Maintenance if not correct)

Care Team Relationships

Prior Clinical Relationships

Primary Care Provider: @PCP@

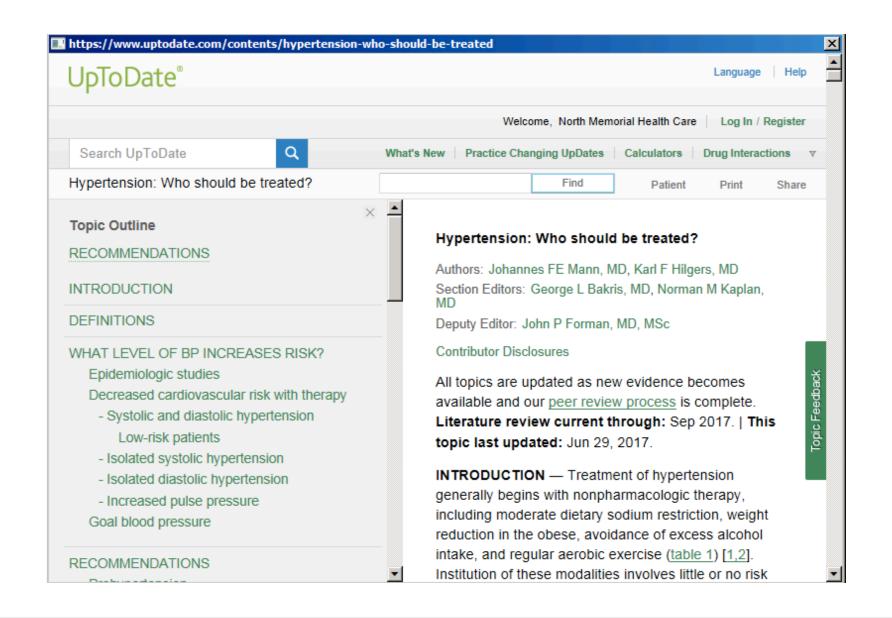
Care Coordinator

Dietician

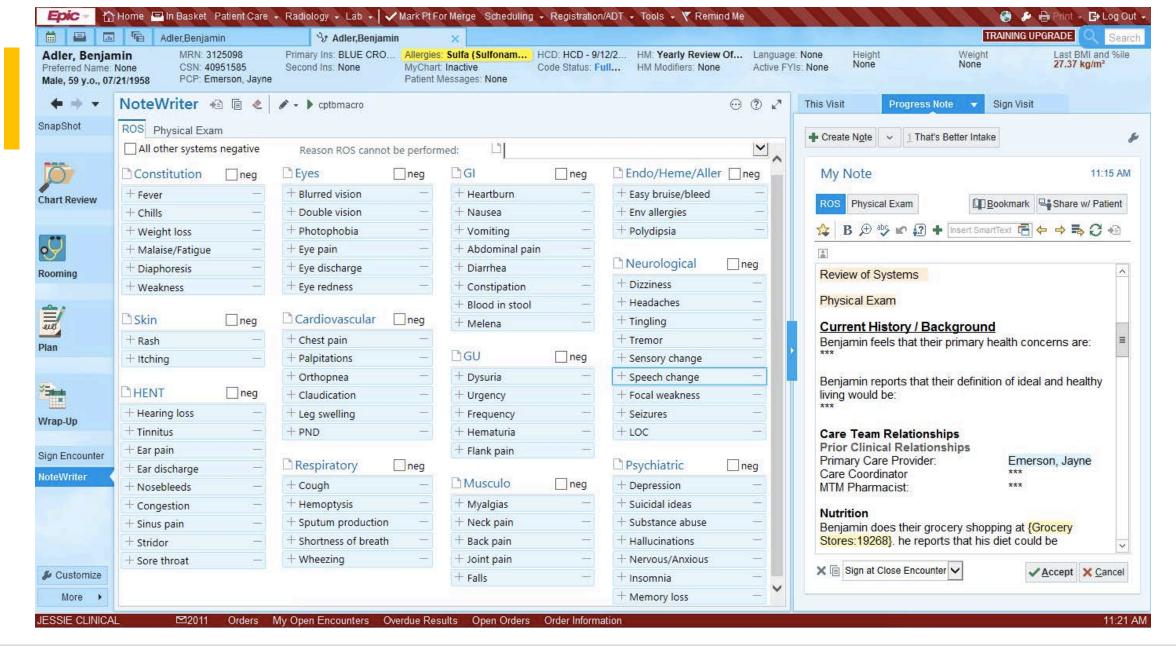
MTM Pharmacist:

Cardiology:

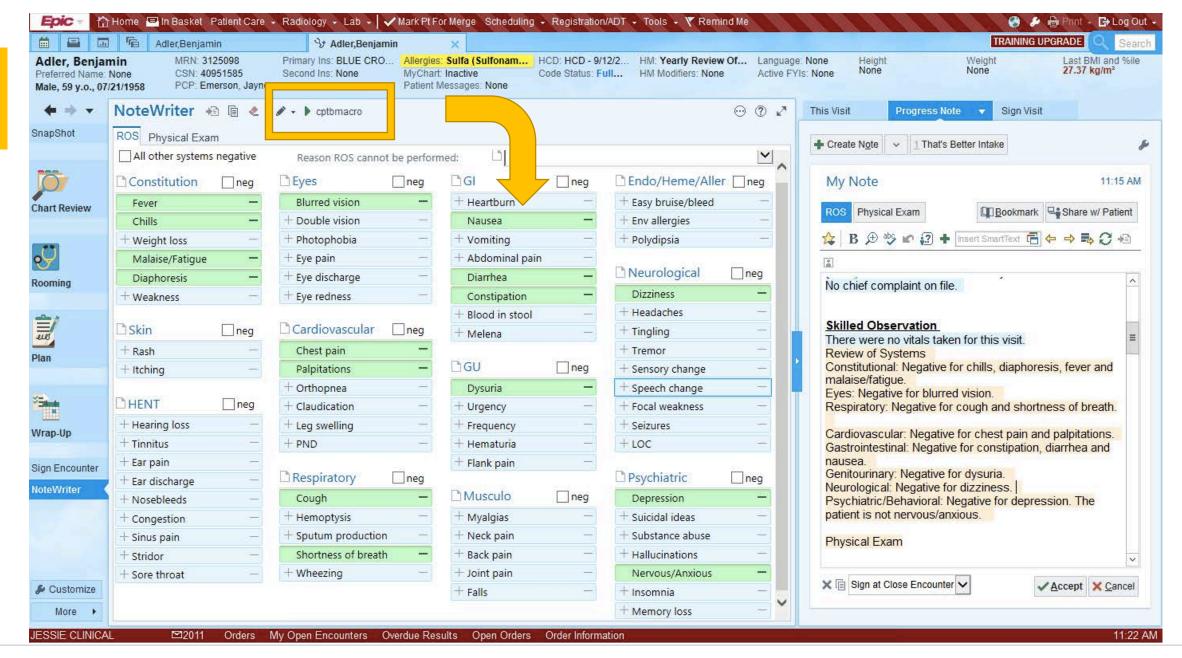




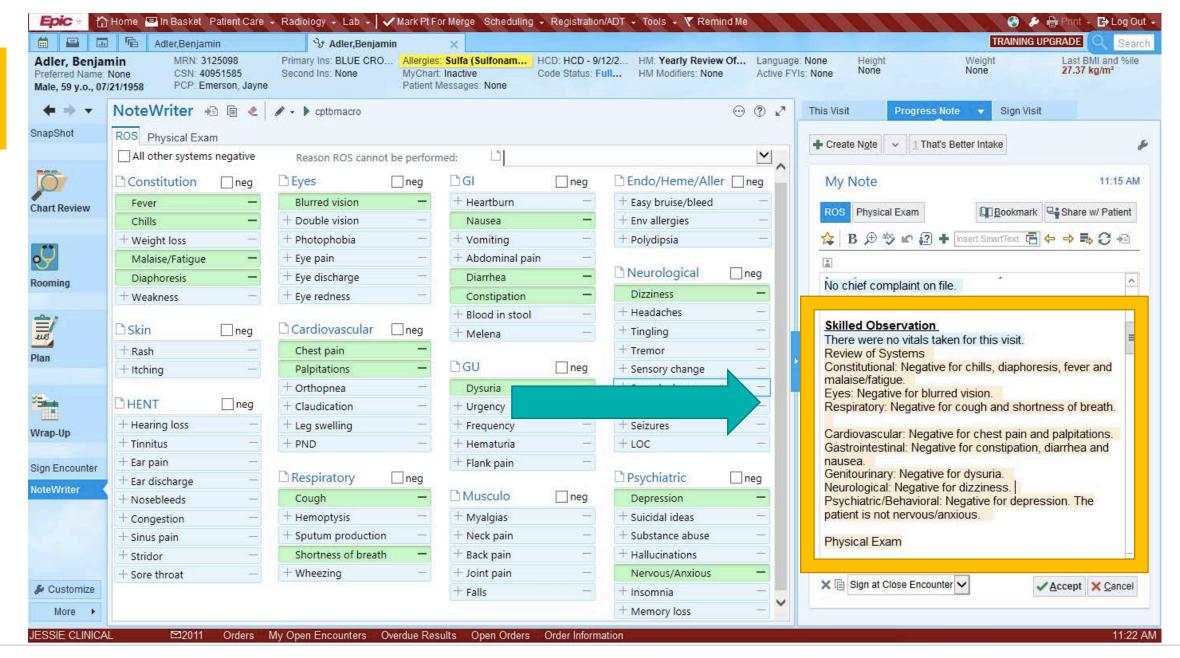














Slowly making progress

- Billing at 20% of time currently
 - Individual coaching still in progress
 - Deploying ~ two new templates
 each month









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