

To the Healthcare Committee,

Thank you so much for all your time and engaged listening today. Below is an outline of steps we can take to maximize function of primary care, and on workforce development. The overarching message is that every decision that's made about healthcare should be looked at from the lens of whether it moves patients out of tertiary and into primary care.

Thoughts on Achieving a Primary Care Based Healthcare System in Vermont

Maximize Function in Primary Care

Improve specialist communication:

- patients return to primary care for ongoing management
- specialist designates which patients require ongoing specialty care
- Specialist access pre-referral, *i.e.* prompt phone access
- Discharge, ED and specialist notes have an assessment and plan on page 1

Support robust scope of practice

- Payment reform that promotes broad scope of practice, *i.e.* those performing office procedures, MAT, etc.

Decrease administrative burden

- Statewide EHR, AI, scribes
- Minimize quality measures/data collection requirements*
- No prior authorizations in primary care (progress!)
- Establish statewide common drug formulary

Incentivize change in patient behavior

- No copays in primary care
- Higher copays for specialty and emergency care
- Reward getting yearly PE with PCP

Statewide coordination and education re existing resources

- Eg, common drug formulary, child psych e-consults, care coordination resources, VHIE, VITL, etc.

Public education campaign about all the care that's available in primary care.

Build Primary Care Workforce

High school and undergraduate: Job shadowing/mentoring/interest groups (early exposure increases choice of primary care)

Medical, NP and PA school:

- Student selection of those likely to pursue primary care (data exists on this)
- Early clinical experience
 - Recruit more primary care preceptors using stipends (progress!), tax credits
- Scholarships for primary care interested students (progress!)
 - Extend to out of state medical/NP/PA schools for selected students
- Culture change/messaging: primary care as goal for finest students

Residency:

- Increase Family Medicine residency spots at UVMMC and rural residency (progress!)

Recruitment and retention:

- Vermont as primary care mecca

- Decrease administrative burden (see above)
- Loan repayment
- Narrow pay gap between specialists and primary care

*I like to say Vermont only needs one quality measure. Does everyone have a primary care provider and have they seen them in the last year?

With gratitude,
Fay Homan, MD
Little Rivers Healthcare
Wells River, VT