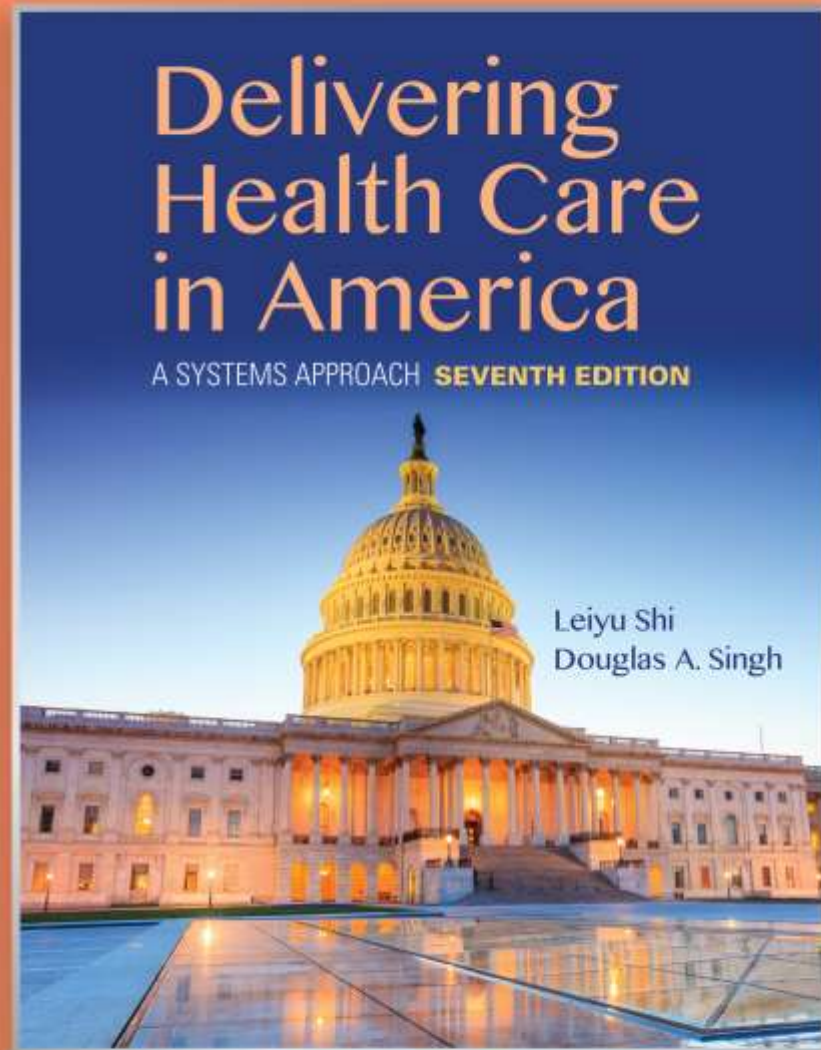


Chapter 4

Health Services Professionals



Learning Objectives

(1 of 2)

- Health services professionals and their training, practice requirements, and settings
- Differentiate between primary care and specialty care
- Maldistribution in the physician labor force
- Initiatives under the ACA

Learning Objectives

(2 of 2)

- Role of midlevel providers in health care delivery
- Role of allied health professionals in health care delivery
- Functions and qualifications of health services administrators
- Assess global health workforce challenges

Introduction

- Substantial growth is anticipated in health-related occupations.
- Health services professionals work in a variety of settings.
- Increased insurance coverage has increased the demand.
- Increased recognition of midlevel providers.

Physicians

(1 of 2)

- MDs and DOs
 - Osteopathic medicine
 - Practiced by DOs
 - Emphasizes the musculoskeletal system
 - Holistic approach
 - Allopathic medicine
 - MDs active intervention to counteract and neutralize effects of disease

Physicians

(2 of 2)

- Generalists and specialists
- Work settings and practice patterns
- Differences between primary and specialty care
- Expanding role of hospitalists

Issues in Medical Practice, Training, and Supply

- Medical training
- Supply of medical professionals
- Maldistribution
 - Geographic maldistribution
 - Specialty maldistribution

International Medical Graduates

- Ratio to the U.S. population has grown
- Approximately 25.5% of professionally active U.S. physicians
- Fill an estimated $\frac{1}{4}$ of the residency positions

Dentists

(1 of 2)

- Diagnose and treat dental problems
 - Teeth, gums, and tissues of the mouth
 - Must be licensed to practice
 - Graduate from an accredited dental school
 - Doctor of Dental Surgery (DDS)
 - Doctor of Dental Medicine (DMD) degree
 - Nine specialty areas

Dentists

(2 of 2)

- Dental hygienists
 - Work in dental offices and provide preventive care
 - Must be licensed to practice
 - Graduate from an accredited school and pass a national board examination
- Dental assistants
 - Work for dentists in preparation, examination, and treatment of patients
 - Do not have to be licensed

Pharmacists

- Dispense medicines prescribed by physicians, dentists, and podiatrists
- Provide consultation on the proper selection and use of medicines
- Require a license to practice pharmacy
- Graduation from an accredited pharmacy program
- Successful completion of a state board examination and practical experience

Other Doctoral-Level Health Professionals

- Other health professionals with a doctoral education
 - Optometrists
 - Psychologists
 - Podiatrists
 - Chiropractors
 - Doctoral nursing degrees
 - Nurses

Advanced Practice Nurses

- Four areas of specialization:
 - Clinical nurse specialists (CNSs)
 - Certified registered nurse anesthetists (CRNAs)
 - Nurse practitioners (NPs)
 - Certified nurse-midwives (CNMs)
- Requirements vary greatly from state to state.

Midlevel Providers

- Do not have an MD or a DO degree
- Receive less training than physicians but more than RNs
- Can often substitute for physicians
 - Nurse practitioners
 - Physician assistants
 - Certified nurse-midwives

Allied Health Professionals

(1 of 2)

- Include technicians, assistants, therapists, and technologists.
- Technicians and assistants receive less than 2 years of postsecondary education.
- Technologists and therapists receive more advanced training.
 - Evaluate patients, diagnose, and develop treatment plans

Allied Health Professionals

(2 of 2)

- Therapists
 - Physical therapists (PTs)
 - Occupational therapists (OTs)
- Other allied health professionals
 - Important part of the patient care system.
 - Studies affirmed positive influence on health services.

Health Service Administrators

- Employed at various levels of organizations
- Manage complex integrated delivery organizations
 - MHA: Master in Health Administration
 - MHSA: Master in Health Service Administration
 - MBA: Master in Business Administration
 - MPH: Master in Public Health
 - MPA: Master in Public Administration/Affairs

Global Health Workforce Challenges

- WHO's Global Code of Practice on International Recruitment of Health Personnel
 - Greater commitment to assist countries facing critical health worker shortages
 - Joint investment to monitor the international migration of health workers
 - Commitment of member states to meet their health personnel needs
 - Enshrinement of migrant workers' rights

Summary

- Physicians play a leading role in the delivery of health services.
- Current shortages associated with the health care workforce.
- Physician imbalance and maldistribution.
- Other professionals contribute significantly to the delivery of health care.
- Health services administrators face new challenges.