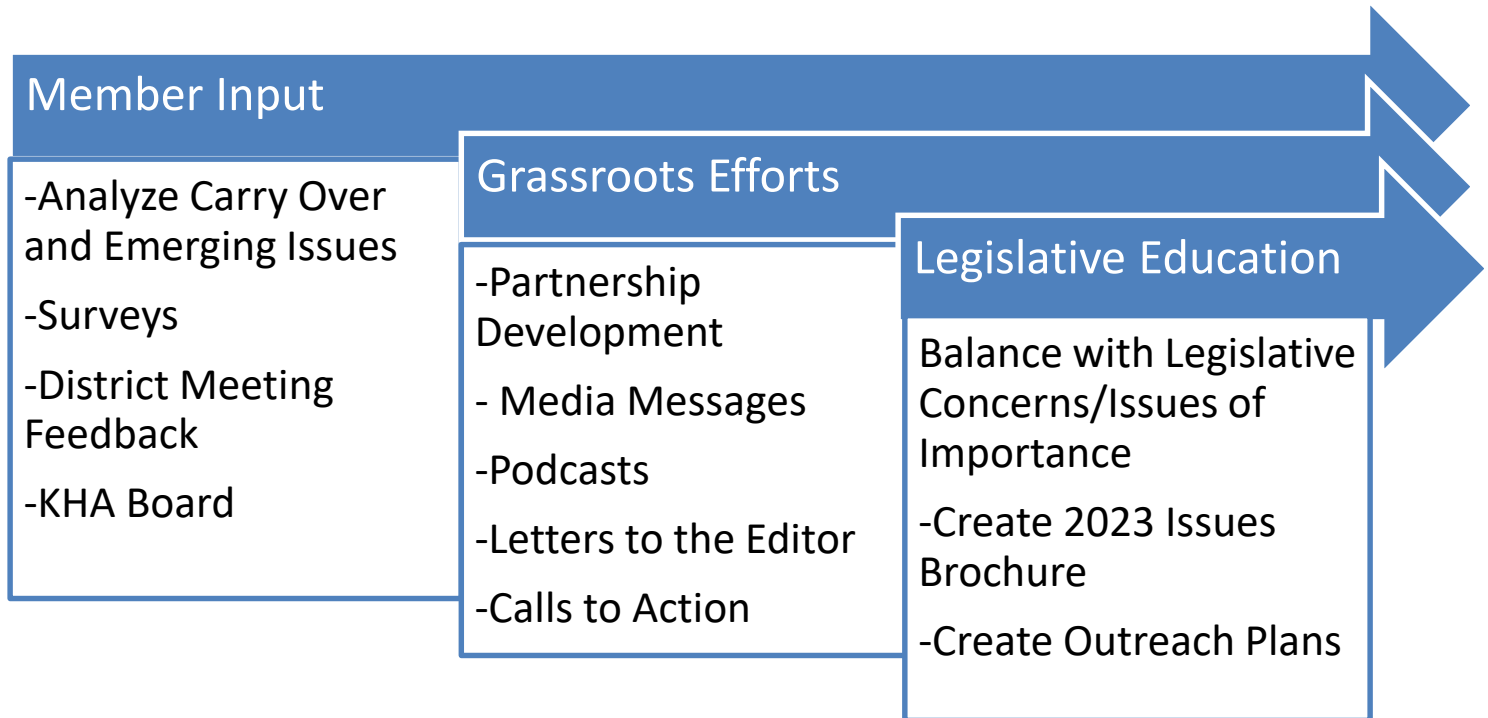




KHA Updates –HINK

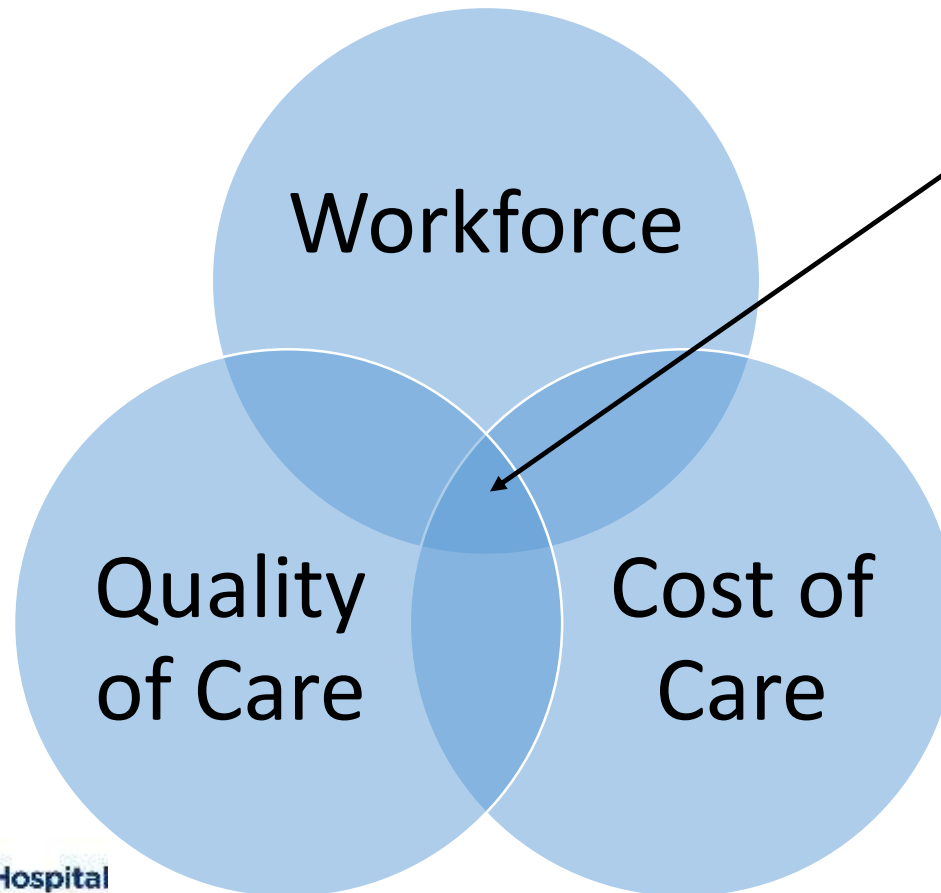
Process for 2023 Advocacy Issues



- Objectives must align with member needs and leave room for emerging issues
- Guides how KHA staff prioritize time and political capital

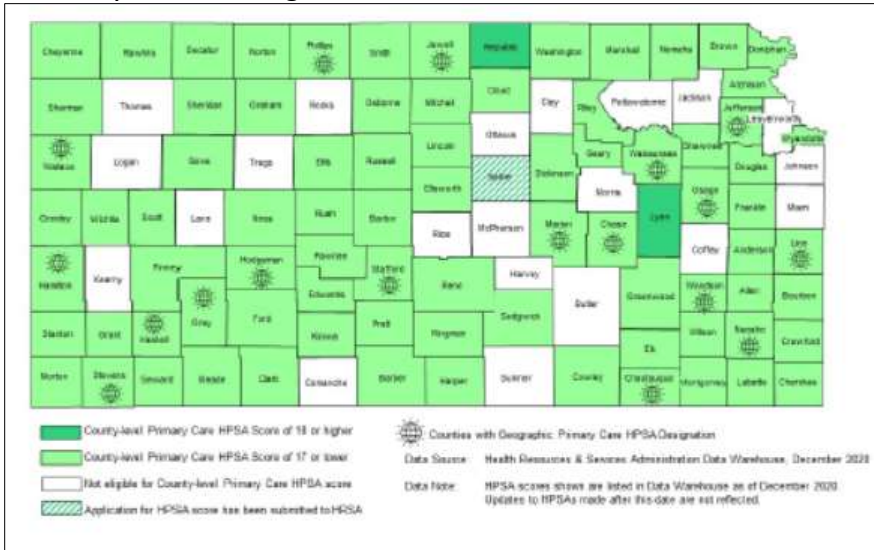
What Issues Are Driving the Conversation?

- Legislative Priorities Live Here



Kansas Health Care Workforce Shortages

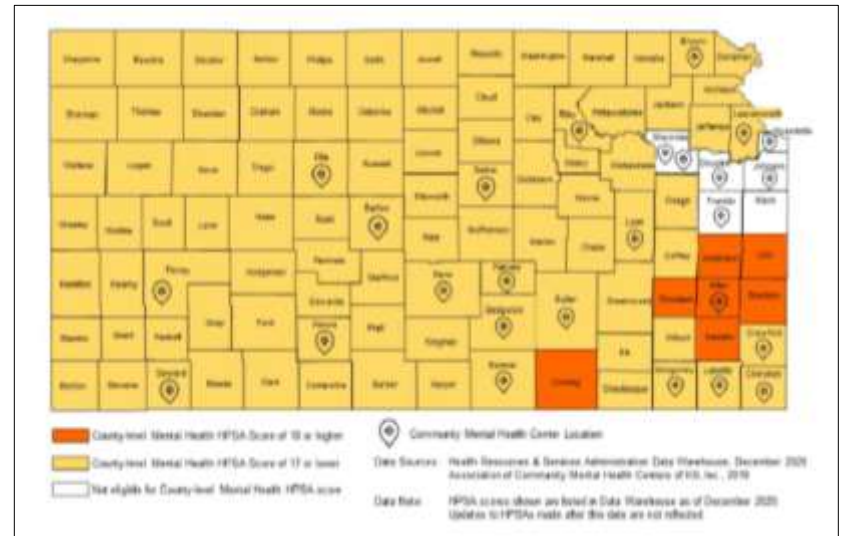
Primary Care Shortages, 2020



<https://www.kdhe.ks.gov/DocumentCenter/View/1517/2020-Health-Professional-Underserved-Areas-Report-PDF?bidId=>

Source: KDHE Health Professional Underserved Areas Report

Mental Health Shortages, 2020



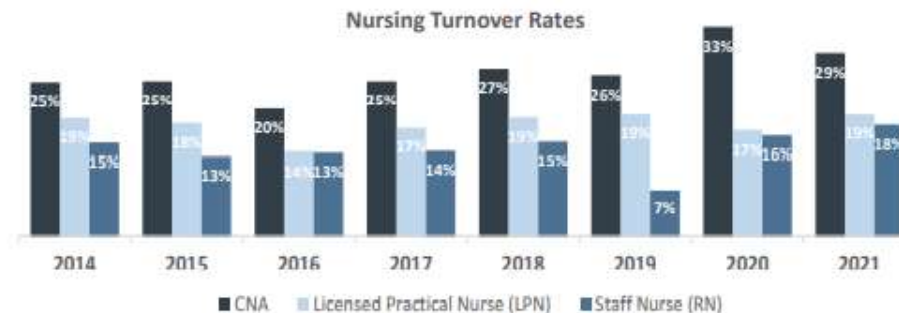
KHA 2022 Workforce Survey Results

Nursing Vacancy Rates (2021)



Source: Kansas Hospital Association Annual Workforce Survey, collected January 2022

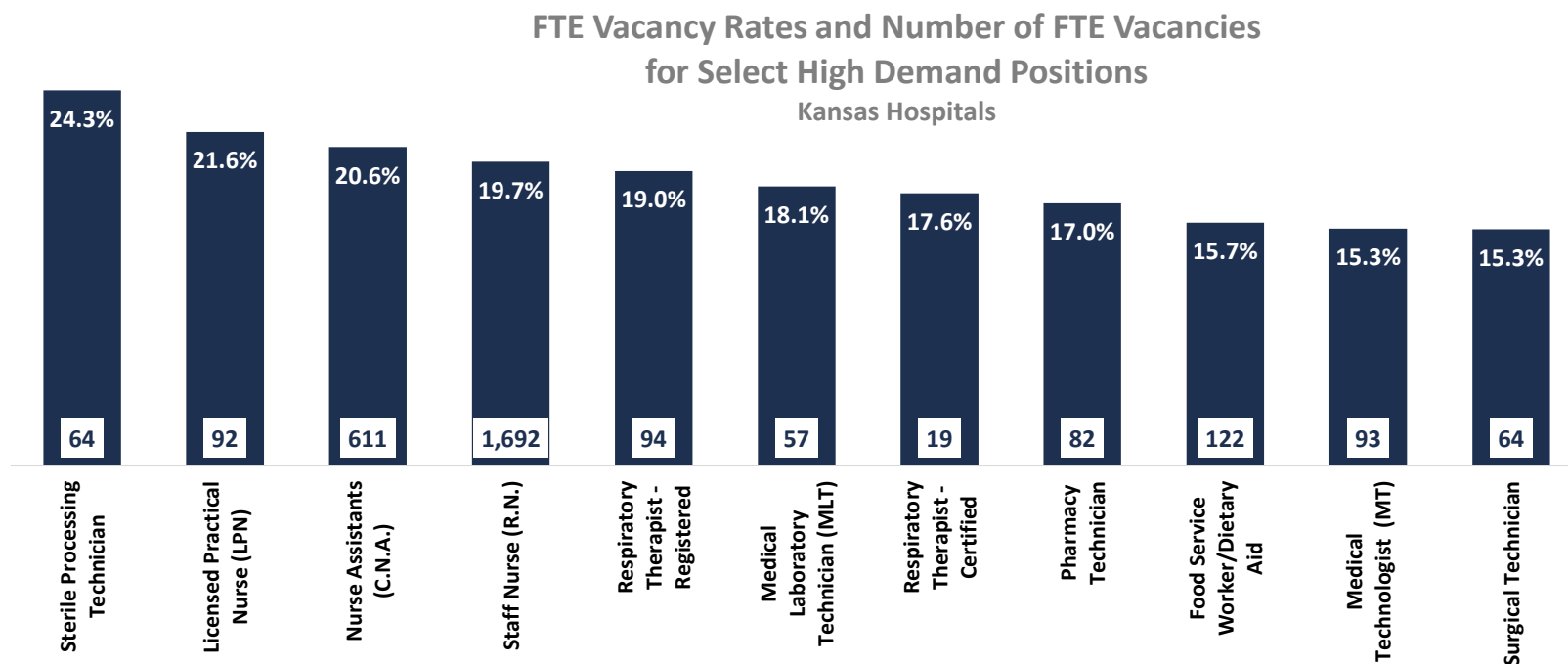
Nursing Turnover Rates (2021)



Source: Kansas Hospital Association Annual Workforce Survey, collected January 2022

KHA 2022 Workforce Survey Results

The positions below are in high demand across Kansas



Source: Kansas Hospital Association Annual Workforce Survey, collected January 2022



Top Vacancies and Turnovers by Rural vs Urban (2021)

Rural	Vacant FTEs	Vacant Pos.	Emp. Sep.	Turnover
C.N.A.	170	225	510	28.8%
Staff Nurse (R.N.)	310	361	452	17.1%
Housekeeper	68	77	239	33.2%
Food Service Worker/Dietary Aid	74	87	215	30.2%

Urban <i>Includes KCMO Urban Hospitals</i>	Vacant FTEs	Vacant Pos.	Emp. Sep.	Turnover
C.N.A.	811	1,256	1,983	31.0%
Staff Nurse (R.N.)	2,942	3,960	3,399	20.4%
Housekeeper	302	344	738	34.3%
Staff Nurse (R.N.) - Clinic	194	241	333	16.2%

Why do we have a shortage?

- COVID-19 burnout/exhaustion
- Baby Boomers are retiring
- Desire for flexible work schedules
- New options like remote work/digital opportunities
- Salary and benefit limitations
- Education opportunities limited
- Rural patients need more services
- Rural practice characteristics
- Rural communities lack spouse opportunities
- Rural communities lack child care

Costs of Turnover

Average cost of turnover for bedside RN is \$40,038.

NSI 2021

Each percentage change in nursing turnover can save a hospital \$270,800 a year.

NSI 2021

Replacing a physician often costs a practice two to three times the annual salary of the physician who left.

AMA 2018

Workforce Strategic Initiative

KHA will work with our members and other constituents to ***ensure a robust and resilient health care workforce*** and ***increase workforce supply through a pipeline of talent.***

This will be in alignment with the 2022-2024 KHA Strategic Plan workforce strategic priorities:

- Promote hospital and health care careers to younger generations
- Collaborate with stakeholders to increase health care graduates
- Develop strategies to recruit and retain physicians and health care employees
- Provide education and resources to support health career advancement



A Deeper Dive - Workforce

Solutions:

- Must identify new areas where we can work with policymakers
- Major Areas; Streamlining Healthcare Service, Maximizing Resources, Promoting the Pipeline, Retaining the Talent

Streamlining	Maximizing Resources	Promoting the Pipeline	Retaining the Talent
<ul style="list-style-type: none">• Credentialing /Licensing Process Reforms• Prior Authorization Reform	<ul style="list-style-type: none">• Medicaid Reform• Telehealth Protections• Protect critically needed programs such as 340B• Mental Health Reimbursement Program	<ul style="list-style-type: none">• Offer loan repayment and scholarships at higher levels• Invest in educators at community and technical colleges• State investments in HOSA	<ul style="list-style-type: none">• Fund licensing renewal• Invest in educators at community and technical colleges• Childcare• Housing• Protect frontline workers• Agency Fairness

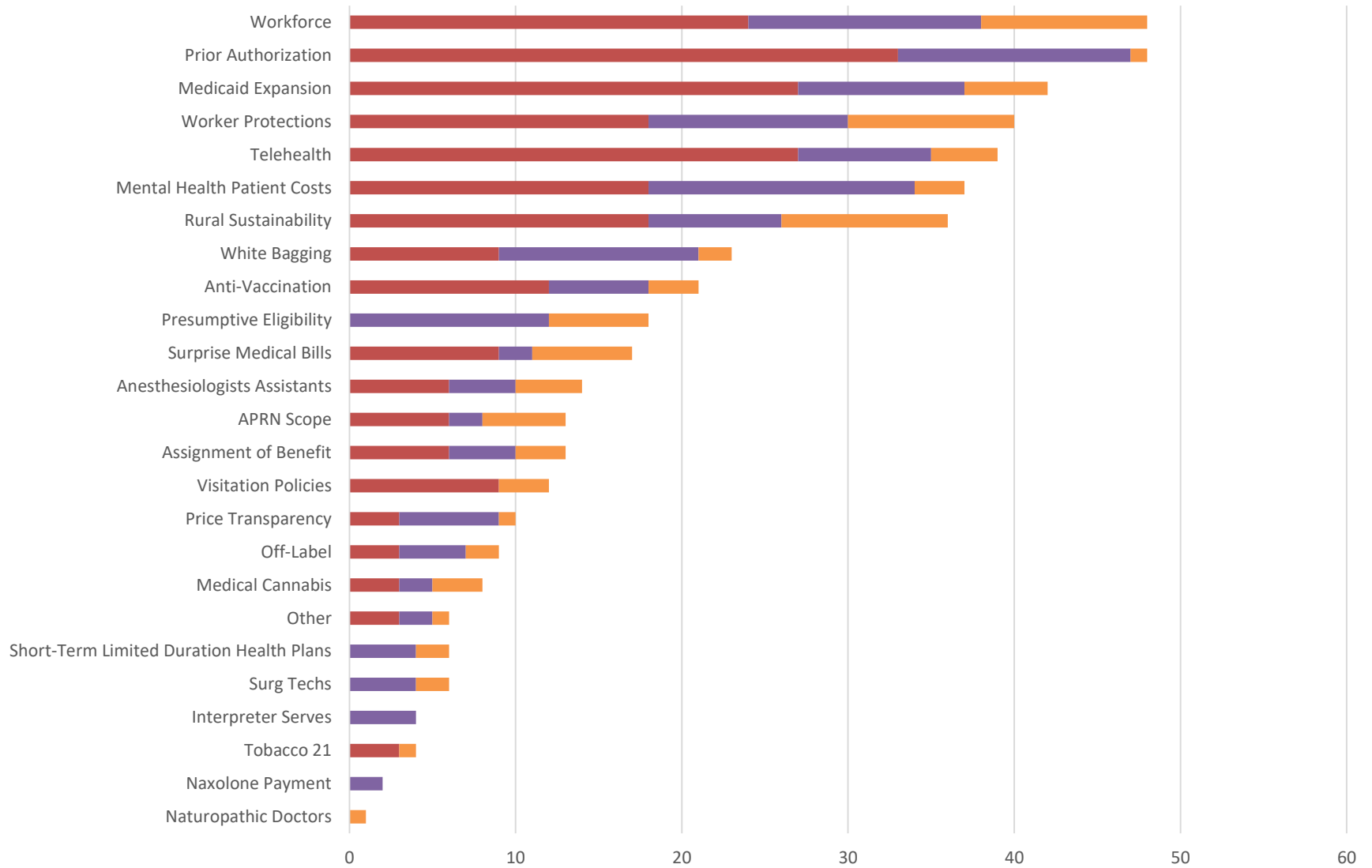
Nursing Leaders top Issues

- Staffing/Recruitment and Retention
- Survey Readiness/Regulatory Burden/Administrative Burden
- Behavioral Health Patient Bed Space and Transportation
- Medical Errors/Risk Liability
- EMS and Patient Transfers
- Protections of Healthcare Workers
- Travel Staffing Agencies
- Supply Issues

Chief Financial Officers top Issues

- Salary/Staffing/Supply Costs
- 340B and PBM Practices
- Medical Necessity Denials/Prior Authorizations
- Reimbursement Issues
- Provider Assessment
- Medicare Advantage
- Medicare Sequestration
- Surprise Billing

2023 State Issues Survey



**Kansas Hospital
ASSOCIATION**

■ Weighted 1-3 Priorities

■ Weighted 4-6 Priorities

■ Weighted 7-10 Priorities

2023 Top Policy Issues

- Workforce Issues
 - Streamlining
 - Licensing and Credentialing
 - Prior Authorization
 - Apprenticeship
 - Protections
 - Housing and Childcare
- Access Issues
 - Ensuring Telehealth usage remains an option for patients
 - Mental Health Capacity and Reimbursement
 - Overall Rural Sustainability
- Payer Practices
 - Reforming Prior Authorization
 - Medical necessity denials
 - Issues related to vertical integration: white bagging, 340B cuts
- Medicaid Reform
 - Expanding coverage
 - Addressing lagging rates
 - MCO Contract Renewals
- Patient Care
 - Ensuring transfers and EMS Services remain intact to support patient care along the full care continuum

Ways you can advocate?

Legislative Dinners

- November 10th Garden City
- November 15th Salina
- November 17th Hays
- November 28th Lenexa
- December 7 Pittsburg
- December 8 Wichita
- December 13 Topeka

Advocacy Day

- January 17 Topeka

Questions & Contacts



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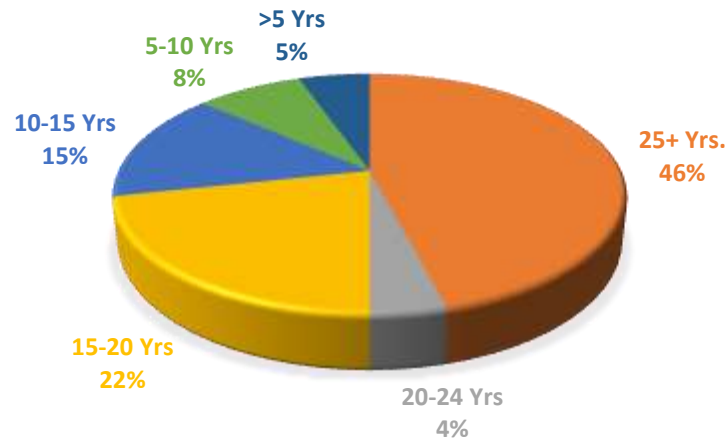
Additional KHA Education Opportunities

January 17	Advocacy Day Briefing (Topeka)
February 8	Corporate Compliance Workshop (Salina)
February 16	Infection Prevention Conference (Wichita)
March 2-3	Critical Issues Summit for Hospital Boards (Wichita)
April 3-14	KHA Spring District Meetings
September 7-8	KHA Annual Convention and Trade Show (Wichita)
October 2-13	KHA Fall District Meetings
November 16	Rural Health Symposium

KHA Workers' Compensation Fund

The KHA Workers' Compensation Fund has been providing workers' compensation insurance to members of KHA since 1991. The Fund has remained stable in the marketplace for 30 years and 87 percent of members have been in the Fund for more than 10 years.

KHA WC FUND MEMBERSHIP LOYALTY



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