The Quadruple Aim: Working Together, Achieving Success

Air Force Mental Health Staffing
Where We Were, Where We Are, and Where We Are Going

Air Force Medical Operations Agency
# Air Force Mental Health Staffing: Where We Were, Where We Are, and Where We Are Going

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**Sponsoring/Monitoring Agency:**

- [Name(s) listed]

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**Responsibility Person:**

- [Name]
Where We Were (and are)

- No AF approved manpower standard for MH
  - AF Manpower Agency is lead agent
  - AF/SG provides input
    - Product Line Analysis & Transformation Team
      - Systematic manpower modeling method using standardized data and external benchmarking
    - Medical Annual Planning & Programming Guidance
      - Annual review to direct POM development
  - Behavioral Health Optimization Program (BHOP) manpower “out of hide” from MH clinics
## Where We Are (Active duty)

<table>
<thead>
<tr>
<th>Active Duty</th>
<th>Authorized</th>
<th>Assigned (%) filled</th>
<th>AD Specialty: AD Pop. (authorizations)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatry</td>
<td>133</td>
<td>141 (106%)</td>
<td>1 : 2,479</td>
</tr>
<tr>
<td>Clinical Psychology</td>
<td>254</td>
<td>211 (83%)</td>
<td>1 : 1,298</td>
</tr>
<tr>
<td>Clinical Social Work</td>
<td>202</td>
<td>220 (108%)</td>
<td>1 : 1,632</td>
</tr>
<tr>
<td>Mental Health Nurse</td>
<td>33</td>
<td>29 (88%)</td>
<td>1 : 9,993</td>
</tr>
<tr>
<td>Psych Nurse Pract.</td>
<td>13</td>
<td>14 (108%)</td>
<td>1 : 25,368</td>
</tr>
<tr>
<td>Mental Health Tech.</td>
<td>729</td>
<td>804 (110%)</td>
<td>1 : 452</td>
</tr>
<tr>
<td><strong>Subtotals</strong></td>
<td><strong>1,364</strong></td>
<td><strong>1,419 (104%)</strong></td>
<td><strong>1 : 232</strong></td>
</tr>
</tbody>
</table>

As of 17 Dec 2010
AF Pop = 329,789
Source: AFPC Retrieval Applications Website
## Where We Are (AD & Civ)

### Table: Civilian/Contract Specialist Populations

<table>
<thead>
<tr>
<th>Civilian/Contract Specialist</th>
<th>AD Auth</th>
<th>Civ/Contr Auth</th>
<th>Total</th>
<th>TF Specialty: AD Pop. (authorizations)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatry</td>
<td>133</td>
<td>16</td>
<td>149</td>
<td>1 : 2,213</td>
</tr>
<tr>
<td>Clinical Psychology</td>
<td>254</td>
<td>129</td>
<td>383</td>
<td>1 : 861</td>
</tr>
<tr>
<td>Clinical Social Work</td>
<td>202</td>
<td>206</td>
<td>408</td>
<td>1 : 808</td>
</tr>
<tr>
<td>Mental Health Nurse</td>
<td>33</td>
<td>59</td>
<td>92</td>
<td>1 : 3,140</td>
</tr>
<tr>
<td>Psych Nurse Pract.</td>
<td>13</td>
<td>0</td>
<td>13</td>
<td>1 : 25,368</td>
</tr>
<tr>
<td>MH Technician</td>
<td>729</td>
<td>97</td>
<td>826</td>
<td>1 : 399</td>
</tr>
<tr>
<td><strong>Subtotals</strong></td>
<td>1364</td>
<td>507</td>
<td>1,871</td>
<td>1 : 176</td>
</tr>
</tbody>
</table>
Where We Are

- **Centrally Contracted Support**
  - 96 contracted providers to offset DPH role and for integrated primary care svcs (BHOP)
    - Currently running BHOP at 46 MTFs
    - Time limited (contracted through FY13)

- **Impact of Deployment**
  - MH only AFMS area deploying at 2-1 Dwell
  - 50 rotational deployments
  - Big impact for small MTFs & training prgms
    - Deployments target E-4 & E-5 (70%-80% manned)
    - Most MTFs have only one MH prescriber
Where We Are Going

- NDAA Section 714 – Add 25% AD
  - PHRAMS model + consultant input used to determine manpower mix

<table>
<thead>
<tr>
<th></th>
<th>PHRAMS Recommendation</th>
<th>Proposed Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatry</td>
<td>+155</td>
<td>+18</td>
</tr>
<tr>
<td>Psychology</td>
<td>+97</td>
<td>+31</td>
</tr>
<tr>
<td>Social Work</td>
<td>+222</td>
<td>+79</td>
</tr>
<tr>
<td>Psych NP</td>
<td>-2</td>
<td>+27</td>
</tr>
<tr>
<td>Psych Nurse</td>
<td>+61</td>
<td>+15</td>
</tr>
<tr>
<td>MH Technician</td>
<td>+85</td>
<td>+169</td>
</tr>
</tbody>
</table>
Where We Are Going

- Augmentation laid out through FY16
- Recruitment and Accession
  - New pays authorized for Mental Health
  - Increase recruiting requirements over time
  - Increase HPSP/HPLRP scholarships
  - Investigate additional residency locations
Where We Are Going

- AF/SG provided contractors to AFMA to develop MH manpower standards
- AF and PHRAMS
  - To date has been used as an analysis tool in combination with other data and input
  - AFMA needs to validate and approve before it can used as a manpower model