



**Department
of Health**

**Office of
Health Insurance
Programs**

Delivery System Reform Incentive Payment

Overview and Workforce Requirements

Peggy Chan, DSRIP Program Director

March 13, 2019

MRT WAIVER AMENDMENT

- Medicaid Redesign Team convened January 2011 to develop an action plan to reshape the Medicaid system to reduce avoidable costs and improve quality.
- In April 2014, Governor Andrew M. Cuomo announced that New York State and CMS finalized agreement on the MRT Waiver Amendment.
- Allows the state to reinvest \$8 billion of the \$17.1 billion in federal savings generated by MRT reforms.
- The MRT Waiver Amendment will:
 - ✓ *Transform the state's Health Care System*
 - ✓ *Bend the Medicaid Cost Curve*
 - ✓ *Assure Access to Quality Care for all Medicaid members*

DSRIP Overview and Goals

DSRIP is an incentive payment program that rewards providers for performance on delivery system transformation projects that improve care for low-income patients

**Reduce
avoidable
hospital use
by 25% over 5
years**

**Increase
collaboration
across
providers**

**Incentive
payments
based on
performance
and outcomes**

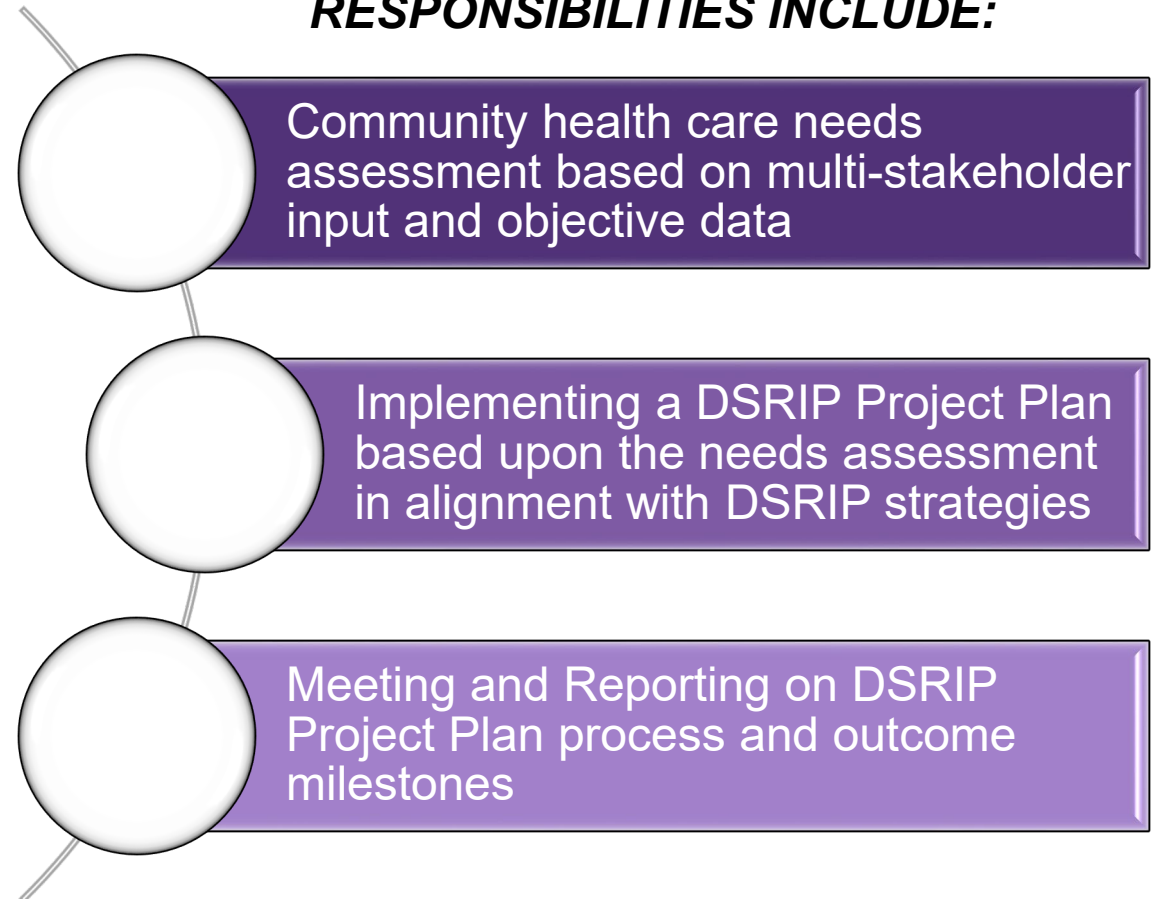
**Transition
Medicaid
payments to
80% to Value
Based
Payment**

DSRIP was built on CMS and State goals in the triple aim: Better Care, Better Health, Lower Costs

Over 5 Years, 25 Performing Provider Systems Will Receive Funding to Drive Change

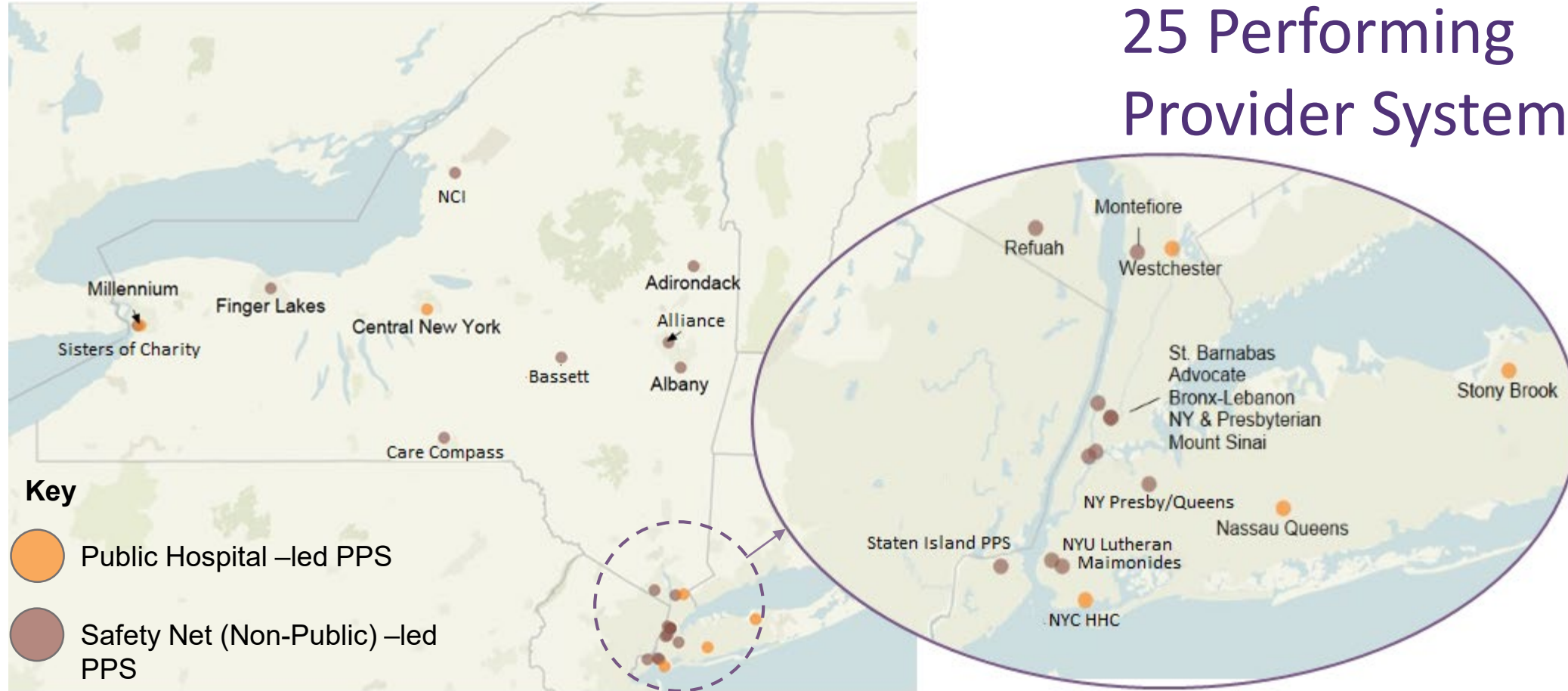
- A PPS is composed of regionally collaborating providers who will implement DSRIP projects over a 5-year period and beyond
- Each PPS must include providers to form an entire continuum of care
 - Hospitals
 - PCPs, Health Homes
 - Skilled Nursing Facilities (SNF)
 - Clinics
 - Mental Health/Substance Abuse Providers
 - Home Care Agencies
 - Community Based Organizations
- Statewide goal:
 - Reduce avoidable hospital use by 25%
 - 80-90 percent of Medicaid managed care payments shift from fee-for-service payments to value based payments
- Current State – Pay for Performance Phase

RESPONSIBILITIES INCLUDE:



Performing Provider Systems (PPS)

25 Performing Provider Systems



DSRIP Project Plan: Organizational Components

5. PPS Workforce Strategy (20% of DSRIP Project Plan: Organizational Components value)

- The PPS Workforce Strategy section provides a description of the anticipated impacts on the PPS' workforce as a result of the implementation of their chosen projects.
- The PPS Workforce Strategy section consists of **seven** subsections:
 - **Section 5.1: Detailed Workforce Strategy identifying all Workforce Implications of PPS (20% of Section 5 points)** requires narrative on the anticipated impacts that DSRIP will have on the workforce including a summary of how the existing workers will be impacted, a plan to minimize workforce impact, a description of any workforce shortages, and the identification of the percent of employees that will be impacted by redeployment, retraining, and new hires.
 - **Section 5.2: Retraining Existing Staff (15%)** requires narrative on the expected retraining to the workforce including the process for identifying employees and job functions to be retrained, and the percent of retrained employees that will achieve full and partial placement.

DSRIP Project Plan: Organizational Components

5. PPS Workforce Strategy (20% of DSRIP Project Plan: Organizational Components value) (Cntd.)

- **Section 5.3: Redeployment of Existing Staff (15%)** requires narrative on the expected workforce redeployments including the process for identifying employees and job functions to be redeployed.
- **Section 5.4: New Hires (15%)** requires an itemized list of the new jobs that will be created as a result of the implementation of the DSRIP program and projects.
- **Section 5.5: Workforce Strategy Budget (20%)** requires the identification of the planned spending for workforce strategy over the five year DSRIP period by type (retraining, redeployment, recruiting and other).
- **Section 5.6: State Program Collaboration Efforts (5%)** requires narrative on any plans to utilize existing state programs in the implementation of the workforce strategy.
- **Section 5.7: Stakeholder & Worker Engagement (10%)** requires narrative on the stakeholder and worker engagement process including steps taken to engage stakeholders in developing the workforce strategy.