

INTEGRATED BEHAVIORAL HEALTH

101

A young woman with long, dark, curly hair, wearing light blue scrubs, is smiling and holding the hand of an elderly woman with short, grey hair, wearing a beige sweater. They are standing outdoors in a grassy area with trees in the background. The text "What is IBH?" is overlaid in large white font across the center of the image.

What is IBH?

WHAT IS IBH?

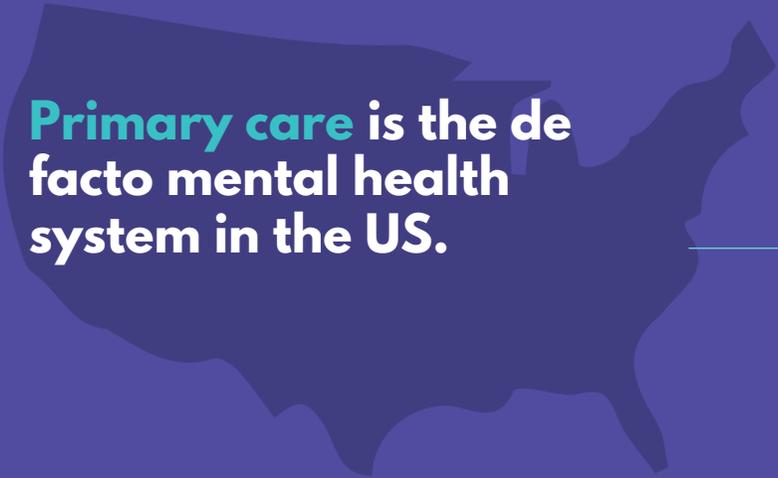
BH clinicians, case managers and psychiatrist are embedded within the medical setting. Patients can make their own appointments or can be referred by any staff or the medical provider.



Patients can get BH care on the same day as they see a medical provider, or at different times. BH and medical providers are on the same team, on the same EHR and communicate regularly about shared patients.

A young Black woman in a pink shirt is looking towards a young white woman in a blue and red plaid shirt. The white woman has her hands covering her face, suggesting she is crying or distressed. The background is a plain, light-colored wall.

Why do it?



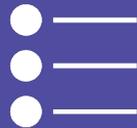
Primary care is the de facto mental health system in the US.



PCPs prescribe 80% of psychotropics

Most people with BH needs **never seek help** in a mental health setting.

People prefer to see a counselor at **their primary care site.**



Health outcomes are better when BH conditions are treated concurrently with medical conditions.



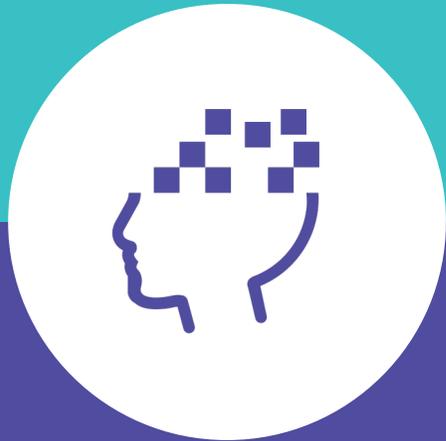
Medical provider job satisfaction improves. Due to multidisciplinary comradery, support for working with people with mental health and substance use disorders, knowing patients are getting the care they need.

A woman with blonde hair, wearing a maroon long-sleeved top, is speaking and gesturing with her hands. She is looking towards another woman whose back is to the camera. The second woman has long, wavy brown hair and is wearing a white lab coat. The background is a plain, light-colored wall.

**What do BH
clinicians do?**

BH clinicians have different experience and training, however most can **assess, diagnose and treat depression, anxiety disorders, substance use disorders, other mood disorders.**

They provide care for:



**Adjustment
Disorders**



**Stress &
parenting
difficulties**



**Childhood
behavioral health
conditions**



**BH PROVIDERS
ADDRESS SOCIAL
DETERMINANTS
OF HEALTH.**

BH providers also intervene to support patient behavior changes, such as adherence to medical recommendations, smoking cessation and weight loss. **They provide therapy to patients individually, as couples, families, and often facilitate groups.**





**How many BH
clinicians should we
hire?**



60% of a Medicaid population have behavioral health needs.

This means at least 1 BH provider to every 2 PCPs.



Most primary care organizations take a few years to get up to this ratio. The staffing plan should include operational staff to support Behavioral Health Services.



A group of diverse business professionals are gathered around a wooden conference table. A man in a blue and white checkered shirt is shaking hands with a woman in a grey sweater. Other people, including a woman in a striped shirt and a man in a brown shirt, are seated at the table. The table is cluttered with papers, laptops, a coffee cup, and a small potted cactus. The background is a modern office setting with large windows and a grey wall. A large, stylized, semi-transparent watermark of a hand is visible in the background.

Who do we hire?



**Licensed Clinical
Social Workers &
Associate Social
Workers**



**Licensed
Psychologists &
Licensed
Marriage and
Family
Therapists**



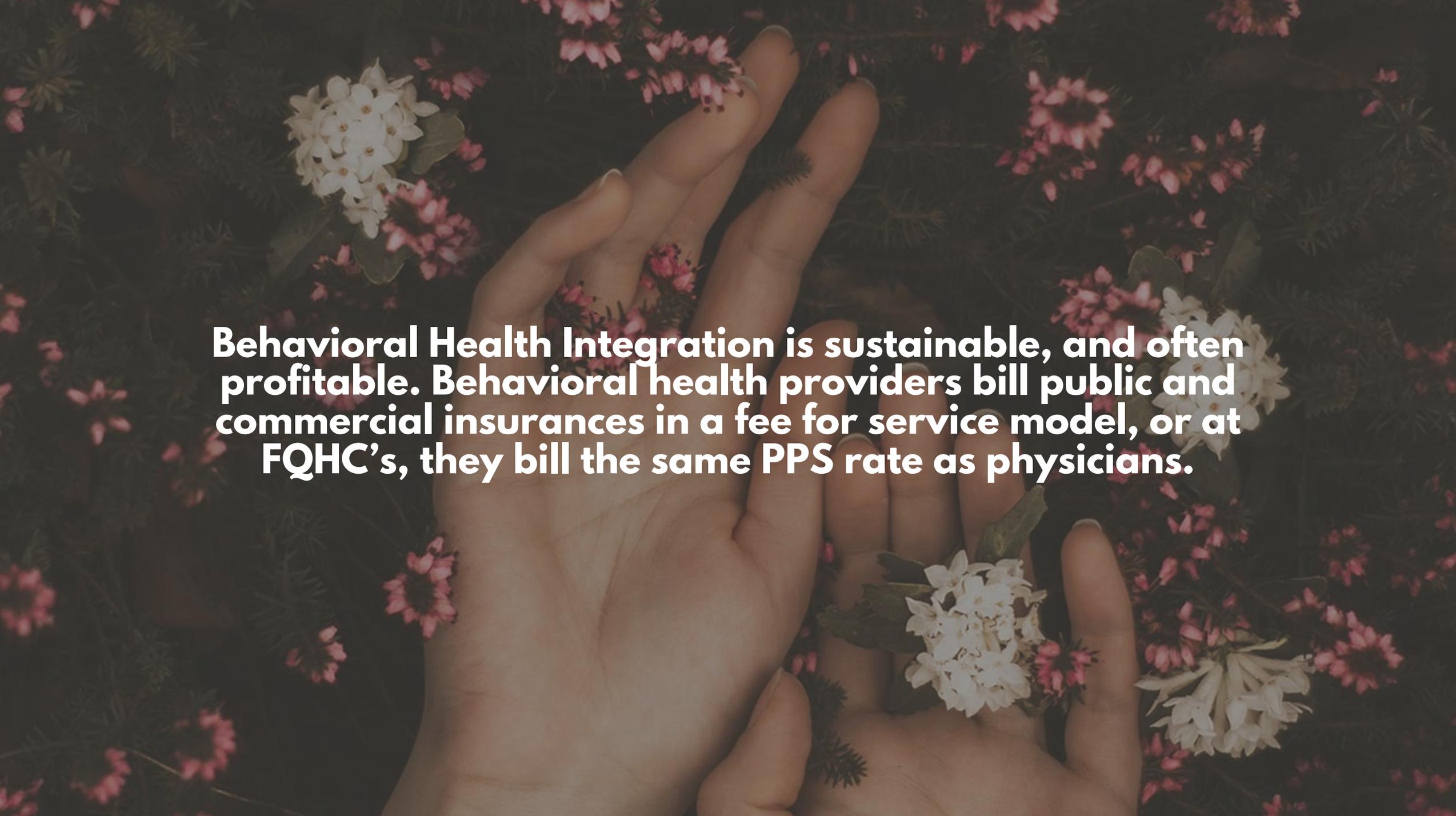
**BH Case Mangers
& Care
Coordinators**



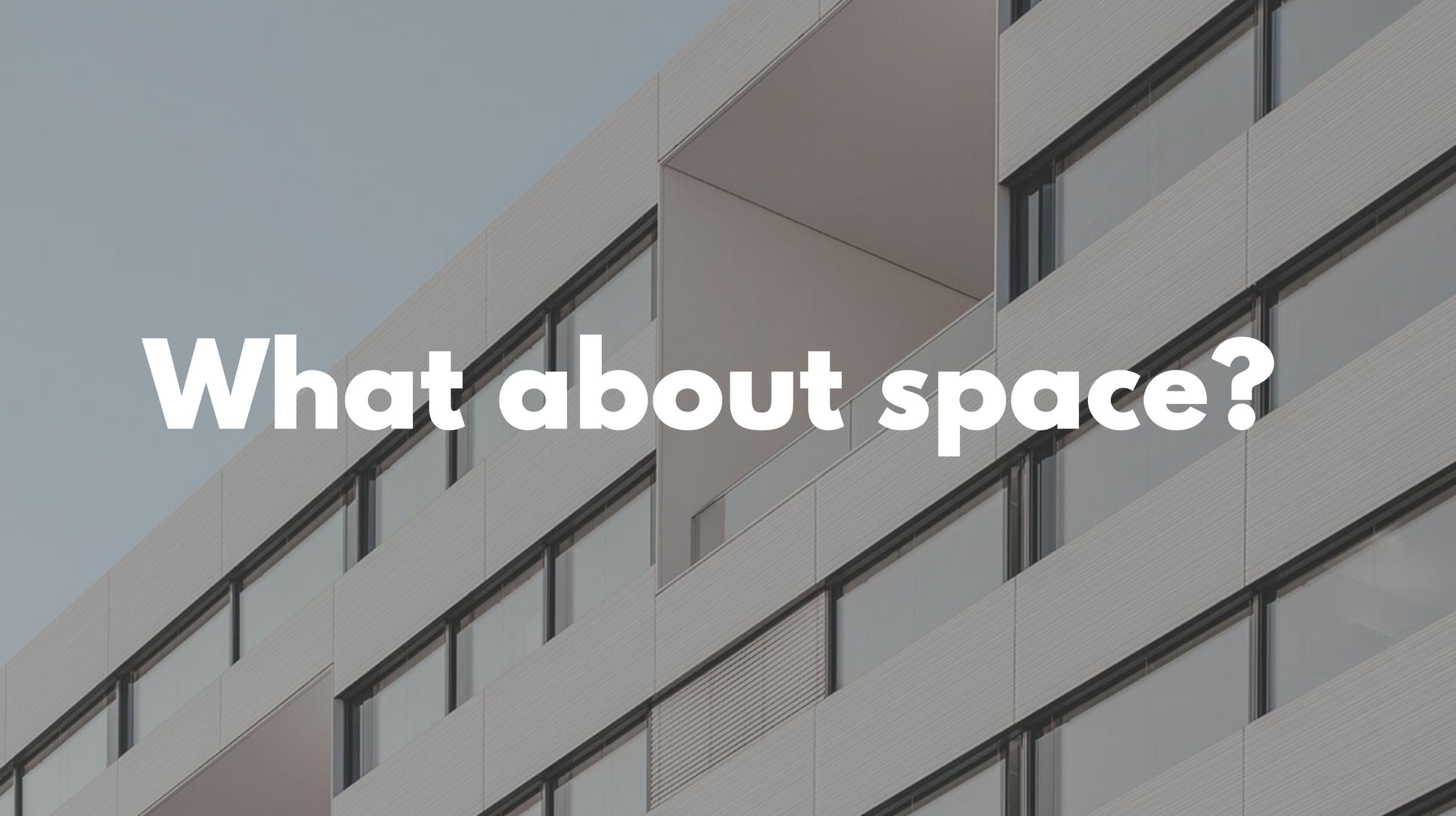
**Psychiatrists and
Psychiatric Nurse
Practitioners**

The image features two hands, one on the left and one on the right, positioned to form a heart shape. The hands are light-skinned and are set against a dark, textured background that resembles a rock surface. A faint, semi-transparent geometric pattern of overlapping circles and lines is visible in the upper right quadrant. The text "How does it get paid for?" is overlaid in a large, white, sans-serif font on the left side of the image.

**How does it
get paid for?**

A pair of hands is shown from a top-down perspective, gently holding several small, delicate flowers. The hands are positioned in the center of the frame, with fingers slightly spread. The flowers are a mix of small white blossoms and tiny pink buds, some of which are resting in the palms and between the fingers. The background is a dark, almost black, textured surface, possibly a fabric or paper, which makes the light-colored flowers and skin stand out. The overall mood is soft and nurturing.

Behavioral Health Integration is sustainable, and often profitable. Behavioral health providers bill public and commercial insurances in a fee for service model, or at FQHC's, they bill the same PPS rate as physicians.

A photograph of a modern building facade with a grid of windows and a central overhang. The text "What about space?" is overlaid in white, bold font.

What about space?

WHAT ABOUT SPACE?

BEHAVIORAL HEALTH TREATMENT ROOM

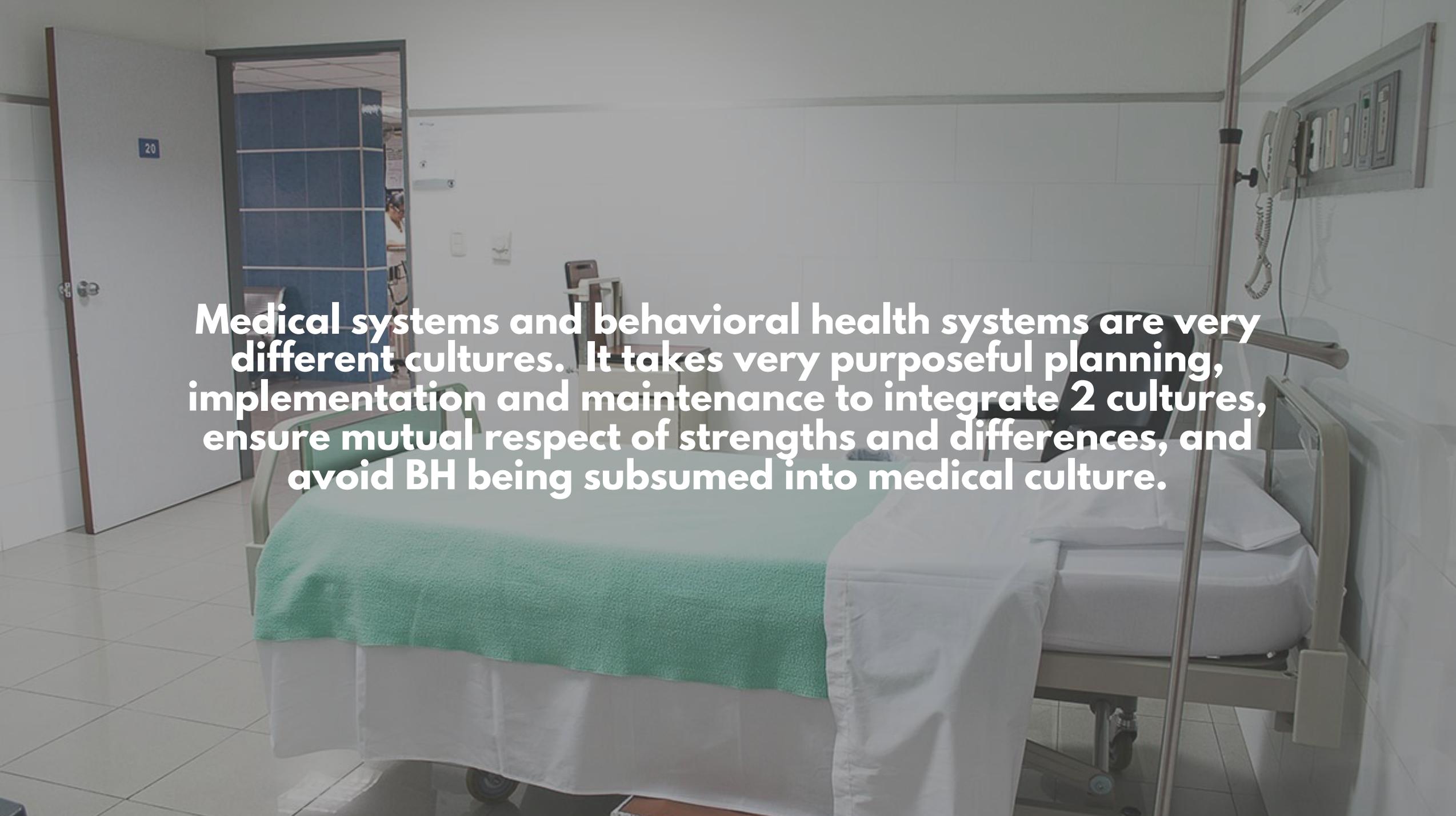
Behavioral Health treatment rooms are ideally located as **close as possible to the medical exam rooms.**



It is important to be purposeful about BH treatment rooms, as the environment effects health outcomes. **The behavioral health treatment rooms need to have couches or soft chairs, soft lighting, a desk, and children's toys.**

A person is shown from the chest up, focused on stacking a tower of wooden blocks. The blocks are light-colored wood with some faint markings. The person's hands are visible, carefully placing a block on top of the stack. The background is blurred, showing other people in a room. The overall lighting is warm and slightly dim.

**What is so
hard about it?**

A photograph of a hospital room. In the foreground, a hospital bed is visible, covered with a white sheet and a green blanket. To the right of the bed is a metal stand with a telephone and other medical equipment mounted on it. In the background, there is a white door with a blue sign that says '20' and a window with blue blinds. The room has white tiled walls and a light-colored tiled floor.

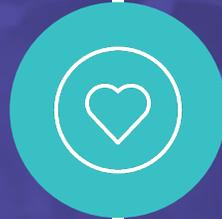
Medical systems and behavioral health systems are very different cultures. It takes very purposeful planning, implementation and maintenance to integrate 2 cultures, ensure mutual respect of strengths and differences, and avoid BH being subsumed into medical culture.



What are the most important things to be successful?

Hiring the right BH people- those who like doing something different, working at a faster pace, can work on a team, and are strong clinicians.

Hiring enough BH clinicians to meet the need (not just a few).



Hiring a **Chief Behavioral Officer**, not just clinicians who answer to a medical leader

Ensuring operational & administrative integration, not just clinical integration.

**For more useful resources
please visit:**

www.emorrisonconsulting.com

