Health Care Delivery Models and Nursing Practice

Sample Solution

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There have been tremendous advancements in the healthcare industry for improving the quality of care and making healthcare more accessible and affordable. More and more advancements are stressing on the importance of increasing the role of nurses across full spectrum of healthcare. Nurses are quite critical in the overall ecosystem and works closely with almost all the stakeholders like patients and healthcare professionals. They are aware of ground challenges and the drawbacks of the healthcare system and policies and can be instrumental in improving the overall system subjected to increase of their role across full spectrum of care including management and leadership positions (Hirschman, Shaid, McCauley, Pauly & Naylor, 2015). This paper discusses about the emerging trends and how these trends will transform the nursing practice, importance of professional nursing leadership and management roles for improving quality of care in diverse healthcare settings as well as healthcare law of Accountable Care Organizations (ACOs) and pay for performance system aimed at improving the quality and efficiency of healthcare and restructuring the role of the nurses in the overall delivery.

**Current Healthcare Law of Accountable Care Organizations**

An accountable care organization (ACO) is a group of doctors, health clinics, hospitals and all other healthcare provides who have jointly taken the responsibility for improving patient’s experience of care, improving population health, reducing the total cost of care and improving the work life of care provider. This model will ease the pressure on the healthcare industry of the country and helps in combating the shortages of doctors and nurses to some extent as it will reduce the duplicative or unnecessary services and moreover improving quality of care means less resources will be used per patients. With this model, patients would definitely get cost advantage and improved care. The successful implementation of this model requires strong leadership of care team and nurses must play bigger role in this spectrum to develop integrated approach (Del Prato, 2017).

**Pay for Performance and Patient Outcomes**

 Pay for Performance (P4P) is one of the latest trend in the healthcare industry that provides financial incentives for healthcare providers for achieving improved outcome or whenever patient met a quality goal. Pay for performance shift the focus from the traditional delivery method where doctors are paid a fixed amount irrespective of the health outcome to a more result oriented high quality care delivery. Apart from this, incentives are also tiered and higher payouts will be given when the patients who are sicker or uninsured met quality goals.

 This trend is part of many other trends that are taken to improve the quality of care. With this system, healthcare providers are motivated to achieve positive patient outcome. The successful transition to this pay for performance system required massive support from the nurses as they are closest to the patients and plays most important part in helping the patients in achieving the desired health outcome. Nurses will also be unbiased while measuring the health outcome of the patient and acts a bridge between patients and doctors (Blumenthal & McGinnis, 2015).

**Professional Nursing Leadership and Management Roles**

 With these transformative programs like Accountable Care Organizations (ACOs) and Pay for performance (P4P), it is evident that the role of nurses will going to increase in the coming times for the successful implementation of these programs. Not only this, these programs also requires strong leadership support especially accountable care organization to drive the care across different stakeholders. Therefore, nurses are expected to take leadership and management positions and works proactively to understand the healthcare system in a holistic manner from everyone point of view. Nurses will play an important role in driving care, improving patient outcome and acts a bridge between patient’s expectation and providers (Delaney et al., 2018). Also, as there is shortage of nurses in the industry, nurses can also try to automate the basic operational things by making use of technology so that their time can be leveraged in tactical and strategic areas.

**Emerging Trends**

 There have been a lot of challenges in the healthcare industry and this industry is also constantly evolving to address these challenges. The recent trends in the healthcare industry has the potential to solve multiple problems like addressing the shortage of doctors, improving the outcome of patient health as well as easing the financial burden on the patients. Development of ACOs has been one of the significant trend that can address multiple problems and bring the common responsibility across the spectrum of care. Today, the policies are also quite holistic and instead of focusing on individual stakeholder, they have been designed in keeping the entire continuum of care. Managed care appears to be the solution beneficial for country, patients as well as entire healthcare community (Delaney et al., 2018).

 Today, nurses are the main care providers but their presence in management and leadership positions are limited. There is also shortage of nurses. Thus, it is important that nursing practice should support these trends by showing their proactivity and readiness for acquiring new roles and making these initiatives a success. Nurses should also be able to work in an independent manner with minimal guidance to lead the programs like managed care and nursing homes. They should also be able to do some minor physicians work in absence of physicians. At the same time, nurses have to work for themselves by bringing the solutions and ideas to automate the operational things so as to reduce the shortage of nurses so that they will be ready to take higher roles. Nurses also have to focus on developing their competencies like certifications, focus on higher education, involvement in research and work across entire continuum of care (Patel, Jaén, Stange, Miller, Crabtree & Nutting, 2015).

**Conclusion**

 Nurses can really make difference in the healthcare delivery in the country. Most of these initiatives that are capable of transforming healthcare dynamics requires the active participation from the nurses. With their experience of working at ground level closely with the patients, they are aware of the challenges and can contribute in policy making and decision making to address these challenges. Thus, nurses must be proactive in taking up the leadership positions and contribute in the entire continuum of care.

**References**

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