

Request for Information (RFI) Response Summary  
RFI No. AMHD 420-3-11  
Locum Tenens Psychiatry Services  
Statewide

A Request for Information for statewide Locum Tenens Psychiatry Services for individuals with severe and persistent mental illness and for those with co-occurring substance abused issues was issued on April 28, 2011.

Written feedback was received from seven (7) respondents. Below is a summary of the responses received through this process as they relate to the questions from the RFI.

1. Does your organization currently provide the types of services described above to adults in the State of Hawaii?

*All seven (7) respondents do not currently provide Locum Tenens Psychiatry Services. However, of the seven respondents, two (2) respondents provided contracted services for the Adult Mental Health Division (AMHD). One respondent provided Locum Tenens Psychiatry services on the islands of Oahu and Hawaii and the other on the island of Oahu only.*

2. If an RFP were issued for Locum Tenens Psychiatrist services in the State of Hawaii, would you be interested in submitting a proposal?

*All seven (7) respondents stated they would be interested in submitting a proposal.*

3. On which island would you be interested in providing services? Are there any specific geographic regions which you would prefer to focus or any geographic exclusions on the island for which you would not provide services? If necessary, would you be able to provide Locum Tenens Psychiatrist services outside of your current covered geographic area?

*Four (4) of the responding organizations stated they would be interested in providing service on all islands; two (2) respondents would like to provide services on Oahu and Maui; and one (1) respondent would prefer Oahu only.*

4. What would be the challenges in creating a Locum Tenens Psychiatrist Program as described above (i.e. staffing, funding, etc.)? Please explain the challenges in the areas that you have identified.

*The challenges stated by the majority of the respondents were funding, staffing recruitment and cultural differences.*

a. *Funding*

1. *The AMHD should consider providing service utilization and expenditure projections in the RFP to assist applicants in preparing their proposal applications.*
2. *The AMHD may consider funding to include an all-inclusive rate that will allow the cost of airfare, especially if the provider will need to travel from island to island. Also, for consideration is the cost of licensing candidates.*
3. *In developing the reimbursement rate, consideration should be given to the cost of malpractice insurance, employee benefits, and other employee costs normally associated with retaining the AMHD's own psychiatric staffing as part of the AMHD's cost principles analysis.*
4. *Difficulty in filling positions with short notice and short assignment periods. To compensate for the cost involved in lodging and transportation, a minimum assignment period may be helpful in recruitment of providers. For assignments that entail short notice of shorter assignments, providers can be compensated at a higher rate.*
5. *The AMHD should include a case management assessment and case management follow-up encounters as additional service units in the reimbursement schedule.*

b. *Staffing*

1. *Staffing for service during normal business hours should require at least one (1) month's advance notice and the agency's ability to respond to crisis and emergencies in a timely manner.*
2. *Another concern is maintaining a sufficient supply of psychiatrists for assignments and meeting the AMHD's criteria and setting. Awarding multiple agencies will increase the availability of psychiatrists that may work with only one firm. The option of paying for airfare to/from their locations (i.e. Texas, California) will dramatically increase the pool of psychiatrists.*

c. *Cultural Differences*

1. *Cultural competency as well as knowledge of available social support networks should be considered as primary components in scoring proposals.*

2. *Unique cultural differences may vary from site to site and the importance of the program to communicate their specific needs to the provider is imperative. Cultural awareness recognition and the ability to link health services play an important role in promoting recovery and rehabilitation.*
  
5. Are you are aware of any local demographic concerns, resource issues, or other special conditions in your geographic or current service area that AMHD should take into consideration in developing a RFP for Locum Tenens Psychiatry services? If yes, please describe.

*Of the seven (7) respondents, five (5) did not have any comments. One (1) respondent suggested a call rate for hospital work or any other on-call work and compensation for overtime if the physician works more than forty (40) hours in a week or more than eight (8) hours in a day. The other respondent suggested that the AMHD should consider developing an RFP as a gap-filling measure to provide crisis and after-hour services during the times AMHD's centers are not open or unable to provide services.*

*Summary:*

*This RFI is intended to procure psychiatry services. A separate RFI addressed case management and case management follow-up encounters.*

*The AMHD is considering fixed rates for services that are inclusive of the cost of airfare, lodging and transportation. While a minimum of one month's advance notice for placements seems to be a good standard, the AMHD would like to have the flexibility to make emergency placements, if required. This same flexibility is required for assignment placements. The AMHD will instruct the HSH and CENTERS to provide orientations to locum tenens placements that will include cultural differences that pertain to that specific location.*