



Community Health Needs Assessment Implementation Strategy 2016

Priority concerns found in the July 2016 Community Health Needs Assessment have emerged the five following; attracting and retaining young families, adult alcohol use and abuse, adequate childcare services, depression, and youth alcohol use and abuse.

The survey also revealed that the biggest barriers to receiving health care as perceived by community members were not enough specialists (n=34), not able to see the same provider over time (N=32), not enough evening or weekend hours (N=28), not enough doctors (N=19), and concerns about confidentiality (N=16).

Attracting and Retaining Young Families:

St. Luke's Medical Center consistently recruits staff to the area educating on the scholarship and student loan repayment programs available for those interested in the nursing field. This includes CNA's, LPN's, and RN's. We currently offer up to \$5000 to anyone desiring to attend nursing school with priority given to current St. Luke's employees. In addition, for every year worked at St. Luke's a nursing school graduate will receive \$2500 per year student loan repayment up to a maximum of \$12,500. Those desiring to attend the Certified Nurses Aid course which we partner with Williston State College to provide, sees a scholarship of \$650 upon acceptance of a one year service agreement with St. Luke's.

Adult alcohol Use and Abuse:

St. Luke's Medical Center has partnered with CHI St. Alexius to provide employees with an employee assistance program whereby they and any immediate family member under the age of 27 may utilize 8 free sessions annually. Addiction counselors also provide webinars and group educational services to our employees twice a year at no fee and any other time at a minimal travel charge. Likewise, we have partnered with a new addiction counselor who meets clients weekly in Crosby for services and are currently working with a local Alcoholics Anonymous group to provide meetings weekly in the area versus the current monthly status.

Adequate Childcare Services:

Although, at this time, St. Luke's Medical Center is not able to provide childcare services, a great deal of time is spent working with the current local center, Crosby Kids Daycare to financial assist them in providing services. One example is donating 100% of all proceeds from the St. Luke's and Friends Annual Crosby Color Splash Family 5k Fun Run/ Walk.

Depression:

Our providers continue to find new ways to screen patients for depression. We have a depression screening tool integrated into our electronic medical record to make the process quick and easy for the patient. Yearly exams include discussion on mental health and the possible need for treatment. We continue to try and expand our

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treatment options in the community by working with public health, licensed counselors, etc to find ways to bring the services needed to the community. The idea of telemedicine has also been discussed and is a potential option in the future.

Youth Alcohol Use and Abuse:

Addiction services for the young have certainly been a point of discussion in the community. We have worked with a group of community services to try and obtain a grant to continue to study and work towards improvement and this was unfortunately turned down. A new addiction counselor has entered the community and will provide care for chemical addiction and substance abuse in all ages. St Luke's will continue to work with and encourage our law enforcement and ambulance services to provide community education and demonstrations related to youth alcohol use and motor vehicle accidents.

Perceived Biggest Barriers to Receiving Healthcare:

Not Enough Specialists – We continue to work with regional providers regarding the potential to offer specialty services periodically at the clinic. Additional services have been added in 2016, including pulmonary function testing for those with breathing difficulties and the availability of others providing bone injection therapy services in order to keep this service local.

Not able to see the same provider over time – With the employment of an additional two providers this year and one in late 2015, we are able to now provide consistent care with the same provider in order to achieve the continuity of care the community desperately requested and needs. We now have a total of four providers who are employed by St. Luke's Medical Center and two providers who join our locum team monthly performing outpatient scope procedures, oversight, and nursing home visits.

Not enough evening or weekend hours – Expanded clinic hours continues to be discussed and we will continue to work towards a solution that will serve both St Luke's and the community well.

Not enough doctors – this has been addressed by St. Luke's Medical Center and we are confident that the community now sees a dramatic difference in the continuity of their care and appointment availability.

Concerns about confidentiality – We pride ourselves in being HIPAA compliant. St. Luke's staff participates in annual training on HIPAA compliance. We have a designated HIPAA Compliance Officer and continue to stay apprised of regulation changes and work continuously to expand this program.