

## Incentives for Evidence-Based Psychotherapy Use

The clinical work of providers within military behavioral health clinics is influenced by several factors such as educational background, theoretical orientation, and past supervision and training experiences. However, the VA/DoD Clinical Practice Guidelines are clear that evidence-based psychotherapies (EBP) identified as strongly recommended for conditions should be offered to patients whenever possible. To continue dissemination of EBPs within the Military Health Services, clinics may need to identify provider incentives for implementation of appropriate EBPs. When clinic leadership sets EBP targets as part of the overall clinic goals, it helps to facilitate the process of proposing provider incentives. One way that clinic managers can set clinic EBP goals might look something like: "Increase the percentage of patients diagnosed with PTSD receiving a Level A EBP from X to Y." Let's examine some potential benefits clinics can offer providers who are utilizing EBPs.

### Public Recognition

- Use staff meetings to highlight providers integrating EBPs into clinical practice and those regularly using EBPs with most cases.
- Stay away from publicly calling out providers with low rates of EBP utilization as this will negatively impact morale.



### Balanced or Lower Workload

- Reduce other workload areas for providers who are implementing EBPs to provide sufficient time for consultation, session preparation, and the provision of the EBP.
- Since Prolonged Exposure sessions are recommended to be 90 minutes, if there is a minimum number of appointments required on a provider's template/schedule, then it makes sense to decrease to that minimum to balance out the increased time for doing the EBP.
- Providers newer to EBPs require more time for consultation and to prepare for sessions, which can be taken into account when assigning workloads.
- Additional possibilities: decreasing the number of intakes or follow-ups per week or reducing collateral duties.

### Performance & Financial Rewards

- Submit staff who are routinely utilizing EBPs for performance awards.
- Offer financial bonuses for eligible civilian providers.
- Civilians and uniformed providers may be given a free day of leave.
- Regularly issue letters of appreciation, recognize as staff of the month, & give high marks on performance reports.
- Uniformed providers can list EBP utilization as bullets on performance evaluations. A provider using EBPs could write "Helped clinic meet its goal of 75% of PTSD cases receiving a Level A recommended EBP therapy," or a clinic leader could showcase the improvements in EBP utilization they spearheaded.



### Toolkit Items

The toolkit items available to you that can help with this include a sample letter of appreciation for contractors who are delivering EBPs and a sample write-up for recognizing civilian providers delivering high levels of EBPs.