How do we improve clinical labor productivity in healthcare delivery?

Clinicians represent **37+%**

Clinical support staff **21+%**
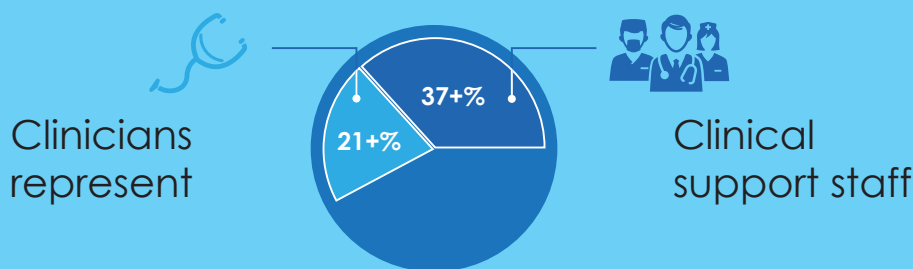
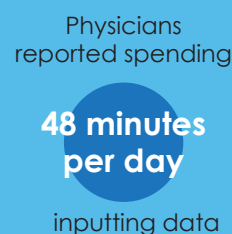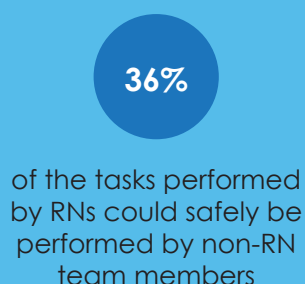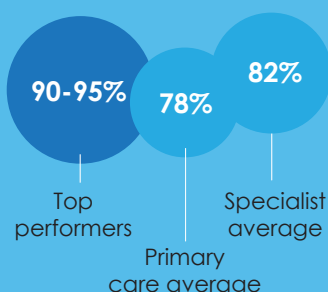15.8 million individuals in the workforce

How does the clinical staff break down?

What are the ways to improve clinical labor productivity?

1 Accessing additional existing capacity within the current workforce

- **90-95%** Top performers
- **78%** Primary care average
- **82%** Specialist average

2 Improving the allocation of tasks based on skill mix

36% of the tasks performed by RNs could safely be performed by non-RN team members

3 Increasing the use of technology to automate certain tasks and enhance efficiency

Physicians reported spending **48 minutes per day** inputting data

Physicians spend **38%** of their clinical time documenting and reviewing records in their EHR systems
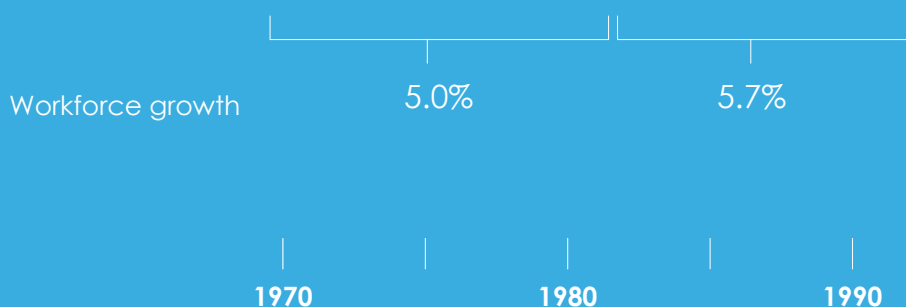
Other industries have done this

Legal industry example

Paralegals introduced in the legal industry (1971), though labor productivity remained low

Labor productivity in the legal industry rose dramatically while workforce continued to grow

Workforce growth

5.0%

5.7%

1970   1980   1990

43,100 primary care physicians

61,800 specialists

Projected shortage

90% +   100%

Doing this

would nearly eliminate the projected physician shortage

Addressable by 95% schedule density

To learn more, visit mckinsey.com to read
The Productivity Imperative for Healthcare Delivery in the United States