

Department of Veterans Affairs Office of Inspector General

Office of Healthcare Inspections

Report No. 14-00223-93

Community Based Outpatient Clinic and Primary Care Clinic Reviews at VA Eastern Colorado Health Care System Denver, Colorado

March 18, 2014

Washington, DC 20420

To Report Suspected Wrongdoing in VA Programs and Operations Telephone: 1-800-488-8244

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Glossary

AUD alcohol use disorder

CBOC community based outpatient clinic

DWHP designated women's health provider

EHR electronic health record EOC environment of care

FY fiscal year

MH mental health

MI motivational interviewing
MM Medication management

NA not applicable

NM not met

OIG Office of Inspector General
PACT Patient Aligned Care Teams

PCC primary care clinic
PCP primary care provider

RN registered nurse

VHA Veterans Health Administration

VISN Veterans Integrated Service Network

WH women's health

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Executive Summary

Review Purpose: The purpose of the review was to evaluate selected patient care activities to determine whether the community based outpatient clinics (CBOCs) and primary care clinics (PCCs) provide safe, consistent, and high-quality health care for our veterans. We conducted site visits during the week of January 13, 2014, at the following CBOCs, which are under the oversight of the VA Eastern Colorado Health Care System and Veterans Integrated Service Network 19:

- La Junta CBOC, La Junta, CO
- Lamar CBOC, Lamar, CO

Review Results: We conducted four focused reviews and had no findings for the Environment of Care and Designated Women's Health Provider Proficiency reviews. However, we made recommendations in the following review areas:

Alcohol Use Disorder. Ensure that CBOC/PCC:

 Registered Nurse Care Managers receive motivational interviewing and health coaching training within 12 months of appointment to Patient Aligned Care Teams.

Medication Management. Ensure that CBOC/PCC staff:

- Document that medication reconciliation was completed at each episode of care where the newly prescribed fluoroquinolone was administered, prescribed, or modified.
- Provide medication counseling/education that includes the fluoroquinolone.

Comments

The VISN and Facility Directors agreed with the CBOC and PCC review findings and recommendations and provided acceptable improvement plans. (See Appendixes C and D, pages 14–17, for the full text of the Directors' comments.) We will follow up on the planned actions for the open recommendations until they are completed.

JOHN D. DAIGH, JR., M.D. Assistant Inspector General for Healthcare Inspections

John Vaidly. M.

Objectives, Scope, and Methodology

Objectives

The CBOC and PCC reviews are an element of the OIG's efforts to ensure that our Nation's veterans receive high-quality VA health care services. As such, the CBOC and PCC reviews are recurring evaluations of selected primary care operations that focus on patient care quality and the EOC. In general, our objectives are to:

- Determine whether the CBOCs are compliant with EOC requirements.
- Determine whether CBOCs/PCCs are compliant with VHA requirements in the care of patients with AUD.
- Determine compliance with requirements for the clinical oversight and patient education of fluoroquinolones for outpatients.
- Evaluate if processes are in place for DWHPs to maintain proficiency in WH.

Scope

To evaluate for compliance with requirements related to patient care quality and the EOC, we conducted onsite inspections, reviewed clinical and administrative records, and discussed processes and validated findings with managers and employees. The review covered the following four activities:

- EOC
- AUD
- MM
- DWHP Proficiency

The scope of this review is limited to the established objectives. Issues and concerns that come to our attention that are outside the scope of this standardized inspection will be reviewed and referred accordingly.

Methodology

The onsite EOC inspections were only conducted at randomly selected CBOCs that had not been previously inspected.^a Details of the targeted study populations for the AUD, MM, and DWHP Proficiency focused reviews are noted in Table 1.

^a Includes 93 CBOCs in operation before March 31, 2013.

Table 1. CBOC/PCC Focused Reviews and Study Populations

Review Topic	Study Population
AUD	All CBOC and PCC patients screened within the study period
	of July 1, 2012, through June 30, 2013, and who had a positive
	AUDIT-C score ^b and all providers and RN Care Managers
	assigned to PACT prior to October 1, 2012.
MM	All outpatients with an original prescription ordered for one of
	the three selected fluoroquinolones from July 1, 2012, through
	June 30, 2013.
DWHP Proficiencies	All WH PCPs designated as DWHPs as of October 1, 2012,
	and who remained as DWHPs until September 30, 2013.

In this report, we make recommendations for improvement. Recommendations pertain to issues that are significant enough to be monitored by the OIG until corrective actions are implemented.

The review was done in accordance with OIG standard operating procedures for CBOC and PCC reviews.

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^b The AUDIT-C is a brief alcohol screen that reliably identifies patients who are hazardous drinkers or have active alcohol use disorders. Scores range from 0–12.

Results and Recommendations

EOC

The purpose of this review was to evaluate whether CBOC managers have established and maintained a safe and clean EOC as required.¹

We reviewed relevant documents and conducted physical inspections of the La Junta and Lamar CBOCs. The table below shows the areas reviewed for this topic. The facility generally met requirements. We made no recommendations.

Table 2. EOC

NM	Areas Reviewed	Findings
	The CBOC's location is clearly identifiable	
	from the street as a VA CBOC.	
	The CBOC has interior signage available that	
	clearly identifies the route to and location of	
	the clinic entrance.	
	The CBOC is Americans with Disabilities Act	
	accessible.	
	The furnishings are clean and in good repair.	
	The CBOC is clean.	
	The CBOC maintains a written, current	
	inventory of hazardous materials and waste	
	that it uses, stores, or generates.	
	An alarm system and/or panic buttons are	
	installed and tested in high-risk areas (e.g.,	
	MH clinic).	
	Alcohol hand wash or soap dispenser and	
	sink are available in the examination rooms.	
	Sharps containers are secured.	
	Safety needle devices are available.	
	The CBOC has a separate storage room for	
	storing medical (infectious) waste.	
	The CBOC conducts fire drills at least every	
	12 months.)	
	Means of egress from the building are unobstructed.	
	Access to fire alarm pull stations is unobstructed.	
	Access to fire extinguishers is unobstructed.	
	The CBOC has signs identifying the locations	
	of fire extinguishers.	
	Exit signs are visible from any direction.	
	No expired medications were noted during the	
	onsite visit.	
	Choice viola	
		I .

NM	Areas Reviewed (continued)	Findings
	All medications are secured from	
	unauthorized access.	
	Personally Identifiable Information is protected	
	on laboratory specimens during transport so	
	that patient privacy is maintained.	
	Adequate privacy is provided to patients in	
	examination rooms.	
	Documents containing patient-identifiable	
	information are not laying around, visible, or	
	unsecured.	
	Window coverings provide privacy.	
	The CBOC has a designated examination	
	room for women veterans.	
	Adequate privacy is provided to women veterans in the examination room.	
	The information technology network	
	room/server closet is locked.	
	All computer screens are locked when not in	
	USE.	
	Staff use privacy screens on monitors to	
	prevent unauthorized viewing in high-traffic	
	areas.	
	EOC rounds are conducted semi-annually (at	
	least twice in a 12-month period) and	
	deficiencies are reported to and tracked by the	
	EOC Committee until resolution.	
	The CBOC has an automated external	
	defibrillator.	
	Safety inspections are performed on the	
	CBOC medical equipment in accordance with	
	Joint Commission standards.	
	The parent facility includes the CBOC in required education, training, planning, and	
	participation leading up to the annual disaster	
	exercise.	
	The parent facility's Emergency Management	
	Committee evaluates CBOC emergency	
	preparedness activities, participation in annual	
	disaster exercise, and staff training/education	
	relating to emergency preparedness	
	requirements.	

AUD

The purpose of this review was to determine whether the facility's CBOCs and PCCs complied with selected alcohol use screening and treatment requirements.²

We reviewed relevant documents. We also reviewed 40 EHRs and validated findings with key managers and staff. The table below shows the areas reviewed for this topic. The areas marked as NM did not meet applicable requirements and needed improvement. Any items that did not apply to this facility are marked NA.

Table 3. AUD

NM	Areas Reviewed	Findings
	Alcohol use screenings are completed during	_
	new patient encounters, and at least annually.	
	Diagnostic assessments are completed for	
	patients with a positive alcohol screen.	
	Education and counseling about drinking	
	levels and adverse consequences of heavy	
	drinking are provided for patients with positive	
	alcohol screens and drinking levels above	
	National Institute on Alcohol Abuse and	
	Alcoholism guidelines.	
	Documentation reflects the offer of further	
	treatment for patients diagnosed with alcohol	
	dependence.	
	For patients with AUD who decline referral to	
	specialty care, CBOC/PCC staff monitored	
	them and their alcohol use.	
	Counseling, education, and brief treatments	
	for AUD are provided within 2 weeks of	
	positive screening.	N/ (141 (2 (42 PN 2) 14
Х	CBOC/PCC RN Care Managers have	We found that 9 of 16 RN Care Managers did
	received MI training within 12 months of	not receive MI training within 12 months of
X	appointment to PACT.	appointment to PACT.
^	CBOC/PCC RN Care Managers have received VHA National Center for Health	We found that 2 of 16 RN Care Managers did not receive health coaching training within
	Promotion and Disease Prevention-approved	12 months of appointment to PACT.
	health coaching training (most likely TEACH	12 months of appointment to FACT.
	for Success) within 12 months of appointment	
	to PACT.	
NA	The facility complied with any additional	
I NA	elements required by VHA or local policy.	
	Sistricine required by VIII to local policy.	

Recommendation

1. We recommended that CBOC/PCC RN Care Managers receive MI and health coaching training within 12 months of appointment to PACT.

MM

The purpose of this review was to determine whether appropriate clinical oversight and education were provided to outpatients prescribed oral fluoroquinolone antibiotics.³

We reviewed relevant documents. We also reviewed 40 EHRs and validated findings with key managers and staff. The table below shows the areas reviewed for this topic. The areas marked as NM did not meet applicable requirements and needed improvement.

Table 4. Fluoroquinolones

NM	Areas Reviewed	Findings
X	Clinicians documented the medication reconciliation process that included the fluoroquinolone.	We did not find documentation that medication reconciliation included the newly prescribed fluoroquinolone in 21 (53 percent) of 40 patient EHRs.
	Written information on the patient's prescribed medications was provided at the end of the outpatient encounter.	
X	Medication counseling/education for the fluoroquinolone was documented in the patients' EHRs.	We did not find documentation of medication counseling/education that included the fluoroquinolone in 7 (18 percent) of 40 patient EHRs.
	Clinicians documented the evaluation of each patient's level of understanding for the education provided.	
	The facility complied with local policy.	

Recommendations

- 2. We recommended that all staff document that medication reconciliation was completed at each episode of care when the newly prescribed fluoroquinolone was administered, prescribed, or modified.
- **3.** We recommended that staff provide medication counseling/education that includes the fluoroguinolone.

DWHP Proficiency

The purpose of this review was to determine whether the facility's CBOCs and PCCs complied with selected DWHP proficiency requirements.⁴

We reviewed the facility self-assessment, VHA and local policies, Primary Care Management Module data, and supporting documentation for DWHPs' proficiencies. The table below shows the areas reviewed for this topic. The facility generally met requirements. We made no recommendations.

Table 5. DWHP Proficiency

NM	Areas Reviewed	Findings
	CBOC and PCC DWHPs maintained	
	proficiency requirements.	
	CBOC and PCC DWHPs were designated	
	with the WH indicator in the Primary Care	
	Management Module.	

CBOC Profiles

This review evaluates the quality of care provided to veterans at all of the CBOCs under the parent facility's oversight.^c The table below provides information relative to each of the CBOCs.

					Uniques ^d			Encounters ^d				
Location	State	Station #	Locality ^e	CBOC Size ^f	MH ^g	PC ^h	Other ⁱ	AII	MHa	PC ^h	Other ⁱ	All
Colorado Springs	СО	554GE	Urban	Very Large	6,880	12,789	14,971	19,923	51,075	32,616	66,280	149,971
Pueblo	СО	554GD	Urban	Large	3,425	6,796	7,628	9,633	30,000	18,117	43,105	91,222
Aurora	СО	554GB	Urban	Large	423	7,227	2,196	7,531	2,804	19,657	4,025	26,486
Lakewood	СО	554GC	Urban	Mid-Size	337	4,653	1,097	4,931	1,970	10,912	1,599	14,481
Alamosa	СО	554GF	Rural	Mid-Size	374	2,006	933	2,148	2,683	4,172	3,111	9,966
La Junta	СО	554GG	Rural	Small	221	954	470	1,061	2,464	2,203	973	5,640
Burlington	СО	554GI	Highly Rural	Small	61	432	273	457	340	1,242	892	2,474
Lamar	СО	554GH	Rural	Small	50	368	200	377	182	1,257	522	1,961

^c Includes all CBOCs in operation before March 31, 2013.

^d Unique patients and Total Encounters – Source: MedSAS outpatient files; completed outpatient appointments indicated by a valid stop code during the July 1, 2012, through June 30, 2013, timeframe at the specified CBOC.

e http://vaww.pssg.med.va.gov/PSSG/DVDC/FY2013_Q1_VAST.xlsx

f Based on the number of unique patients seen as defined by VHA Handbook 1160.01, *Uniform Mental Health Services in VA Medical Centers and Clinics*, September 11, 2008, the size of the CBOC facility is categorized as very large (> 10,000), large (5,000-10,000), mid-size (1,500-5,000), or small (< 1,500).

^g Mental Health includes stop codes in the 500 series, excluding 531 and 563, in the primary position.

h Primary Care includes the stop code list in the primary position: 323 – Primary Care; 322 – Women's Clinic; 348 – Primary Care Group; 350 – Geriatric Primary Care; 531 – MH Primary Care Team-Individual; 563 – MH Primary care Team-Group; 170 – Home Based Primary Care (HBPC) Physician.

ⁱ All other non-Primary Care and non-MH stop codes in the primary position.

CBOC Services Provided

In addition to primary care integrated with WH and MH care, the CBOCs provide various specialty care, ancillary, and tele-health services. The following table lists the services provided at each CBOC.^j

СВОС	Specialty Care Services ^k	Ancillary Services ^l	Tele-Health Services ^m
Colorado Springs	Dental Optometry Cardiology Surgery Orthopedics Dermatology General Surgery Obstetrics/Gynecology Urology Medicine Specialties Pain Clinic	Radiology Audiology Rehabilitation MOVE! Program Nutrition Prosthetics/Orthotics Social Work Diabetic Retinal Screening Pulmonary Function Test Pharmacy	Tele Primary Care
Pueblo	Optometry Dental Podiatry Dermatology Pain Clinic Endocrinology	Health Screening Rehabilitation Radiology MOVE! Program Laboratory Diabetic Retinal Screening Prosthetics/Orthotics Audiology Nutrition Pulmonary Function Test Pharmacy	Tele Primary Care
Aurora	Dermatology Pain Clinic	Health Screening Pharmacy	Tele Primary Care
Lakewood			Tele Primary Care
Alamosa	Dermatology	Diabetic Retinal Screening	Tele Primary Care
La Junta		Health Screening MOVE! Program	Tele Primary Care
Burlington		Health Screening	Tele Primary Care
Lamar			

 $^{^{}j}$ Source: MedSAS outpatient files; the denoted Specialty Care and Ancillary Services are limited to Primary Clinic Stops with a count ≥ 100 encounters during the July 1, 2012, through June 30, 2013, timeframe at the specified CBOC.

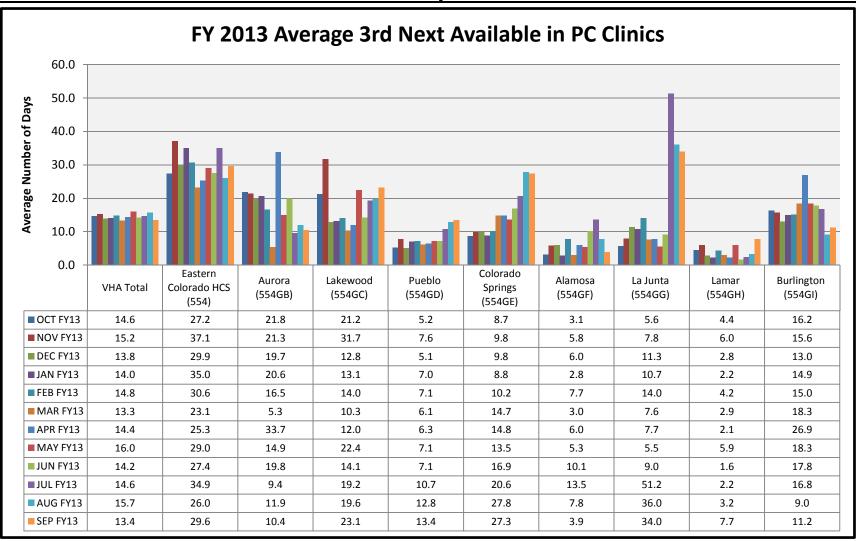
k Specialty Care Services refer to non-Primary Care and non-Mental Health services provided by a physician.

Ancillary Services refer to non-Primary Care and non-Mental Health services that are not provided by a physician.

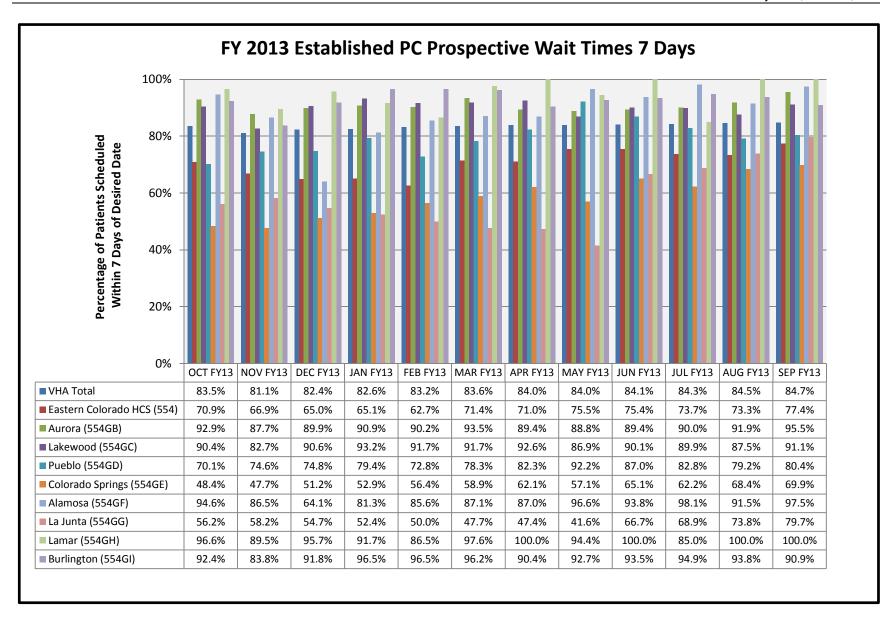
^m Tele-Health Services refer to services provided under the VA Telehealth program (http://www.telehealth.va.gov/)

ⁿ Move! Prog: VHA Handbook 1120.01, MOVE! Weight Management Program for Veterans, March 31, 2011.

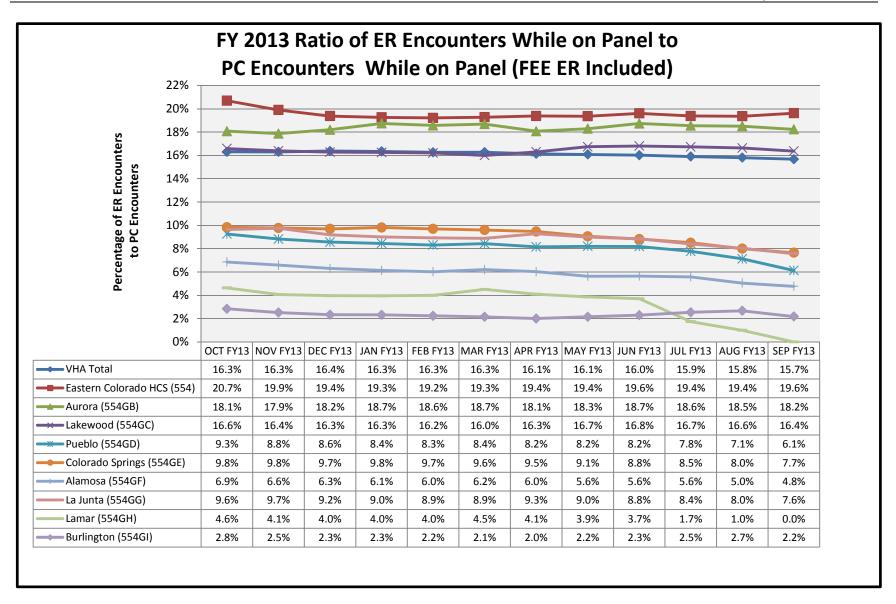
PACT Compass Metrics



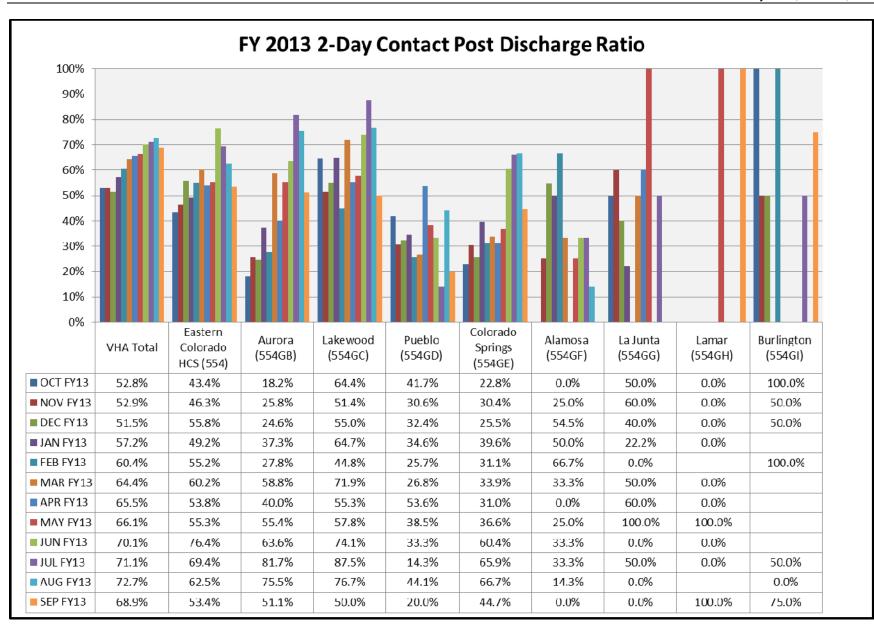
Data Definition.⁵ The average waiting time in days until the next third open appointment slot for completed primary care appointments in stop code 350. Completed appointments in stop code 350 for this metric include completed appointments where a 350 stop code is in the primary position on the appointment or one of the telephone stop codes is in the primary position, and 350 stop code is in the secondary position. The data is averaged from the national to the division level.



Data Definition.⁵ The percent of patients scheduled within 7 days of the desired date. Data source is the Wait Times Prospective Wait Times measures. The total number of scheduled appointments for primary care-assigned patients in primary care clinics 322, 323 and 350. Data is collected twice a month on the 1st and the 15th. Data reported is for the data pulled on the 15th of the month. There is no FY to date score for this measure.



Data Definition.⁵ This is a measure of where the patient receives his or her primary care and by whom. A low percentage is better. The formula is the total VHA ER/Urgent Care/FEE ER Encounters WOP (including FEE ER visits) *divided by* the number of primary care encounters WOP with the patient's assigned primary care (or associate) provider plus the total VHA ER/Urgent Care/FEE ER Encounters (including FEE ER visits) WOP plus the number of primary care encounters WOP with a provider other than the patient's PCP/AP.



Data Definition.⁵ Total Discharges Included in 2-day Contact Post Discharge Ratio: The total VHA and FEE Inpatient Discharges for assigned primary care patients for the reporting timeframe. Discharges resulting in death and discharges where a patient is readmitted within 2 days of discharge are excluded from this metric. Blank cells indicate the absence of reported data.

VISN Director Comments

Department of Veterans Affairs

Memorandum

Date: February 24, 2014

From: Director, Rocky Mountain Network (10N19)

Subject: CBOC and PCC Reviews of the VA Eastern Colorado

Health Care System, Denver, CO

To: Director, Denver Office of Healthcare Inspections (54DV)

Director, Management Review Service (VHA 10AR MRS

OIG CAP CBOC)

- We are submitting written comments in response to the Community Based Outpatient Clinic and Primary Care Clinic Review completed January 13–17, 2014, at the VA Eastern Colorado Health Care System (ECHCS) at Denver, Colorado for the La Junta and Lamar, Colorado Clinics.
- 2. In reviewing the draft report, the facility has addressed all identified deficiencies and has a plan to resolve all non-compliant areas cited in the report. Network 19 concurs with the report.
- 3. If you have any questions regarding this response, please contact Ms. Susan Curtis, VISN 19 HSS, (303) 639-6995.

Relph J. Galiotti

Ralph T. Gigliotti, FACHE

Facility Director Comments

Department of Veterans Affairs

Memorandum

Date: February 21, 2014

From: Director, Eastern Colorado VA Health Care System (554/00)

Subject: CBOC and PCC Reviews of the VA Eastern Colorado

Health Care System, Denver, CO

To: Director, Rocky Mountain Network (10N19)

- We are submitting written comments in response to the Community Based Outpatient Clinic and Primary Care Clinic Review completed January 13–17, 2014, at the VA Eastern Colorado Health Care System (ECHCS) at Denver, Colorado for the La Junta and Lamar, Colorado Clinics.
- 2. In reviewing the draft report, the facility has addressed all identified deficiencies and has a plan to resolve all non-compliant area cited in the report. ECHCS concurs with the report.
- 3. If you have any questions regarding this response, please contact Mr. Keith Harmon at (303) 398-7469.

(original signed by:)

Lynette A. Roff

Comments to OIG's Report

The following Director's comments are submitted in response to the recommendations in the OIG report:

OIG Recommendations

Recommendation 1. We recommended that CBOC/PCC RN Care Managers receive MI and health coaching training within 12 months of appointment to PACT.

Concur

Target date for completion: June 30, 2014

Facility response: The CBOC Nurse Manager and ECHCS PACT Coordinator will coordinate PACT, MI & Health Coaching training. The Nurse Manager will maintain a current list of their specific PACT RN Care Managers and dates of PACT, MI, & Health Coaching training to ensure that the training is completed within the 12 months of appointment to PACT.

The Facility will continue to monitor monthly over the next 4 months. This will be reported to the Accreditation Committee and will be reflected in the monthly minutes.

Recommendation 2. We recommended that all staff document that medication reconciliation was completed at each episode of care when the newly prescribed fluoroquinolone was administered, prescribed, or modified.

Concur

Target date for completion: June 30, 2014

Facility response: A new clinical reminder is being created that indicates the need for medication reconciliation, which includes fluoroquinolones. This reminder will appear every time a patient comes in for any outpatient clinician whether primary care or sub-specialty appointments and will be incorporated into the Licensed Independent Practitioner's clinic appointment note.

A Pharmacy Designated Representative will monitor medication reconciliation monthly over the next 4 months. Compliance results will be reported to the Accreditation Committee and will be reflected in the monthly minutes.

Recommendation 3. We recommended that staff provide medication counseling/education that includes the fluoroquinolone.

Concur

Target date for completion: June 30, 2014

Facility response: Pharmacy implemented additional verbiage on the fluoroquinolone prescription label regarding proper timing of administration and drug-drug, drug-nutrient interactions. An in-service was provided for all outpatient pharmacy staff regarding overview of fluoroquinolone therapeutic uses, pharmacology, proper administration, drug interactions, and adverse drug reactions. Pharmacists are currently dispensing & documenting, in the Pharmacy VISTA package/Pharmacy progress note, that medication information sheets for fluoroquinolones were given to the patient & patient counseling/education was completed.

A Pharmacy Designated Representative will monitor monthly over the next 4 months. This will be reported to the Accreditation Committee and will be reflected in the monthly minutes.

OIG Contact and Staff Acknowledgments

Contact	For more information about this report, please contact the OIG at (202) 461-4720.
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National Veterans Service Organizations

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Office of Management and Budget

U.S. Senate: Michael F. Bennet, Mark Udall

U.S. House of Representatives: Diana DeGette, Cory Gardner

This report is available at www.va.gov/oig.

Endnotes

- US Access Board, Americans with Disabilities Act Accessibility Guidelines (ADAAG), September 2, 2002.
- US Department of Health and Human Services, Health Insurance Portability and Accountability Act, *The Privacy Rule*, August 14, 2002.
- US Department of Labor, Occupational Safety and Health Administration, Laws and Regulations.
- US Department of Labor, Occupational Safety and Health Administration, *Guidelines for Preventing Workplace Violence*, 2004.
- Joint Commission, Joint Commission Comprehensive Accreditation and Certification Manual, July 1, 2013.
- VA Directive 0324, Test, Training, Exercise, and Evaluation Program, April 5, 2012.
- VA Directive 0059, VA Chemicals Management and Pollution Prevention, May 25, 2012.
- VA Handbook 6500, Risk Management Framework for VA Information System, September 20, 2012.
- VHA Center for Engineering, Occupational Safety, and Health, Emergency Management Program Guidebook, March 2011.
- VHA Center for Engineering, Occupational Safety, and Health, *Online National Fire Protection Association Codes, Standards, Handbooks, and Annotated Editions of Select Codes and Standards*, July 9, 2013.
- VHA Deputy Under Secretary for Health for Operations and Management, Memorandum: *Environmental Rounds*, March 5, 2007.
- VHA Directive 2011-007, Required Hand Hygiene Practices, February 16, 2011.
- VHA Directive 2012-026, Sexual Assaults & Other Defined Public Safety Incidents in VHA Facilities, September 27, 2012.
- VHA Handbook 1006.1, Planning and Activating Community-Based Outpatient Clinics, May 19, 2004.
- VHA Handbook 1330.01, Health Care Services for Women Veterans, May 21, 2010.
- VHA Handbook 1850.05, Interior Design Operations and Signage, July 1, 2011.
- ² References used for the AUD review included:
- National Center for Health Promotion and Disease Prevention (NCP), Veteran Health Education and Information (NVEI) Program, *Patient Education: TEACH for Success*. Retrieved from http://www.prevention.va.gov/Publications/Newsletters/2013/HealthPOWER_Prevention_News_Winter_2012_20
 13 FY12 TEACH MI Facilitator Training.asp on January 17, 2014.
- VHA Handbook 1120.02, *Health Promotion Disease Prevention (HPDP) Program*, July 5, 2012.
- VHA Handbook 1160.01, *Uniform Mental Health Services in VA Medical Centers and Clinics*, September 11, 2008.
- ³ References used for the Medication Management review included:
- VHA Directive 2011-012, Medication Reconciliation, March 9, 2011.
- VHA Directive 2012-011, *Primary Care Standards*, April 11, 2012.
- VHA Handbook 1108.05, Outpatient Pharmacy Services, May 30, 2006.
- VHA Handbook 1108.07, Pharmacy General Requirements, April 17, 2008.
- Joint Commission, Joint Commission Comprehensive Accreditation and Certification Manual, July 1, 2013.
- ⁴ References used for the DWHP review included:
- VHA Deputy Under Secretary for Health for Operations and Management, Memorandum: *Health Care Services for Women Veterans*, Veterans Health Administration (VHA) Handbook 1330.01; Women's Health (WH) Primary Care Provider (PCP) Proficiency, July 8, 2013.
- VHA Handbook 1330.01 Health Care Services for Women Veterans, May 21, 2010.
- VHA Handbook 1100.19, Credentialing and Privileging, November 14, 2008.
- ⁵ Reference used for PACT Compass data graphs:
- Department of Veterans' Affairs, Patient Aligned Care Teams Compass Data Definitions, August 29, 2013.

¹ References used for the EOC review included: