

## การปฏิรูประบบบริการสุขภาพแบบครบวงจรเพื่อสร้างบริการแบบเน้นคุณค่า

#### ผศ.นพ.บวรศม ลีระพันธ์

การประชุมวิชาการระดับชาติด้านหลักประกันสุขภาพของประเทศไทย ครั้งที่ 3

"หลักประกันสุขภาพถ้วนหน้า: การดูแลสุขภาพแบบมุ่งเน้นคุณค่า"

11 ธันวาคม 2561





### Outline

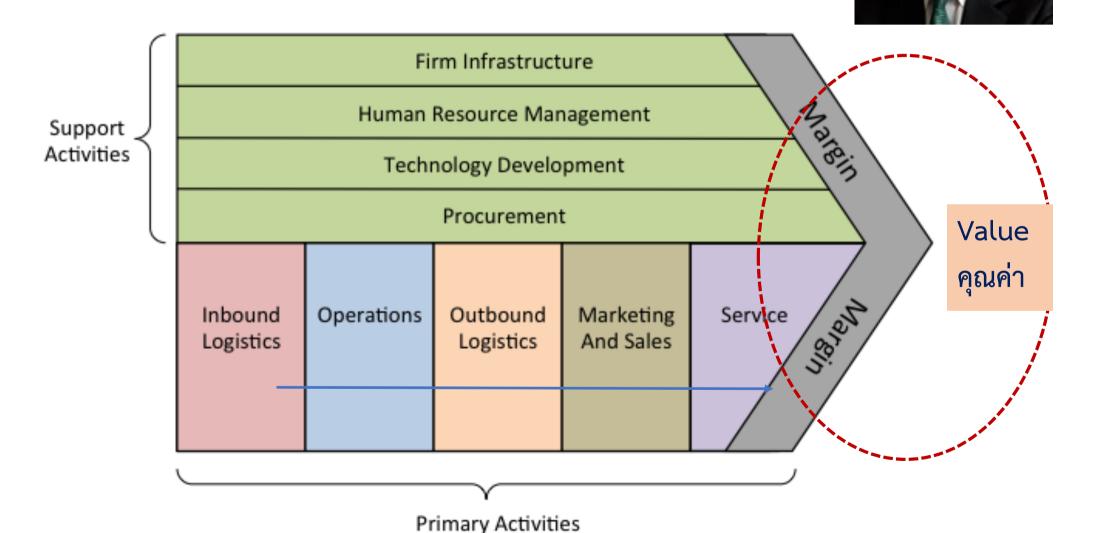
- 1) แนวคิดเรื่องการจัดบริการสุขภาพแบบเน้นคุณค่า (Value-based Health Care Delivery: VBHC)
  - นิยามและองค์ประกอบของการจัดบริการสุขภาพแบบเน้นคุณค่า ("WHAT")
  - ที่มาของแนวคิดการจัดบริการสุขภาพแบบเน้นคุณค่า ("WHY")
  - กระบวนการจัดบริการสุขภาพแบบเน้นคุณค่า ("HOW")
- 2) กรณีศึกษา (Case studies)
- 3) บทบาทของผู้กำหนดนโยบายและผู้ปฏิบัติงานในกระบวนการ ปฏิรูปการจัดระบบบริการสุขภาพแบบเน้นคุณค่าในประเทศไทย ("What's next?")



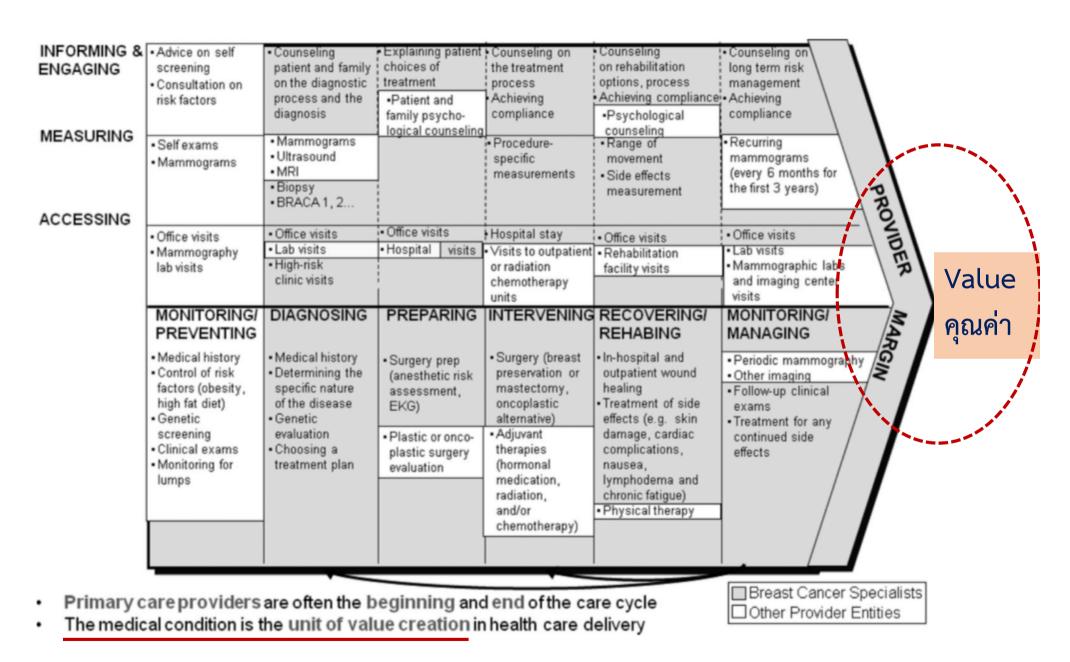
# แนวคิดเรื่องการจัดบริการสุขภาพแบบเน้นคุณค่า (Value-based Health Care Delivery)

# Organizational Excellence Model Michael E. Porter's Value Chain Framework

Q: "คุณค่า (value) ที่องค์กรตั้งใจส่งมอบให้ลูกค้าคืออะไร?"



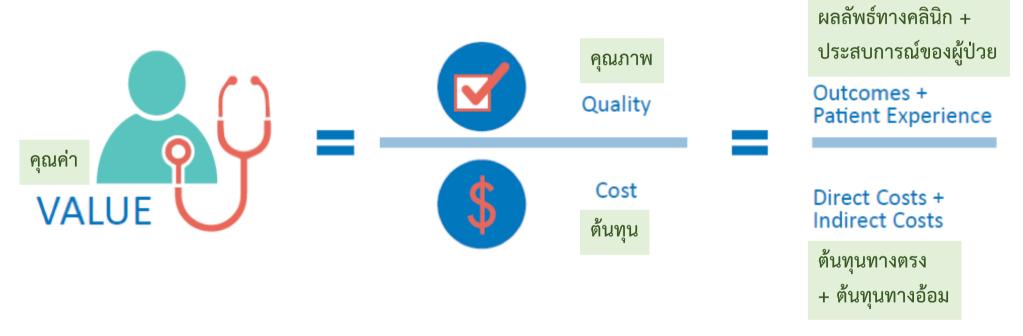
### Q: "คุณค่า (value) ที่ระบบบริการสุขภาพตั้งใจส่งมอบให้<u>ผู้ป่วยโรคมะเร็งเต้านม</u>คืออะไร?"



Source: Porter ME (2008). Annals of Surgery, 248(4), 503–509.

# นิยามและองค์ประกอบของการจัดบริการสุขภาพแบบเน้นคุณค่า ("WHAT")

 The most powerful single lever for reducing cost and improving value is improving outcomes



- Value cannot be understood at the level of a hospital, specialty, intervention, or for overall primary care
- Value is created in caring for a patient's medical condition over the full cycle of care

Source: Modified from: Michael Porter (2016); www.himssinnovationcenter.org/solving-healthcare-value-equation

# นิยามและองค์ประกอบของการจัดบริการสุขภาพแบบเน้นคุณค่า ("WHAT IS <u>NOT</u>")

### Incremental "Solutions" Have Had Limited Impact

- Prior authorization for expensive services
- Patient copayments and deductions
- Electronic medical records
- Evidence-based medicine
- Safety/eliminating errors
- Introducing "lean" process improvements
- Care coordinators
- Retail and urgent care clinics
- Programs to address generic high cost areas (e.g. readmissions, post acute)
- Mergers and consolidation



• Restructuring health care delivery is necessary, not incremental improvements

Source: Michael Porter (2016)

# ที่มาของแนวคิดการจัดบริการสุขภาพแบบอิงคุณค่า ("WHY")

From Value-Based Payment To Value-Based Health Care Delivery

Harvard Business Review



ECONOMICS & SOCIETY

### The Case for Capitation

by Brent C. James, MD and Gregory P. Poulsen

FROM THE JULY-AUGUST 2016 ISSUE

Capitation Payment

เหมาจ่ายรายหัว

Harvard Business Review

VS.



**ECONOMICS & SOCIETY** 

### **How to Pay for Health Care**

by Michael E. Porter and Robert S. Kaplan

FROM THE JULY-AUGUST 2016 ISSUE

เหมาจ่ายทั้งวงจรการเจ็บป่วย Bundled Payment ("Disease Capitation")

# <u>วิธีการจ่ายเงิน</u>ส่งผลต่อการควบคุมต้นทุน แต่<u>คุณค่า</u>ไม่ใช่เพียงการ<u>ลดต้นทุน</u> (Value is NOT a code-word for cost containment)

#### Who Gets the Savings from Waste Reduction?

With most health care payment methods, much of the savings from waste cuts goes into the pockets of payers (mainly insurers and, to a much lesser degree, employers and patients), not to the care delivery groups behind the quality improvement initiatives. That undermines the groups' finances and ability to invest in further innovations that rein in spending. Population-based payment is the only system that allows groups to benefit from reducing all three categories of waste.

	e.g. DRGs	e.g. Capitation			
TYPE OF WASTE	% OF ALL WASTE	Cost- plus	Fee for service	Per case	Population- based payment
Production level Inefficient production of individual care units, such as drugs, tests, nursing support	5%	Payer	Provider	Provider	Provider
Case level Use of unnecessary or suboptimal services in treating a case	50%	Payer	Payer	Provider	Provider
Population level Unnecessary or avoidable patient cases	45%	Payer	Payer	Payer	Provider

# <u>วิธีการจ่ายเงิน</u>ส่งผลต่อการควบคุมต้นทุน แต่<u>คุณค่า</u>ไม่ใช่เพียงการ<u>ลดต้นทุน</u> (Value is NOT a code-word for cost containment)

#### Why DRGs Are Not Bundled Payments

Critics of bundled payments point to Medicare's experience with a superficially similar approach: the diagnosis-related group, or DRG, payment model. DRGs, which date back to 1984 and were adopted in many countries, were a step forward, but they did not trigger the hoped-for innovations in care delivery.

Why have DRGs failed to bring about greater change? DRGs make a single payment for a set of services provided at a given location; however, the payment does not cover the full care cycle for treating the patient's condition. By continuing to make separate payments to each specialist physician, hospital, and post-acute care site involved in a patient's care, DRGs perpetuate a system of uncoordinated care.

Moreover, DRG payments are not contingent on achieving good patient outcomes. Indeed, many DRGs fail to cover many support services crucial to good outcomes and overall value, such as patient education and counseling, behavioral health, and systematic follow-up. Under the DRG system, therefore, specialty silos in health care delivery have remained largely intact. And providers continue to have no incentive to innovate to improve patient outcomes.

Source: Michael Porter (2016)

# ที่มาของแนวคิดการจัดบริการสุขภาพแบบอิงคุณค่า ("WHY")

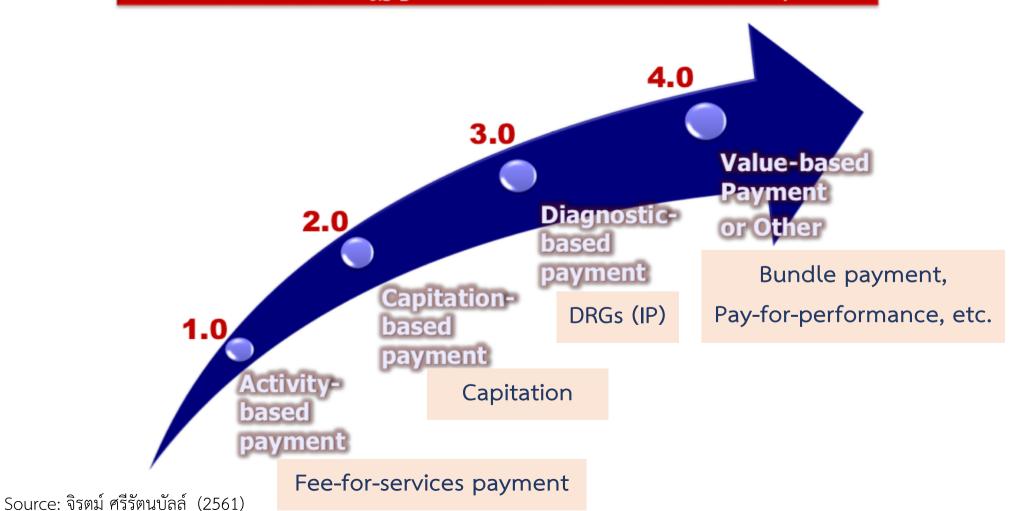
#### การยกระดับประสิทธิผลและประสิทธิภาพของระบบการดูแลสุขภาพ เป็นส่วนสำคัญของการบรรลุเป้าประสงค์SAFE

- 1. ความสมเหตุสมผลของการใช้ยา
- 2. กลุ่มโรคที่ป้องกันได้ ที่เป็นภาระทางการเงิน
- 3. การจัดการโรคเรื้อรัง
- 4. ความเหมาะสมของการใช้บริการสุขภาพ
- 5. การป้องกันเหตุการณ์หรือกรณีไม่พึงประสงค์ที่เกิดขึ้นใน โรงพยาบาล
- 6. การป้องกันภาวะพิการที่เป็นภาระระยะยาว
- "ประมาณการเบื้องต้น" หากสามารถดำเนินการได้สำเร็จภายใน 5 ปี
- น่าจะสามารถประหยัดค่าใช้จ่ายในระบบหลักประกันสุขภาพได้ไม่น้อย กว่าปีละ 5,000-5,700 ล้านบาท

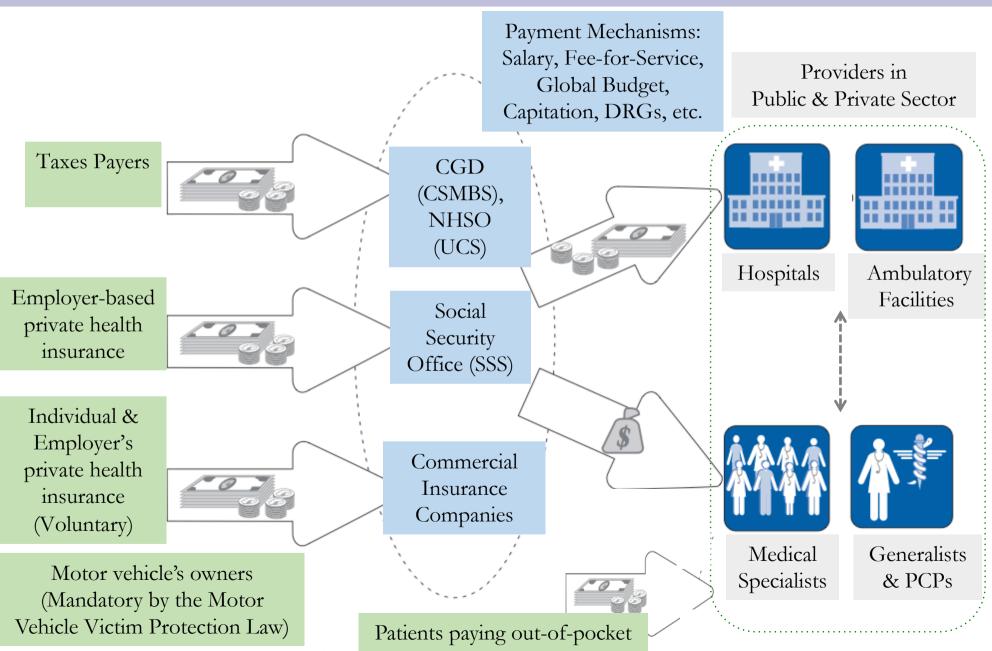
Source: จิรุตม์ ศรีรัตนบัลล์ (2561)

# ที่มาของแนวคิดการจัดบริการสุขภาพแบบอิงคุณค่า ("WHY")

### แนวคิด Health services payment model ของ คกก.ปฏิรูปประเทศด้านสาธารณสุข



### Healthcare Financing Systems of Thailand (2561)



Pix source: Adapted from Bodenheimer TS, Grumbach K (2009). Understand health policy: a clinical approach

# ที่มาของแนวคิดการจัดบริการสุขภาพแบบเน้นคุณค่า ("WHY")

วิธีการจ่ายเงินมีผลต่อรูปแบบการจัดบริการสุขภาพ:

Payment Systems vs. Care Delivery Models

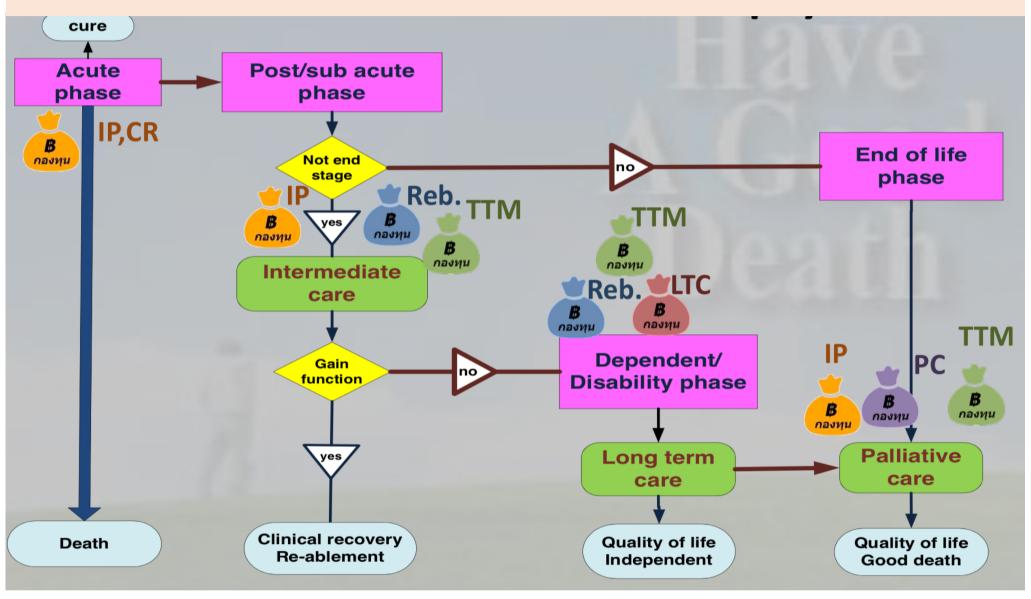




Source: สำนักงานหลักประกันสุขภาพแห่งชาติ 2562; hfocus.com

# ที่มาของแนวคิดการจัดบริการสุขภาพแบบเน้นคุณค่า ("WHY")

NHSO Payment FY2562: Continuum of Care? vs. Fragmented Care??



Source: พ.ญ.ขจีรัตน์ ปรักเอโก. NHSO Payment (2561)

### Continuum of Care in the "<u>Care Cycle</u>" for the Elderly: Multiple Care Models as Part of <u>Integrated Care Delivery</u> Systems



Source: Tishihiko Hasegawa (2013)

#### Hospital Care

"Hospital Patient Care Teams"







#### Non-Hospital Care

"Non-Hospital Patient Care Teams"











# Non-Personal Care (Population Health)





"Public Health Practitioners & Public Health Administrators"



"Healthcare Administrators"

# ที่มาของแนวคิดการจัดบริการสุขภาพแบบอิงคุณค่า ("WHY")

#### FORUM ON VALUE-BASED HEALTH CARE DELIVERY

### Value-Based Health Care Delivery

Michael E. Porter, PhD

The challenges of delivering health care in the United States are receiving growing attention as costs continue to rise and evidence of uneven quality accumulates. 1-3 These problems are not unique to America but are raising concerns in many countries, even those with universal insurance coverage. My work has examined the structure and organization of health delivery viewed from a value perspective, where value is defined as the health outcomes achieved per dollar spent. 4

To achieve a high-value health care delivery system, universal coverage is necessary but not sufficient. Universal coverage is essential not only for equity but also for efficiency. The lack of universal insurance in the United States creates much inefficiency, including those that arise from the distortive

introduce concise thinking and manage diseases better, almost all of these efforts take the basic structure of delivery as a given. Instead, as we have learned in other fields, we need to achieve consensus on what a high-value health care delivery system would look like to guide the choices of every system participant.

Some suggest that empowering consumers is the key to fixing the health care delivery system. I disagree. Consumers can play a more active role in improving their health and participating in their health care, but consumers cannot overcome today's dysfunctional structure no matter how much they are asked to pay. Consumers cannot be expected to select the best providers and integrate their own care in a fractured system. Physicians must transform health care de-

Annals of Surgery • Volume 248, Number 4, October 2008

Porter

# ที่มาของแนวคิดการจัดบริการสุขภาพแบบอิงคุณค่า ("WHY")



### The NEW ENGLAND JOURNAL of MEDICINE



#### What Is Value in Health Care?

Michael E. Porter, Ph.D.

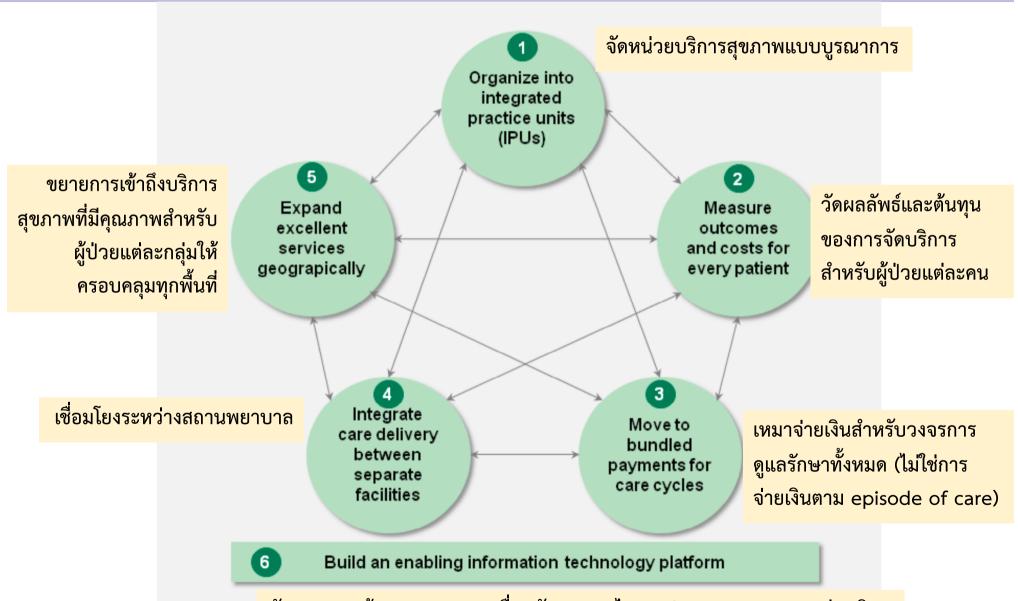
In any field, improving performance and accountability depends on having a shared goal that unites the interests and activities of all stakeholders. In health care, however, stakeholders have

value is a central challenge. Nor is value measured by the process of care used; process measurement and improvement are important tactics but are no substitutes for measuring outcomes



# กรณีศึกษา (Case studies)

Pix source: online.wsj.com

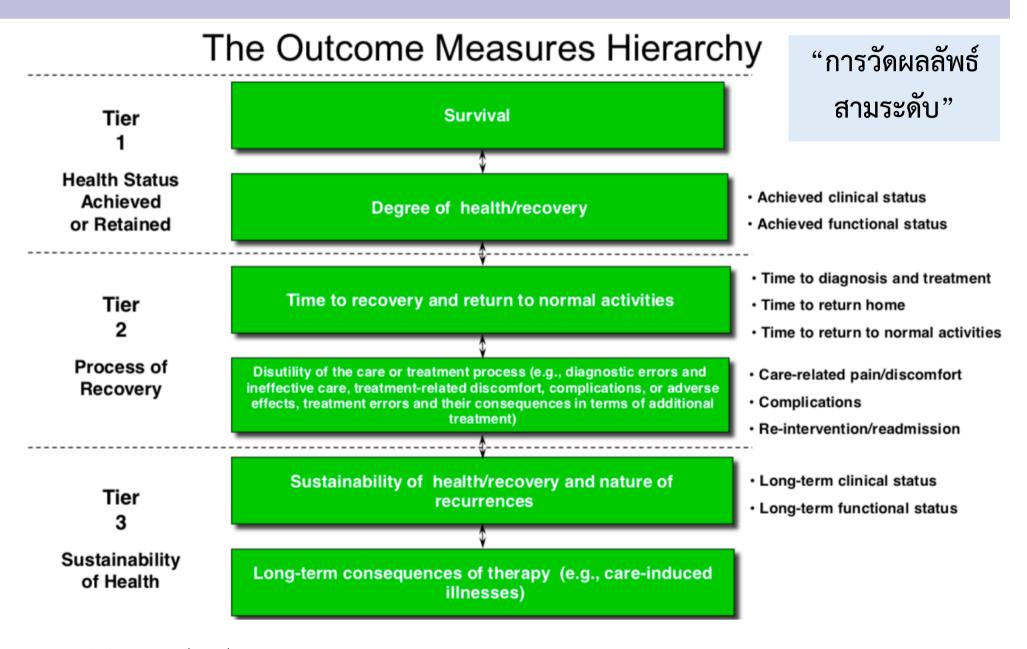


Source: Michael Porter (2016) พัฒนาระบบข้อมูลสารสนเทศเพื่อสนับสนุนกลไกการประสานงานและการจ่ายเงิน

### เราต้องการบูรณาการระหว่างอะไร?

What do you mean by (People-Centered) Integrated Health Care Delivery?

- ทำคนเดียวทุกอย่าง
- บูรณาการการจัดบริการสุขภาพระหว่างแพทย์ผู้เชี่ยวชาญสาขาต่าง ๆ (specialties)
- บูรณาการระหว่างวิชาชีพสุขภาพ (interprofessional care teams)
- บูรณาการระหว่างวิชาชีพสุขภาพ (health care sector) กับภาคประชาสังคม (SDH)
- บูรณาการกระบวนการดูแลรักษาผู้ป่วยระหว่างสถานบริการสุขภาพหรือต่างสังกัด (organizations)
- บูรณาการระหว่างการป้องกันโรค สร้างเสริมสุขภาพ รักษาโรค ฟื้นฟูสภาพ (functions)
- บูรณาการระหว่าง "care models" สำหรับแต่ละกลุ่มประชากร: acute/hospital care, emergency care, primary care, subacute care, long-term care, palliative care & end-of-life care, mental health services
- บูรณาการระห่างการบริการด้านการแพทย์ (clinical medicine) กับการทำงาน สาธารณสุข (population health)



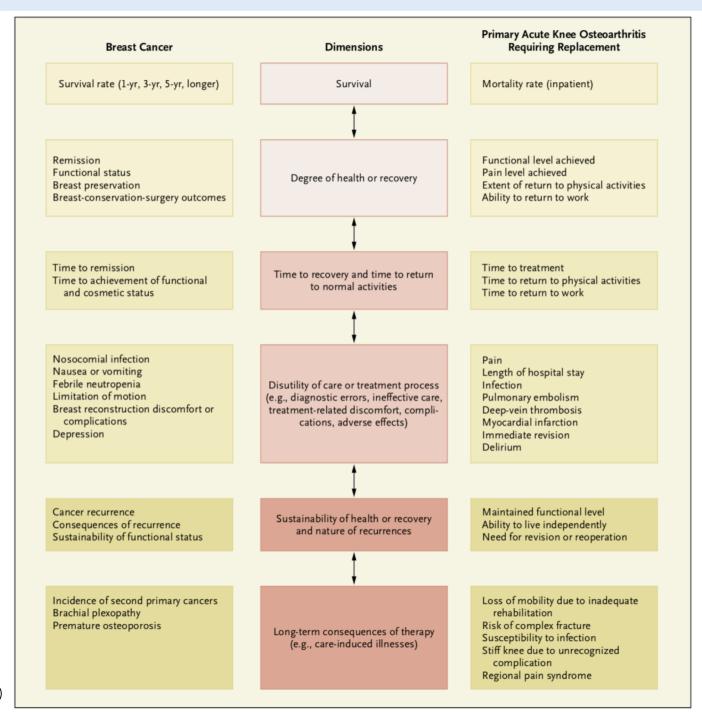
Source: Michale Porter (2016)

### "การวัดผลลัพธ์สามระดับสำหรับผู้ป่วยเบาหวาน"

Outcome measures		Type 1 diabetes in children and adolescents			
Tier 1 Health status achieved or retained	Survival	Mortality rate			
	Degree of health or recovery	<ul> <li>Disease-specific quality of life of patients, such as the MY-Q measuring emotional well-being, social interaction (with parents, family, friends, at school), diabetes management (worries, treatment barriers, self-efficacy, self-esteem or problematic eating)</li> <li>Parents' quality of life, such as the MY-Q</li> </ul>			
Tier 2 Process of recovery	Time to recovery and return to normal activities	<ul> <li>Time to diagnosis</li> <li>Time to adequate care</li> <li>Time to return to normal life</li> </ul>			
	Disutility of care or treatment process (e.g., complications)	<ul> <li>Type 1 diabetes-related hospital admissions for severe hypoglycemia or diabetic ketoacidosis (number of admissions and length of stay)</li> <li>Severe hypoglycemia at home</li> </ul>			
<b>Tier 3</b> Sustainability of health	Sustain ability of health or recovery and nature of recurrences	<ul> <li>Angiopathy (acute myocardial infarction, stroke)</li> <li>Nephropathy</li> <li>Retinopathy</li> <li>Neuropathy</li> </ul>			
	Long-term consequences of therapy <sup>1</sup>	• N/A			

Source: Laura Ludtke, Senior Consultant, Jens Deerberg-Wittram (2016)

#### Outcome Hierarchies for Breast Cancer and Knee Osteoarthritis

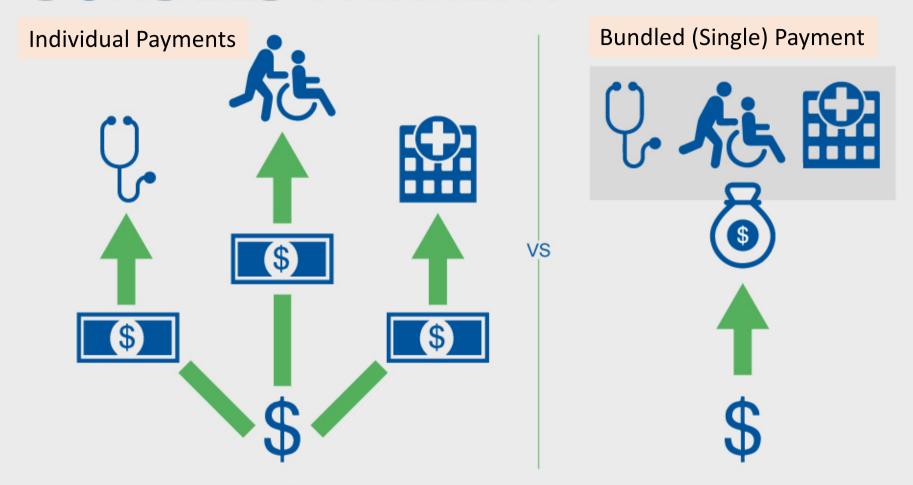


Source: Porter (2010)



Moving to "Bundled Payments" for "Care Cycle" เหมาจ่ายเงินสำหรับวงจรการดูแลรักษาทั้งหมด (ไม่ใช่การจ่ายเงินตามแต่ละ visit/episode of care)

### **BUNDLED PAYMENT**



**Bundled payment** is a single payment to providers or healthcare facilities for all services to treat a condition or provide a treatment such as a knee or hip replacement. Bundled payments encourage better coordinated care and more efficiency, as providers won't be paid more for delivering more of the services covered by the bundle. For consumers, it's similar to a prix fixe dinner in that they know the entire cost of the meal.

Source: https://nahueducationfoundation.org/toolkit/Infographics.cfm

กรณีศึกษา "Integrated Value-Based Health Care Delivery Models"

- #1 Hospital Value-Based Purchasing (VBP) Program, USA
- #2 Patient-Centered Medical Home (PCMH), USA
- #3 Accountable Care Organizations (ACOs), USA
- #4 Integrated People-Centred Health Services (IPCHS), WHO

#### Delivery Model#1: Hospital Value-Based Purchasing (VBP)

 Acute care hospitals receive adjusted payments based on the quality of care they deliver, with continuously refined <u>VBP measurements</u>

#### SAFETY

- 1. CDI: Clostridium difficile Infection
- 2. CAUTI: Catheter-Associated Urinary Tract Infection
- CLABSI: Central Line-Associated Blood Stream Infection
- MRSA: Methicillin-Resistant Staphylococcus aureus Bacteremia
- SSI: Surgical Site Infection Colon Surgery & Abdominal Hysterectomy
- PC-01: Elective Delivery Prior to 39 Completed Weeks Gestation

#### **Domain Weights**



#### Person and Community Engagement

THA/TKA: Elective Primary Total

Hip Arthroplasty (THA) and/or Total

Knee Arthroplasty (TKA) Complication

MORT-30-AMI: Acute Myocardial

Infarction (AMI) 30-Day Mortality Rate

MORT-30-HF: Heart Failure (HF) 30-Day

MORT-30-PN: Pneumonia (PN) 30-Day

Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) Survey Dimensions:

- 1. Communication with Nurses
- 2. Communication with Doctors
- Responsiveness of Hospital Staff
- Communication about Medicines
- Cleanliness and Quietness of Hospital Environment
- Discharge Information
- Care Transition

**CLINICAL CARE** 

Mortality Rate

Mortality Rate

Rate

8. Overall Rating of Hospital

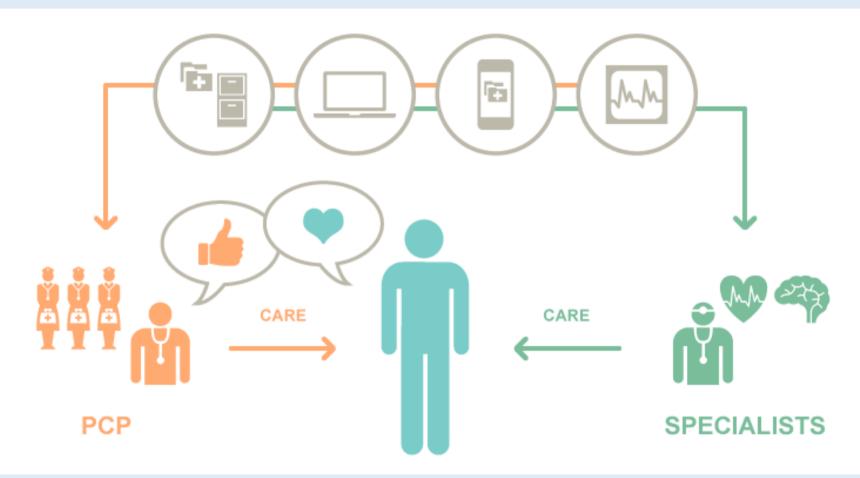
#### **EFFICIENCY AND COST REDUCTION**

 MSPB: Medicare Spending per Beneficiary (MSPB)

CMS's VBP Domains & Measures (FY2019-2020)

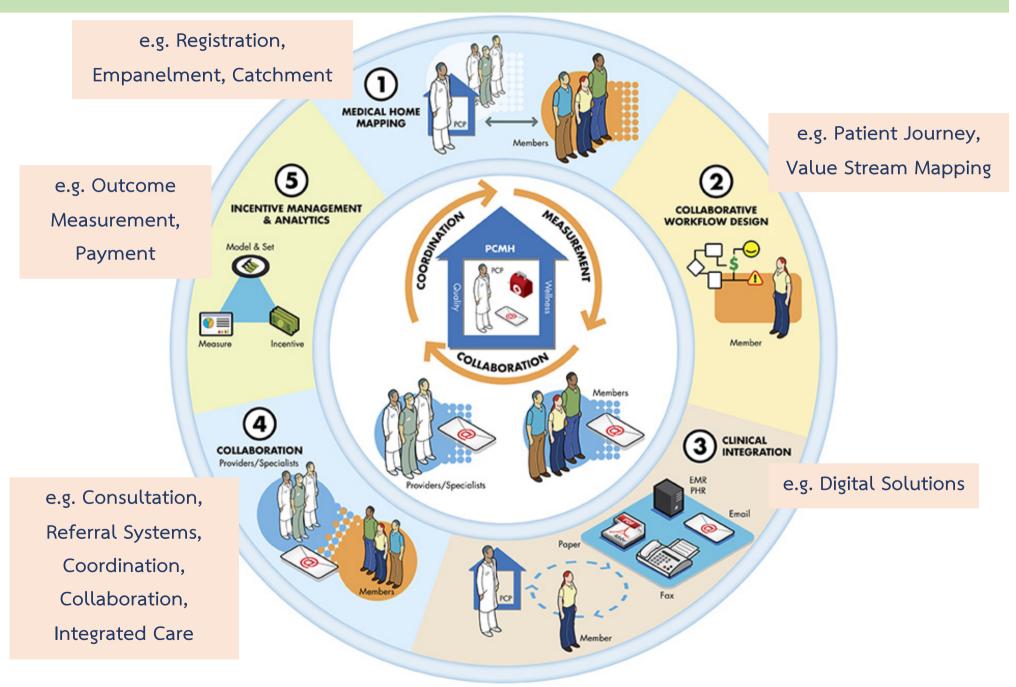
#### Delivery Model#2: Patient-Centered Medical Home (PCMH)

• Relies on the <u>sharing of electronic medical records (EMRs)</u> among all providers on the coordinated care team, potentially reduce redundant care and associated costs.

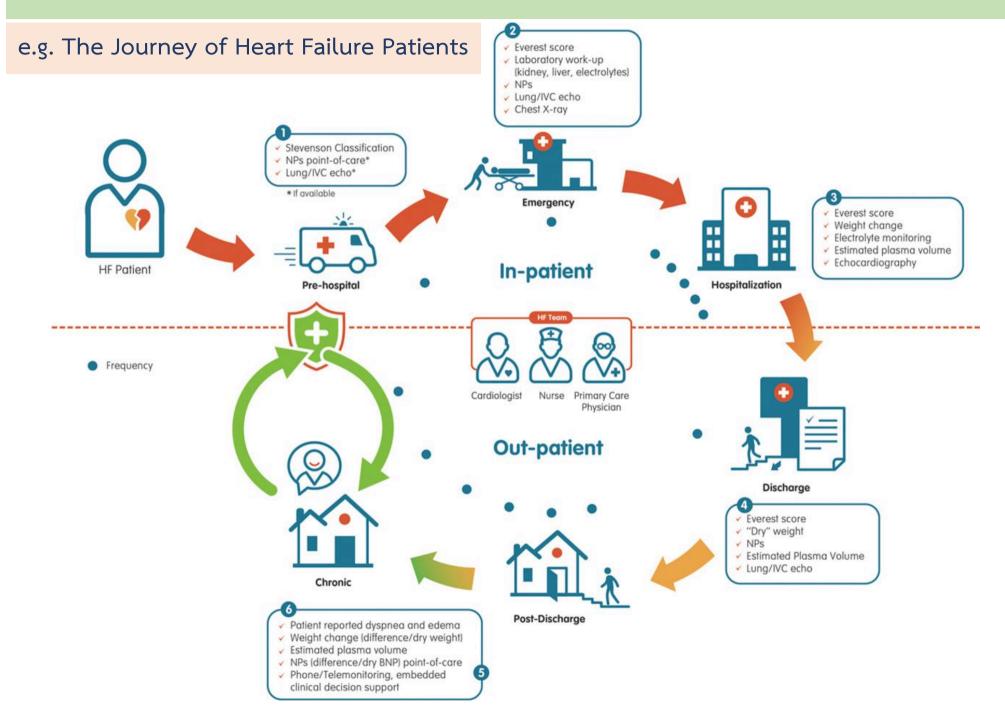


- Primary care, specialty care, acute care (hospital care) are integrated.
- Led by a patient's primary physician who directs a patient's total clinical care team.

#### Delivery Model#2: Patient-Centered Medical Home (PCMH)



#### Model#2: Patient-Centered Medical Home (PCMH)





Thought Leaders

**Events** Insights Council



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Patient Engagement Care Redesign New Marketplace



### Leveraging IPU Principles in **Primary Care**

Case Study · June 27, 2018

Nina Jain, MD, MBA, MSc, Toyin Okanlawon, MD, MPH, Kirsten Meisinger, MD, MHCDS & Thomas W. Feeley, MD

Brigham and Women's Hospital Harvard Business School Cambridge Health Alliance

Cambridge Health Alliance, USA

#### Q: How Should A Workflow in Primary Care Clinics Be Organized?

#### Traditional Schedule

Traditional clinic schedules structure workflow around PCP appointments.

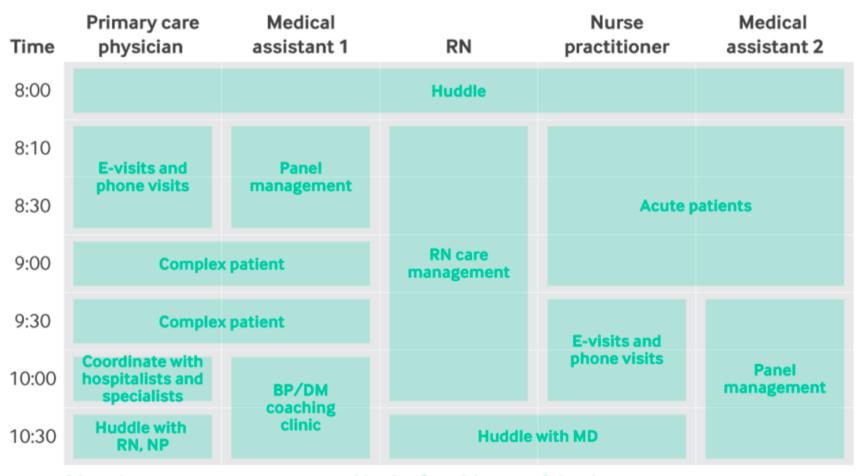
Time	Primary care physician	Medical assistant 1	RN	Nurse practitioner	Medical assistant 2
8:00	Patient A	Assist with patient A	Triage	Patient H	Assist with patient H
8:10	Patient B	Assist with patient B		Patient I	Assist with patient I
8:30	Patient C	Assist with patient C		Patient J	Assist with patient J
9:00	Patient D	Assist with patient D		Patient K	Assist with patient K
9:30	Patient E	Assist with patient E		Patient L	Assist with patient L
10:00	Patient F	Assist with patient F		Patient M	Assist with patient M
10:30	Patient G	Assist with patient G		Patient N	Assist with patient N

Source: Union Square Family Health, Cambridge Health Alliance, developed with David Margolius, MD NEJM Catalyst (catalyst.nejm.org) © Massachusetts Medical Society

# Q: How <u>Should</u> A Workflow in Primary Care Clinics Be Organized? "Practices at the Top of Licenses"

#### **Evolving Schedule**

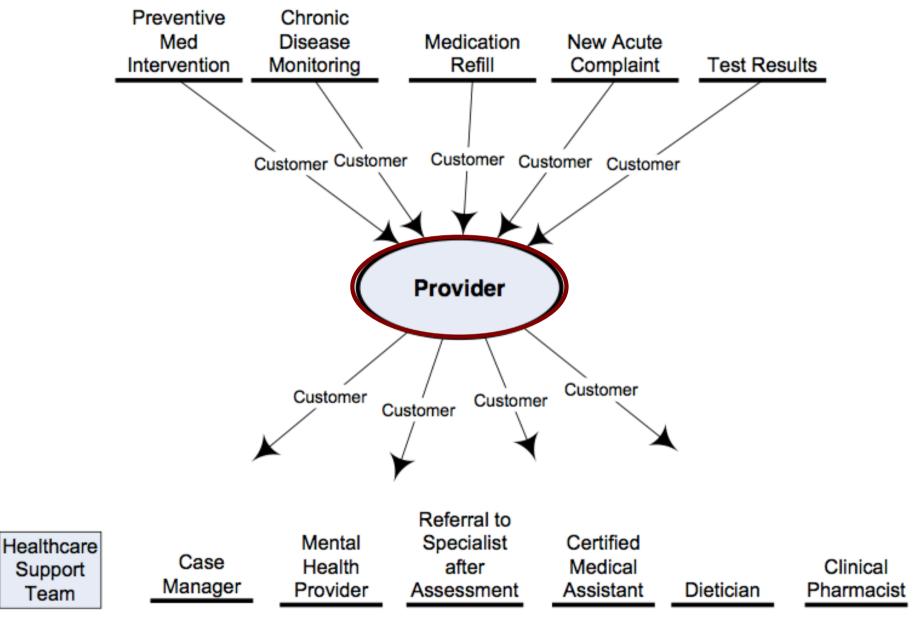
Union Square reorganized workflow to reflect team-based care and place patient time at the center of staff attention.



30 patients are seen or contacted in the first 3 hours of the day.

Source: Union Square Family Health, Cambridge Health Alliance, developed with David Margolius, MD NEJM Catalyst (catalyst.nejm.org) © Massachusetts Medical Society

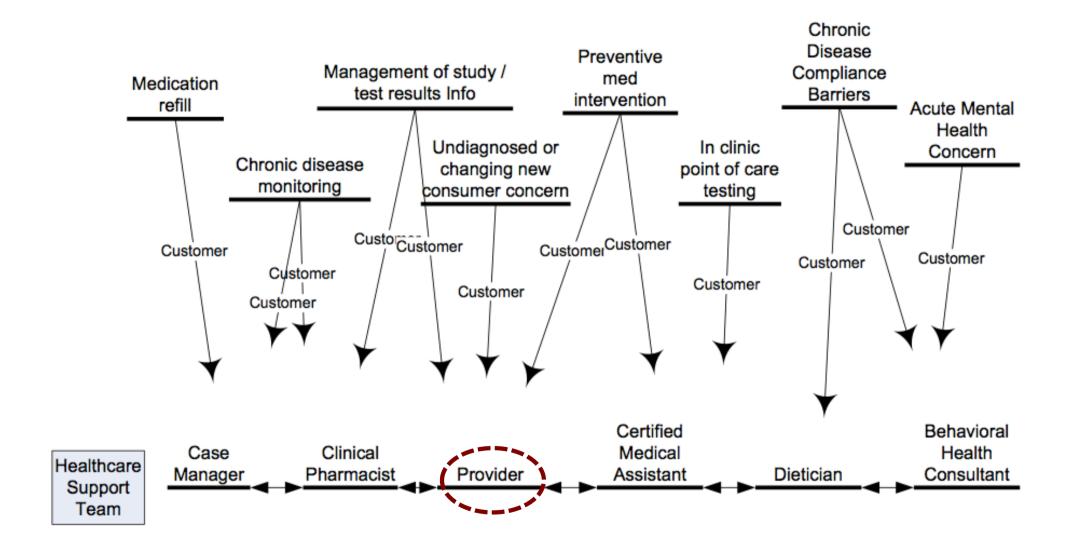
### "Traditional Work Flow in Primary Care Clinics"



Pix source: Southcentral Foundation & Institute of Healthcare Improvement (2010)

## "Redesign: Parallel Work Flow in Clinics":

Patient-centered <u>care pathways</u>, <u>risk adjusted</u> for each group of patients



Pix source: Southcentral Foundation & Institute of Healthcare Improvement (2010)

# Patient-Centered Integrated Care Delivery:

"Care is no longer primarily based on visits/episodes of care."

View Menu

### **Previsit**

The time of recognized need or risk by system or time of patient contact to check-in

Care team plans for the encounter



Time of check-in to departure from health center

Patient's encounter with clinician and care team

## Post-visit

Departure to completion of visit plans/actions

## Between visit

Completion of visit plans/actions to previsit

Care management

Source: Kristen Meisinger, Cambridge Health Alliance (2018)

## Delivery Model#3: Accountable Care Organizations (ACOs)

• Focusing on coordination and data sharing among team members to help achieve these goals among their <u>entire patient population</u>.

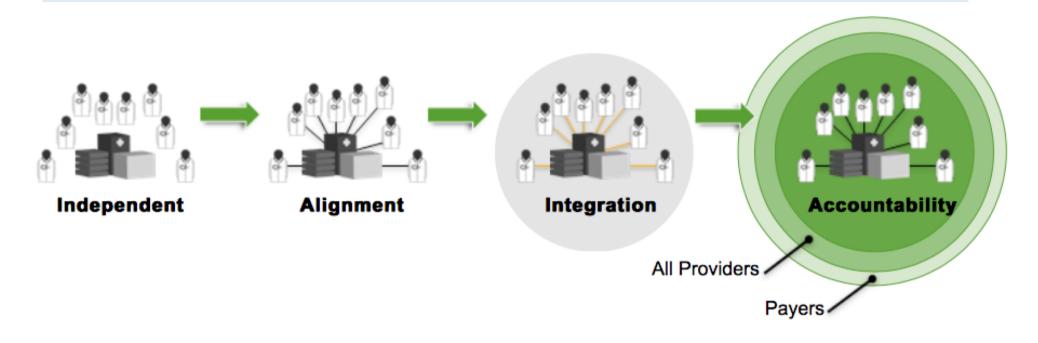


• <u>Clinical and claims data are shared with payers</u> to demonstrate improvements in outcomes such as hospital readmissions, adverse events, patient engagement, and population health.

Source: PricewaterhouseCoopers/DHG; Pix source:

## Delivery Model#3: Accountable Care Organizations (ACOs)

• Physicians, hospitals, and other healthcare providers work as a networked team to deliver the best possible coordinated care at the lowest possible cost.



Consumers
Employers
Health Plans
Government Payors

**Risk Shift** 

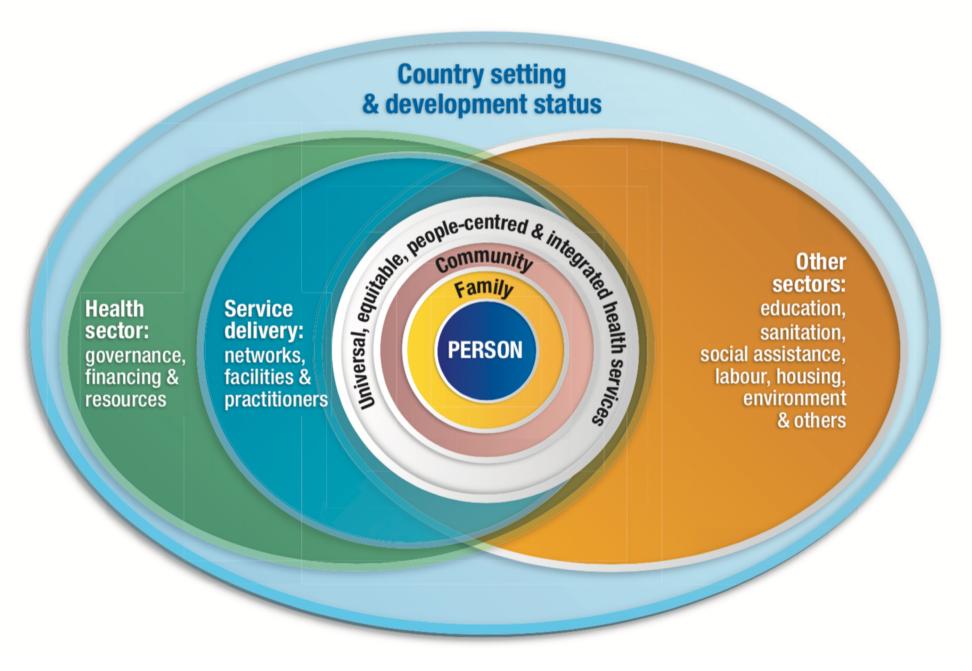
Physicians
Medical Groups
Hospitals
Other Providers





- WHO global strategy on people-centred and integrated health services
- Executive summary

Source: WHO (2015) WHO global strategy on integrated people-centred health services 2016-2026 Executive Summary



#### **Vision**

"A future in which all people have access to health services that are provided in a way that responds to their life course needs and preferences, are coordinated across the continuum of care and are safe, effective, timely, efficient and of acceptable quality"

Strategic Goal 1: Empowering & engaging people Strategic Goal 2: Strengthening governance & accountability Strategic Goal 3: Reorienting the model of care Strategic Goal 4: Coordinating services Strategic Goal 5: Creating an enabling environment

- 1.1 Empowering and engaging individuals and families
- 1.2 Empowering and engaging communities
- 1.3 Reaching the underserved & marginalized

- 2.1 Bolstering participatory governance
- 2.2 Enhancing mutual accountability

#### Strategic Objectives

- 3.1 Defining service priorities based on life-course needs and preferences
- 3.2 Revaluing promotion, prevention and public health
- 3.3 Building strong primary care-based systems
- 3.4 Shifting towards more outpatient and ambulatory care
- 3.5 Innovating and incorporating new technologies

- 4.1 Coordinating care for individuals
- 4.2 Coordinating health programmes and providers
- 4.3 Coordinating across sectors

- 5.1 Strengthening leadership and management for change
- 5.2 Striving for quality improvement and safety
- 5.3 Reorienting the health workforce
- 5.4 Aligning regulatory frameworks
- 5.5 Reforming payment systems



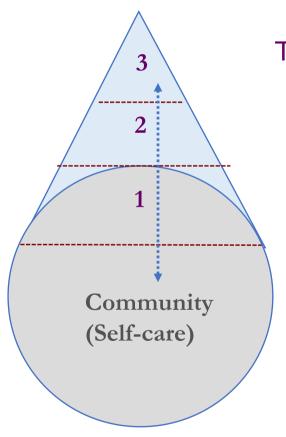
"Integrated primary health care-based service delivery"

Health Topics V	Countries ~	News ~	Emergencies ~
Service delivery and safety			
Service delivery and safety  About us	Integrated primary health care-based service delivery in the Global Conference on Primary Health Care, Astana, Kazakhstan  NOVEMBER 2018 I GENEVA The Global Conference on Primary Health Care took place in Astana, Kazakhstan, on 25–26 October 2018 and brought together 2050 delegates from 147 countries. The conference was held at the Palace of Independence and was co-hosted by the Government of Kazakhstan, WHO and UNICEF. The aim of the conference was to commemorate the 40th Anniversary of the Alma-Ata Declaration and to renew political commitment to placing primary health care (PHC) at the heart of achieving Universal Health Coverage (UHC) and the Sustainable Development Agenda.		
Areas of work			

# Level of Healthcare Delivery Systems

(With Referral Systems, Mainly Acute Care)

(Supra-tertiary/Quaternary Care Services)



**Tertiary Care Services** 

Secondary Care Services

**Primary Care Services** 

(family doctor-type services)

การสาธารณสุขมูลฐาน/Primary Health Care

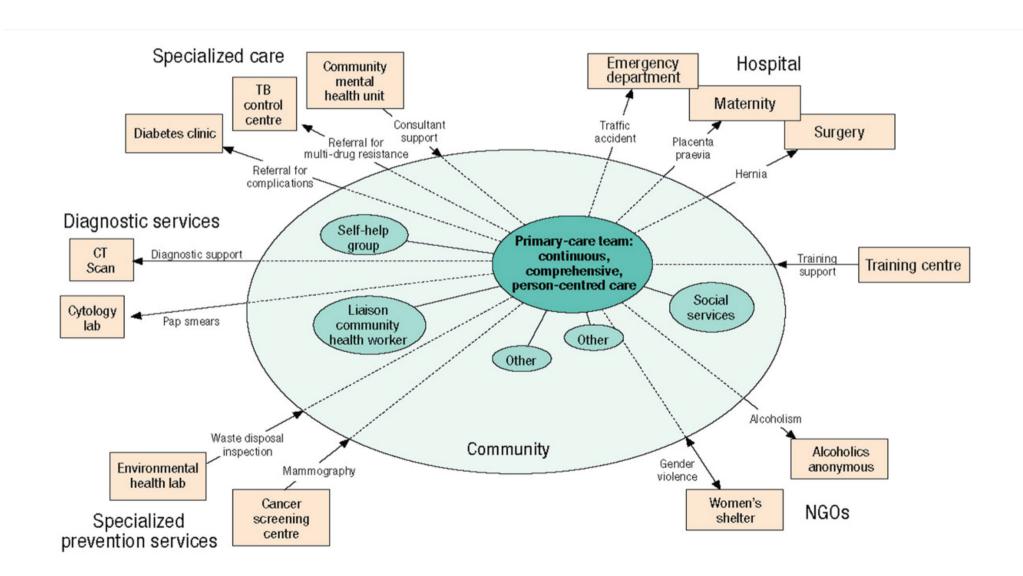
(population-level, public health-type functions)

ระบบส่งต่อ

(Referral systems)

# Primary Care Team's Function

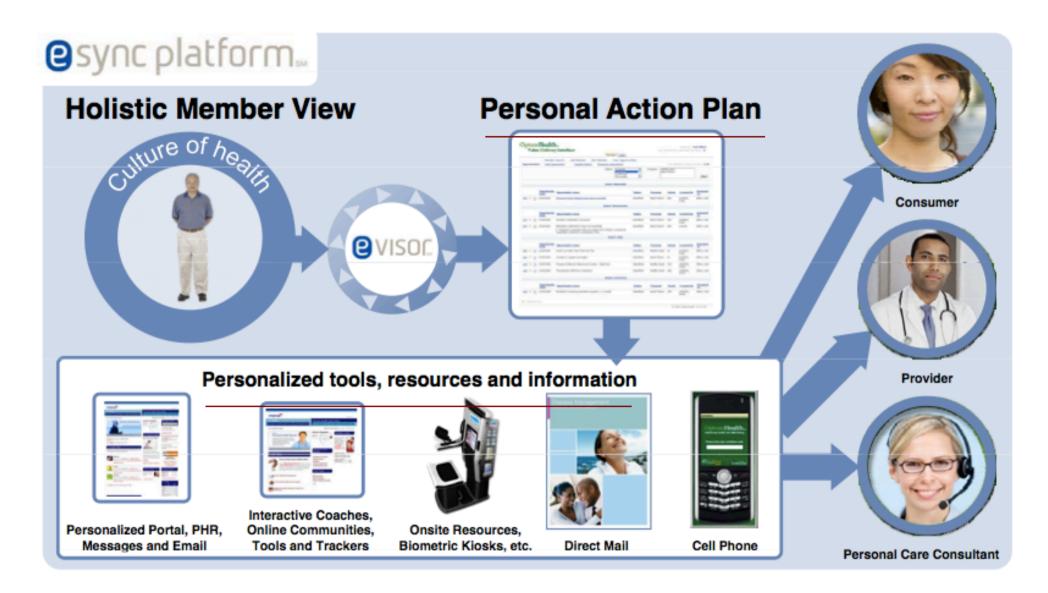
("Care Coordination")



Pix source: WHO (2008) The World Health Report 2008, Figure 3.5

# Care Coordination Innovations

(UnitedHealth Group, US)



Pix source: Lewis G. Sandy (2010). AcademyHealth 2010 Annual Research Meeting June 29, 2010



# บทบาทของสปสช.ในการปฏิรูปการจัดระบบ บริการสุขภาพแบบอิงคุณค่า (What's Next)?

# กระบวนการจัดบริการสุขภาพแบบอิงคุณค่า ("HOW")

Care Coordination Reducing #4 เชื่อมโยงระหว่างสถานพยาบาลเพื่อ Barriers เพิ่มการเข้าถึงบริการสุขภาพที่มีคุณภาพ to Care **Enhanced Access** Patient-Centered Interactions #3 เปลี่ยนโฉมรูปแบบของ Changing Care Delivery <u>การจัดทีม</u>ให้บริการสุขภาพ Organized, Evidence-Based Care Continuous and Team-Based Healing Relationships #2 ปรับรูปแบบ<u>ความสัมพันธ์</u> Building Relationships ระหว่างทีมสุขภาพและผู้ป่วย **Empanelment** Quality Improvement Strategy #1 วาง<u>พื้นฐาน</u> Laying the Foundation สำหรับการปฏิรูป **Engaged Leadership** 

Source: Wagner EH, Coleman K, Reid RJ, Phillips K, Abrams MK, Sugarman JR. The changes involved in patient-centered medical home transformation. Prim Care. 2012;39(2):241-259; Pix source: Adapted from Kristen Meisinger, 2018.



# Q & A

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Pix source: online.wsj.com