

Performance Incentive Metrics - October 1, 2023 through September 30, 2024

Pediatric Service Line – Hospitalists

OHI sets forth a financial target annually (the “Financial Circuit Breaker”.) OHI must meet its Financial Circuit Breaker target amount prior to measurement against any Performance Standards and payout under this program. In the event such target is not met, OHMG shall not be obligated to payout any amounts under this Performance Incentive Plan.

- 1) Financial (20%)
 - a) Participation by each physician in 2 billing/CDI audits and/or educational modules (individual metric).
 - b) Submission of Professional Billing in Epic within 24 hours of patient encounter averaging >90% for the year (group metric).

- 2) Patient Experience (group metric; 20%)
 - a) Press Ganey
 - b) HCAPHS

- 3) Quality – Throughput (group metric; 20%)
 - a) Entry of discharge orders before noon for the practice’s patients at APH to average >50% for the year (group).

- 4) Academic/Education (individual metrics; 10% per metric, unless otherwise indicated; maximum of 20%)
 - a) Present a conference, which may include resident teaching conference, PHM Journal Club, Grand Rounds, or Faculty Development session (10% per conference delivered).
 - b) Develop and implement a resident educational module.
 - c) Mentor a resident Quality Improvement Project and demonstrate progress on the Project.
 - d) Complete 3 residency interview sessions during the 23-24 recruitment season.
 - e) The following metrics each count as 20% for academic/education:
 - i) Publish a peer-reviewed article
 - ii) Obtain a grant for research or QI

- 5) Practice Advancement (individual metrics; 10% per metric; complete 2 for full 20% credit)
 - a) Manage designated non-clinical leadership duties.
 - b) Participate in a PHM peer observation session.
 - c) Complete 1 ABP-approved MOC-4 activity.

- d) Represent practice in development/revision/implementation of policy, guideline, or clinical pathway at APH/WPH.
- e) Represent the practice or OH in a practice outreach, community advocacy, or media relations activity.
- f) The following metric counts as 20% for practice advancement
 - i) Present at a national conference