

Incentive Metrics - October 1, 2024 through September 30, 2025

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 averaging <24 hours for the year (group metric).
- 2) Patient Experience (group; 20%)
- 3) Quality – Throughput (group; 20%)
 - a) Entry of discharge orders prior by noon for APH patients to average >50% for the year (group).
- 4) Academic/Education (individual metrics; 10% per metric, unless otherwise indicated; maximum of 20%)
 - a) Conferences: Present 2 resident teaching conferences, 1 PHM Journal Club, 1 Grand Rounds, or 1 Faculty Development.
 - b) Develop and implement a formal educational module for students, residents and/or fellows.
 - c) Mentor a resident Quality Improvement Project and demonstrate progress on the Project.
 - d) Complete 4 residency interview sessions during the 24-25 recruitment season.
 - e) The following metrics each count as 20% for academic/education:
 - i) Publish a peer-reviewed article
 - ii) Obtain an internal or external grant for research or QI

- 5) Practice Advancement (individual metrics; 10% per metric, unless otherwise specified; maximum of 20%)
- a) Manage non-clinical leadership roles on behalf of the practice as assigned by practice leadership.
 - b) Participate in a PHM peer observation session and submit documentation to practice leadership.
 - 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) Present at a national conference (20%)