

Incentive Metrics - October 1, 2025 through September 30, 2026

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 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/HCAHPS (20%)

- a) Complete Orlando Health Patient Communication Training (individual metric)

3) Quality (group; 20%)

- a) Entry of discharge orders prior to noon for APH patients to average >50% for the year (group).
- b) Appropriate use of key order sets for patients admitted to PHM service > 50% of the time (e.g., asthma, bronchiolitis, eating disorder, NOWS) (group).

4) Academic/Education (individual metrics; 10% per metric, unless otherwise indicated; maximum of 20%)

a) Complete one of the following:

- i) Present 2 resident teaching conferences
- ii) 1 PHM Journal Club
- iii) 1 Grand Rounds
- iv) 1 Faculty Development

b) Complete one of the following:

- i) Rotation director or key role in longitudinal curriculum (e.g., EBM, Board review, simulation, PHM fellowship etc.)

- ii) Develop and implement a formal educational module for students, residents and/or fellows.
- c) Mentor a resident Scholarly Project and demonstrate progress on the Project.
- d) Complete 2 residency/PHM interview sessions during the '25-'26 recruitment season.
- e) The following metrics each count as 20% for academic/education:
 - i) Publish an article; may be research, QI, review, or guideline/policy.
 - ii) Present at a regional or national conference (e.g., case presentation, topic expert, poster, etc).
 - iii) Obtain an internal or external grant for research or QI.

****Core faculty-related work that overlaps with PHM incentive metrics will be applied to core faculty expectations first. Once core faculty expectations are fulfilled then any additional work will apply to incentive metrics**

5) Practice Advancement (20%) (individual metrics; 10% per metric)

- a) Represent the PHM practice on a hospital committee or working group.
- 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.