

Overview of Clinician Performance Recognition Program

Objective

The Clinician Performance Recognition program acknowledges primary care physicians exhibiting strong performance in *both* clinical quality and cost efficiency.

Clinician Performance Measurement

Quality is defined as process adherence to selected evidence-based medical practice guidelines. Claims were examined for compliance levels by Health Benchmarks, Inc.

Efficiency is defined as condition-specific cost variation over the course of patient care. Claims were grouped into episodes of care using Symmetry Health Data Systems' ETG Grouper.

Program Qualifications and Clinician Scoring

Only clinicians receiving *both* an aggregate quality score and an aggregate efficiency score are eligible for recognition. Both the quality scores and the efficiency scores are tabulated *within* the specialty of the clinician. That is, cross-specialty comparisons do not occur.

Performance on the quality and efficiency dimensions are given equal weight. This reflects our recent research finding that clinician cost efficiency and quality compliance are poor predictors one another; thus, the emphasis of this balanced recognition program is *efficient quality*.

Each clinician's percentile rank for quality and efficiency are averaged; this composite metric is re-ranked within the specialty. Clinicians with the top 10% of composite metrics receive recognition. Only specialties with at least 20 clinicians, each having both types of performance scores, are eligible for recognition.

An Example

Below is a scatter plot of Family Practice clinicians across Washington State having sufficient volumes of claim data to support both aggregate quality and aggregate efficiency index scores.

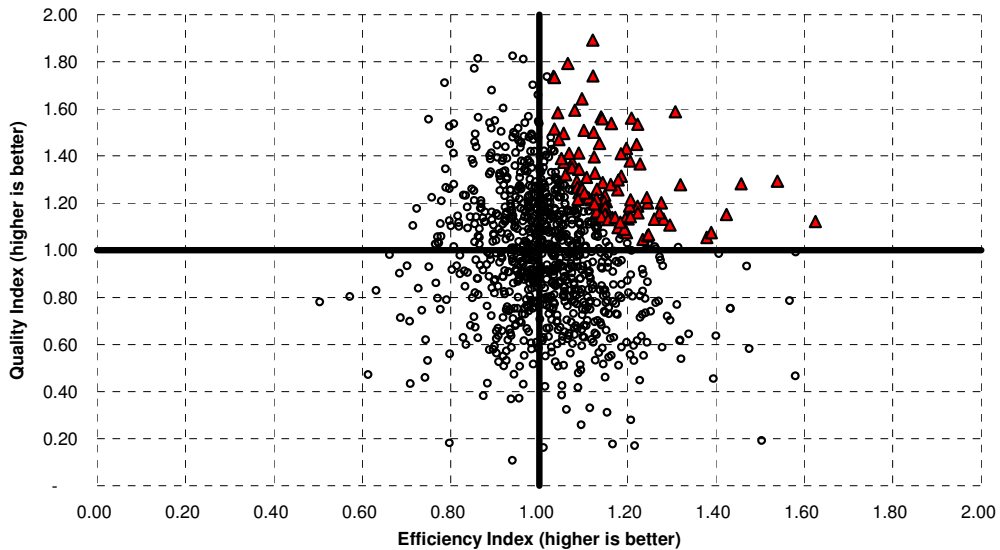
An index score of 1.0 reflects performance matching average peer achievement. Scores greater than 1.0 represent above average performance. So, clinicians plotted in the right upper quadrant have demonstrated above average performance for both quality and efficiency.

In this example, the top 10% of clinicians having high composite quality-efficiency performance appear below as *red triangles*. Some clinicians show exceptional quality and modestly above average efficiency; others show the reverse combination. The rest have achieved a more balanced blend. Overall, the highlighted clinicians outperform 9 in 10 of their measured peers.

A detailed description of the methods employed in this analysis is available in the technical article “Quality Implications of Efficiency-Based Clinician Profiling” at www.regence.com/research.



Performance Recognition Program Using Quality and Efficiency Index Scores Family Practice Clinicians, with Top 10% of Performers Highlighted



24 month service date range