SullivanCotter

Metrics Performance

PPMT™ is a scalable, configurable, cloud-based technology solution that delivers transparent performance-based compensation administration, reporting, and analytical capabilities while providing physicians, advanced practice providers (APPs), and executive and operational leaders insights into performance drivers.

Accurate tracking and reporting of clinical pay and performance builds trust and increases engagement with physicians and APPs and enables leadership to establish, track, and deliver upon organizational objectives that drive meaningful performance improvement. Designed to address a spectrum of physician, leadership and other key stakeholder needs, PPMT combines years of health care compensation insight and expertise with an intuitive, automated technology platform to help drive physician and APP performance and support the transition from volume to value-based care.

Learn how PPMT™ can help measure performance on predefined quality, patient satisfaction, financial and population health metrics.

OVERVIEW

As organizations increase focus on aligning the physician and APP workforces with strategic initiatives, they are looking for ways to improve access, quality, service and affordability. Hospitals, health systems and medical groups are challenged to define provider performance and design compensation programs that support their performance. Selecting the right metrics to measure and reward physicians and APPs is critical. PPMT tracks and aggregates **Metrics and Performance** by individual physician/APP and by location, division, specialty, or entire organization.

KEY FEATURES AND BENEFITS

→ **Offers timely metric aggregation** and performance reporting

→ **Tracks and aggregates metrics and performance** by individual physician/APP and location, division, specialty, or entire organization

→ **Compares performance** to organizationally defined targets

→ **Decreases the risk for human error,** increases transparency, and paints a full picture for physicians and leaders to understand current and historical performance

→ **Provides visibility into performance by metric** at multiple levels in the organization with individual and aggregated results

→ **Measures and improves physician performance** through actionable insights

→ **Supports organizational initiatives** to engage in team-based care by calculating team performance

→ **Automatically calculates performance metrics against specific targets**, removing the burden of manual calculation from administrators

→ **Aggregates roll-up reports** giving healthcare organizations the ability to make decisions (i.e. growth of service line) based on reliable data and helps them understand opportunities for performance improvement

→ **Provides a central source of information** for physicians, APPs and administrators that is automated, accurate, and reliable

→ **Offers visibility into performance and compensation** to help physicians and APPs stay engaged, which can increase retention and reduce costly turnover

YTD Performance by Provider Type

Performance Score

Current Year ■ Prior Year
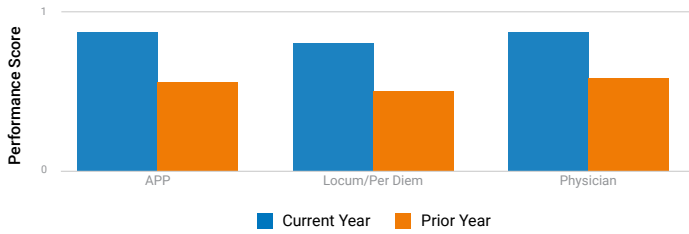
YTD Performance by Specialty

Measure Type	Assigned	Achieved	YTD Actual	Tier 1 Target	Tier 2 Target	Tier 3 Target
Access	5.00%	0.00%	24.39	37.00		
PatientExp	5.00%	5.00%	80.80	40.00	50.00	65.00
Quality	5.00%	2.50%	2.00	1.00	2.00	3.00

Quality

■ Average Performance ──●── Tier 1 Target ──●── Tier 2 Target ──●── Tier 2 Target
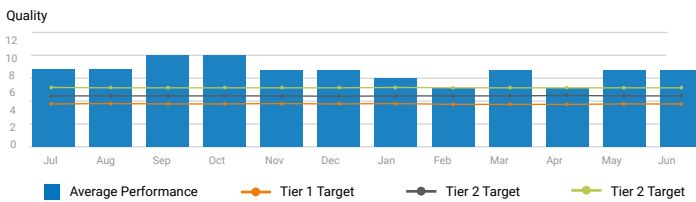
> " *"When providers know there is transparency, they know the organization is vested in them and their performance. This creates a solid partnership, promoting success, engagement, and increased trust in the data. Frequent* **access to financial and personal performance increases provider satisfaction. This encourages providers to operate at their fullest potential as they can quickly see the benefit of doing so."**

✥ Design Studio

Our Design Studio team of experts work with clients to understand their unique challenges and needs. This enables us to recommend **tailored, right-fit programs for our clients** that maximize existing resources while addressing critical compensation or performance management needs.

◤ SullivanCotter

SullivanCotter partners with health care and other not-for-profit organizations to drive performance and improve outcomes through the development and implementation of integrated workforce strategies. Our proven approach helps our clients align their business strategy and performance objectives.

Questions? Contact us!

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💻 Administration

- Maximizes efficiency when working with data
- Engages providers in the transition to value-based care
- Aligns compensation and performance
- Consolidates data from many disparate systems to create a single source of truth
- Provides sophisticated, client customizable rules that offer flexibility when determining performance calculations

🩺 Physicians and APPs

- Accurately compares individual and team performance against targets
- Provides actionable insights into how to improve performance, leading to increased provider engagement
- Promotes team performance improvement by providing detailed results for everyone on the team
- Creates a reliable source of truth for reviewing performance on all metrics

👥 Leadership

- Provides trustworthy insights into metrics performance by groups, locations, specialties and more
- Enables leaders to test different scenarios for changes in teams and processes
- Aligns with organizational objectives by selecting, tracking and measuring metrics
- Allows leaders to pilot new metrics and assess financial impact prior to implementation