

# CCNC Physician Incentives and Benchmarking Plan

## Summary – July 2004

### PHYSICIAN INCENTIVE PLAN

#### Incentive Reward Methodology:

- #1) Define minimum performance = 50<sup>th</sup> percentile of program baseline
- #2) Define excellence in performance = best practice stretch goal or top 15<sup>th</sup> percentile of program baseline

#### Two Reward Levels

- Excellent Performance = best practice goal
- Quality Improvement = improve from own network baseline by 20% and exceed 50<sup>th</sup> percentile of program baseline

#### Asthma ED Rate per 1000

- Network Low = 7.59
  - Network High = 35.71
  - 50<sup>th</sup> percentile of program baseline = 19.67
  - Top 15<sup>th</sup> percentile of program baseline = 10.75
- 1) Excellent Performance Goal = 10.75 (rate per 1000)
  - 2) Quality improvement goal = improve by 20% from network baseline AND reach a level of 19.67 or below (50<sup>th</sup> percentile)

#### HbA1C Performed Every 6 Months

- Use latest process measures as determined by most recent audit (currently underway).
  - Define Network High = 89 %
  - Define 50<sup>th</sup> percentile of program baseline = 73 %
  - Define Top 15<sup>th</sup> percentile of program baseline = 88 %
  - Incentive based on process measurements obtained via audits, because claims data does not adequately reflect improvement activity.
- 1) Define Excellent Performance Goal for HbA1C every 6 months = 88%
  - 2) Define Quality improvement goal for HbA1C every 6 months = improve by 20% from network baseline AND exceed 73 %
  - 3) Consider for 2<sup>nd</sup> year: Provide an incentive to a network that has 80% of their diabetics in a disease registry (CCNC program office will work with networks interested in implementing a disease registry).

### **PAL Performance in Prescribing OTC Medications**

- 1) Achieving 60% prescribing Loratadine OTC in tier one of the Non-Sedating Antihistamines therapeutic class
- 2) Achieving 60% prescribing Prilosec OTC in tier one of the Proton Pump Inhibitors therapeutic class
- 3) Provide improvement goal for achieving a 20% increase from baseline in prescribing OTC medications.

### **BENCHMARKING PLAN**

#### **Asthma Benchmarks**

- Asthma patients staged = 80 %
- Asthma action plan (AAP) when staged II – IV = 80 %
- Asthma patients with annual flu vaccine = 80%

#### **Diabetes Benchmarks**

- Diabetic patients documentation of blood pressure at every continuing care visit = 95%
- Diabetic patients referred for annual eye exam = 80%
- HbA1c level determined twice in past year = 80%
- Monofilament exam performed in past year = 60%
- Lipid profile performed in past year = 85%
- Annual flu vaccine = 80%
- Annual pneumococcal vaccine = 80%