

## **PHC - POLICY FOR ONGOING MONITORING**

*Original Date:* 1/09

*Update:* 2014

**Purpose:** To define the process for ongoing monitoring and evaluation of the practitioner's professional performance to provide safe, high quality patient care.

**Policy:** Practitioners will be monitored at regular intervals (every 6-9 months, with target goal of 6 month reviews) to determine competency. Competency will be based on the following criteria:

- 1) Professionalism
- 2) Interpersonal/communication skills
- 3) Patient care
- 4) Practiced Based learning
- 5) Patient safety
- 6) Medical knowledge

**Process:**

- 1) Practitioners will be reviewed at regular intervals (every 6-9 months, with target goal of 6 month reviews). The schedule for review will be according to section/department assignment in order to maximize efficiency and allow for comparisons between practitioners.
- 2) Triggers will be developed for each criterion (see attached).
- 3) When a practitioner exceeds the threshold for a criterion, the file will be flagged for department/section chair review and to make a recommendation for action.
- 4) The Credentials Committee will review the aggregate ongoing monitoring report. Flagged practitioners will be reviewed at the Medical Executive Committee for action.
- 5) Hospital verifications or other alternative means of assessing competency may be requested for low volume practitioners.

OPPE data may be shared within the Providence Health Care facilities.

### **APPROVALS:**

\_\_\_\_\_ Date: \_\_\_\_\_  
Medical Staff President

Periodic Review

Practitioner: «PHYSNAME»

Status: «STATUS»

Specialty: «SPECIALTY1»

Department: «DEPARTMNT»

Initial appointment date: «INIT\_APOIN»

Indicator	Parameters	Time Period	Time Period	Time Period	Time Period
Professionalism Times on delinquent list	If greater than 3, refer to the Department Chair/MEC for action				
Interpersonal/Communication Skills Valid patient/employee complaints	If greater than 2, refer to Department Chair/MEC for action				
Patient Care Mortality index	If greater than 1.5, refer to the Department Chair/MEC for action				
Patient Care Peer review cases assigned level 3 or above.	One case/6 month time frame				
Practice-based learning /System Based Practice (Resource utilization) Length of Stay	If greater than 1.5, refer to the Department Chair/MEC for action				
Patient Care/Patient Safety Do not use abbreviation compliance	If on the list more than 2 months in six month timeframe, refer to Department Chair/MEC for action				
Medical Knowledge/Practice Based Learning/Patient Safety Other department/specialty indicators as available.					

---

Department Chair Review (Required if practitioner has exceeded triggers)

No action necessary (Explain)\_\_\_\_\_

Additional data collection for comparison\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Other action (describe)\_\_\_\_\_

Comments:\_\_\_\_\_

---

---

---

---

Refer to MEC for discussion

Department/Section Chair date/initials: \_\_\_\_\_