

## The Perioperative Incentive Plan is designed to:

- ✓ Provide teammates with an incentive to focus on specific performance goals
- ✓ Reward teammates based on department improvements that contribute directly to the financial strength and operational effectiveness of the OR department
- ✓ Promote a sense of shared destiny among OR teammates
- ✓ Continuously improve department efficiencies



Incentive Pay Plan

## Perioperative Incentive Pay Plan Approved For 2006!

A Program to Reward  
our Contributions  
Towards Operational  
Improvements in the  
Perioperative Department

## Eligible Departments:

- ◆ I/P Main OR
- ◆ I/P Pre-Op Holding (AM Admissions)
- ◆ I/P Main PACU
- ◆ Instrument Sterilization/Processing



## Eligible Employees

(must be employed in the departments listed above):

- ◆ RN's
- ◆ Surgical Technicians
- ◆ Transporters
- ◆ Instrument Processing Technicians
- ◆ Anesthesia Technicians
- ◆ Environmental Service Assistants
- ◆ Multi Skilled Technicians
- ◆ Clerical staff and Schedulers

# Program Criteria



## How Does The Program Work?

Eligible employees will be evaluated quarterly on the following criteria:

- 1. OR Room Turnover:** 10% improvement each quarter in average monthly main OR room turnover - Goal is to achieve 30 minute turnover
- 2. On Time Starts:** 10% improvement each quarter in first case of the day on time starts – Case must start within 5 minutes of 7:30 or 8:00 a.m. start time or the case is considered “late” - Goal is to achieve 90% of all first cases as on time starts
- 3. Physician Satisfaction:** Physician satisfaction survey sent to top 30 doctors by volume - improvement in percentage of responses that are “very satisfied – a 40% response rate is required from the physicians
- 4. Time Outs:** Documentation of appropriate measures of 5 parts of “time outs” at 95% compliance rate

***Your contribution and commitment to these goals are critical to the hospital's success.***

## How Much Can You Earn?

- ★ Up to \$500 gross payout per quarter (\$2,000 annually) if all four performance targets are achieved\*
- ★ Rewards paid quarterly in separate paycheck (bonuses are not grossed up for tax purposes)
- ★ As soon as your OR Director has evaluated your department performance at the end of each quarter
- ★ You must be employed on the payout date to be eligible to receive the bonus
- ★ Bonuses will be prorated based on your actual hours worked

## How can you be sure you earn rewards?

**By doing your part to contribute to the performance goals**

**The Perioperative Incentive Plan is designed to encourage and reward your efforts!**

Amount employees are eligible to receive will vary based on their job class which effects how they can personally impact each goal.

