

# Alliance - KPHI Performance Sharing Program Goals 2023

**WHAT IS the Performance Sharing Program (PSP)?** The Kaiser Permanente Hawaii Market Regional LMP Council establishes the Performance Sharing Program (PSP) goals annually. PSP provides a cash award which supplements regular pay to recognize the contributions made by the program's participants when they meet or exceed the goal targets. Eligible employees can earn a full or partial PSP payout if the region meets its financial gate. (New employees are eligible for PSP payouts after completing the 90-day probation period.)

Consult your local subject matter expert for details on the goals.

## Service - 8.25%

\*Performance will be based on the highest target achieved between both goals.

### Quiet at Night Outcome Measure\*

**Process Goal:** Attain Three stars rating for the Performance Year 2023 (PY 2023). The current score is 79.1 (2 stars). A score of 81.0 is the minimum to reach 3 stars. HCAHPS runs from October 1, 2022, thru September 30, 2023. Final results will be available by mid-December 2023.

**Measured:** Monthly | National Care Experience Analyst Report: KFH HCAHPS Summary Report. **Threshold:** 80.1 | **Target:** 81.0 | **Stretch:** 82.0

### OR

### Quiet at Night Process Measure\*

**Process Goal:** Create and implement scripting that communicates the Quiet at Night initiative. Work with Clinic Coordinators to develop a KP Learn module and implement module by 10/1/2023.

**Measured:** Monthly | KP Learn Reports | **Key messages are identified and implemented by October 1st, 2023. Threshold:** 80% Staff Trained | **Target:** 85% Staff Trained | **Stretch:** 90% Staff Trained

Quiet at Night staff will include night shift inpatient staff (which includes 1 DH, 2 DH, 3DH, CDU, 4ICU, 5ICU, 5EWA, 5MKA, PEDS, L&D, MB, NICU, and Respiratory Therapists). This population would only include RN, hospital aides, and respiratory therapists. Night shift is defined by the employee's shift in HRConnect.

## Quality - 8.25%

\*Performance will be based on the highest target achieved between both goals.

### Increase blood pressure screenings for patients with hypertension (aged 18-85+)

Ensure patients with hypertension aged 18-85+ with an in-person medical appointment in Primary or Specialty care departments (excluding FFS) departments are screened for high blood pressure.

**Measurement Period:** January 1, 2023 - December 31, 2023 | Clarity

**Threshold:** 1st BP: 76% **OR** 2nd BP: 82% | **Target:** 1st BP: 78% **OR** 2nd BP: 84% | **Stretch:** 1st BP: 80% **OR** 2nd BP: 86%

\***First Blood Pressure: Numerator:** Patient population defined in the denominator that have a first blood pressure screening completed.

**Denominator:** Patients with a diagnosis of HTN (aged 18-85+) with an in-person appointment during calendar year 2023 (January-December).

\***Second Blood Pressure: Numerator:** Patient population defined in the denominator that have a second blood pressure screening completed after five minutes.

**Denominator:** Patients with a diagnosis of HTN (aged 18-85+) with an in-person appointment who had an elevated first blood pressure reading (i.e. >140/90) |

## Affordability - 67%

### Achieve Market Wide Cost Savings Equivalent to 1.5% of Alliance 2022 Payroll

The 2021 National Agreement between the Alliance of Health Care Unions and Kaiser Permanente established an Affordability and Competitiveness Task Force that aims to ensure the sustainability and prosperity of KP in all markets by identifying recurring savings and/or revenue capture opportunities equivalent to 1.5% of the Alliance annual payroll costs. In support of the taskforce's work, effective with the 2023 PSP (paid in 2024), the affordability goal will constitute 67% of the Alliance PSP weighting. **Hawaii's 2023 Savings Target: \$3.1M.**

**Measured:** Monthly | Hawaii Affordability Taskforce Tracking Document

The Hawaii Affordability & Competitiveness Taskforce will identify cost-savings (or revenue capture) initiatives.

1. Savings target to be equivalent to 1.5% of prior years Alliance payroll costs.
2. Savings must be achieved in the calendar year for which credit is given.

## Attendance - 8.25%

### Unprotected Leave Reduction

Alliance-represented employees will reduce the average days of unprotected leave per FTE.

**Measurement Period:** Calendar year 2023 (Pay Periods 1 - 26)

**Threshold:** -5% | **Target:** -10% | **Stretch:** -15%

**TIME data** delivered by National HR Finance. | **Numerator** = "Days Used no LOA"; Total days of sick, long-term sick, unprotected leave (composite of HNHP, UNAC/UHCP, and Local 5) in the measurement time period. | **Denominator** = Average Alliance FTE in the calendar year; total number of FTEs in calendar year divided by 12

## Workplace Safety - 8.25%

### Safety Rounding

Complete a percentage of quality incident investigations (debriefs) in partnership utilizing the Comprehensive Incident Reporting and Analysis System (CIRAS)

**Measurement period:** April 1- December 31, 2023

**Threshold:** 80% | **Target:** 85% | **Stretch:** 90%

Conducting quality incident investigations in partnership includes using all analysis factors (environment, equipment, procedures, and people). Partnership participation is jointly defined by labor and management. A typical team includes the department manager, department safety champion/labor designee, injured employee (if agreed to), and other subject matter experts as required (e.g., Infection Control, Facilities, EVS, Safe Pt Handling Rep. etc.) **Numerator:** number of incident debriefs completed during the reporting period **Denominator:** number of incident debriefs done in partnership as documented in CIRAS. *Higher result is better.*