UPMC LIFE CHANGING MEDICINE

Women's Health Incentive Plans

Note – this is a general description. Actual plans will vary.

Each UPP employed non- casual physician **may** participate in 2 incentive plans as follow:

1. **Annual Incentive Plan**
    a. This is pursuant to your employment agreement
    b. Usually is an individual incentive plan that is tailored to each Division within Women's Health.
    c. There are usually 2 components of the plan
        i. Operational Metrics usually include
            1. Completion of annual training modules
            2. Completing conflict of interest
            3. CGCHAHPS Provider Communication score
            4. Closing 95% of encounters within 7 days
            5. Completing 95% of operative dictation within 3 days
            6. Submission of credentialing information timely
            7. Other Divisional Metrics
        ii. Clinical Metrics – usually based on wRVU' s
    d. This incentive is paid annually usually by September 30th

2. **Value Incentive Plan ("VIP")**
    a. This is not a contractually required incentive plan. This is additional compensation.
    b. This is a group incentive plan. The groups are defined by the department.
    c. This is a six-month plan which runs January through June and July through December.
    d. Eligibility requirements:
        i. Physician or scientist who provides clinical services
        ii. Have a UPP employment agreement
        iii. Are not casual
        iv. Not OZ employees
        v. Not an APP
        vi. Continuously employed during the incentive period
        vii. Maintain medical or other license as designated
        viii. Maintain DEA and Medicare participation
        ix. No written breach of employment agreement
    e. Metrics are established for each group for each six-month period.
    f. If the group meets a metric, then the incentive is paid (usually in March and September).
    g. The value of each metric is dependent on the total participants and total number of metrics.
    h. Incentive is paid based on your clinical full time equivalent.
    i. I 1.0 Clinical FTE in a group that meets 100% of the metrics receives approximately $4,000 to $5,000 dependent on number of participants and funding.