Procedure Title:	Central Zone Perioperative Services – Physician Level Performance Reporting		
Applied To:	Department of Surgery, Department of Anesthesia, Department of Perioperative Services		
Location Applicability:	Central Zone		
Governing Policy:	n/a		
Approved:	**Effective:**	**Next Review:**	
June , 2024	June , 2024	August 31, 2024	
Sponsor:	Director, Perioperative Services Network		
Approval Authority:	Director, Perioperative Services Network		
Number: n/a		**Manual:** Perioperative Services	

EXECUTIVE SUMMARY

This Standard Operating Procedure (SOP) outlines that on a monthly basis, Surgical and Anesthesia Department/Division Heads will share a report of anonymized physician-level performance metrics with Surgeons and Anesthesiologists and facilitate constructive conversations with physicians where there are recognized opportunities for improvement.

PURPOSE

Sharing perioperative performance data with physicians can foster a culture of transparency, promote accountability and compliance, and facilitate continuous improvement that will improve OR efficiency, help to maximize OR utilization, and enhance overall patient care.

1. **Foster Transparency**: By sharing performance metrics, physicians can understand how well the operating room is functioning. This can help identify areas of inefficiency that need to be addressed, leading to improved overall performance.
2. **Promote Accountability**: When performance metrics are shared openly, it promotes a sense of accountability among physicians. Everyone can see how their actions and performance contribute to the overall efficiency of the operating room and ensure that they are compliant with perioperative policies (e.g., on time arrival to ensure readiness for case-start).
3. **Facilitate Continuous Improvement**: Transparency in communication fosters a collaborative environment and allows for continuous improvement. By regularly reviewing and discussing these metrics, physicians can track progress, identify trends, address issues, and implement changes to improve efficiency.

PROCEDURE

This procedure ensures that performance data is communicated transparently to physicians and supports leaders to facilitate constructive conversations with physicians where there are recognized opportunities for improvement in a collaborative, solution-oriented environment.

Seq. No.	Task Description	Role
1.	On the third Monday of every month, the OR Efficiency Project Manager will generate physician-level perioperative performance report from Tableau. The report will anonymize the physicians with codes. This report will provide the following KPIs: - **First Case On-Time Starts**: % of first cases with a *Patient In Room Time* that is either early or no more than 5 minutes after the Scheduled Start Time over all first cases (elective blocks only). - **Advanced Booking Time**: The average number of days between elective cases booked in NOVARI and the date of surgery (Surgeons only).	OR Efficiency Project Manager
1.A.	The OR Efficiency Project Manager will email the anonymized physician-level report to the Surgical and Anesthesia Department/Division Heads and provide the codes for each physician within their group.	OR Efficiency Project Manager
2.	The Surgical and Anesthesia Department/Division Heads will review the physician-level report. The Surgical and Anesthesia Department/Division Heads will make note of the physicians who are performing well (those who consistently have their cases booked in advance and/or begin their cases on time) as well as the physicians with recognized opportunities for improvement (those who do not have their cases booked in advance and/or do not begin their cases on time).	Surgical and Anesthesia Department/Division Heads
2.A.	The Surgical and Anesthesia Department/Division Heads will email the anonymized physician-level perioperative performance report to the Surgeons and Anesthesiologists within their departments/ divisions. Report results may be discussed at Department/Division meetings.	Surgical and Anesthesia Department/Division Heads
2.B.	The Surgical and Anesthesia Department/Division Heads will facilitate constructive conversations with physicians where there are recognized opportunities for improvement.	Surgical and Anesthesia Department/Division Heads

VERSION HISTORY

Version:	Effective:	Approved by:	What's Changed:
Original	June , 2024	Director, Perioperative Services Network	N/A