

Duke University Hospital

Clinical Care | Education | Research





Singapore Healthcare Management Congress 2014

HM 14 - Organizational Excellence at Duke University Hospital

August 20, 2014

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Outline

- Tools to Achieve Performance Excellence
 - Balanced Scorecard
 - Hand Hygiene
- Case Study
 - Organizational Improvement Efforts and Physician Engagement: Care Bundles

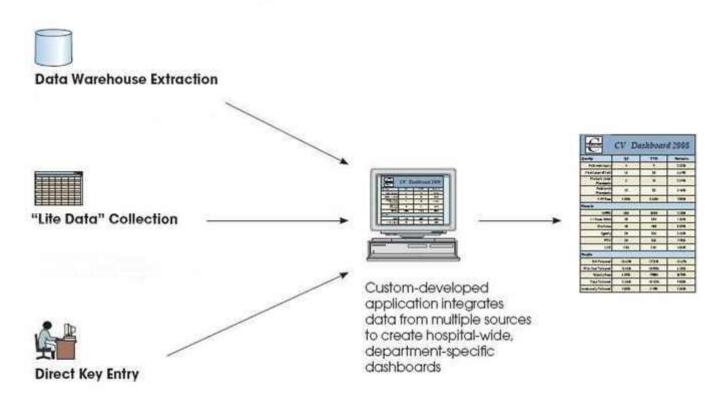


Balanced Scorecard



How It Works (from 10,000 feet)

Culling Data from Multiple Sources

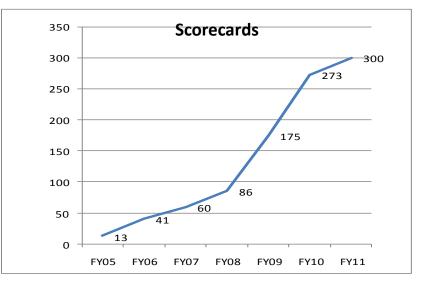


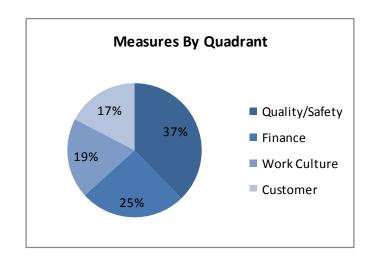


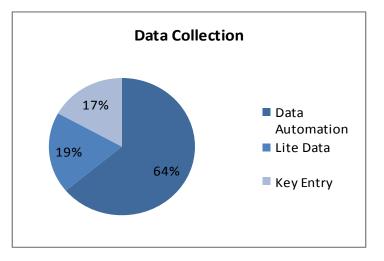
Balanced Scorecard Application (BSC)

Statistics

Distinct Scorecards: 350 Distinct measures: 443 Average Measures per Scorecard: 17.6 <u>Trend Graphs: 5,288</u> Measure Frequency (89% monthly | 11% quarterly)



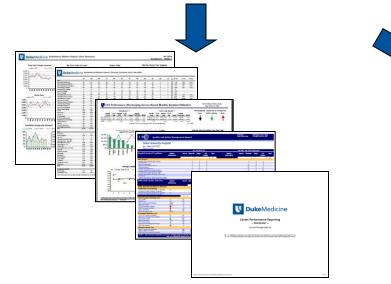






Balanced Scorecard Application

January 8, 2010											Login
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	CSU Least/Most Profitable DEGs	64	2009	Average	Length O	Stey (ALC	75): Excludes	Newborn	6		.0
About This Title	CSU Performance	1905	2010	CMS Exist	ence-Bas	ed Care Sa	one				
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	Access to reports to restricted to authorized upers only. For none information Asked Questions (FAQ) peop.	ist our !	requartly	Patient St	detector	Room Clea	ninets Near	Score			
	and the second s			Inance							
				FIDs Per	Aducted	Occupied I	tion of the second				





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Duke University Hospital/Heart (2009-12 Jun) Balanced Scorecard - CSF

Measure	Actual	Target	YTD Actual	YTD Target	Free
QUALITY AND PATIENT SAFETY					
Average Langth Of Stay (ALOS): Excludes Readoms 49	8.42	5.76	6.18	3.96	M
CHS Evidence-Based Care Score: AHS Her	98.12%	57.55%	97.74%	97.58%	M
CHS Evidence-Based Care Scizie: HP KM	88.48%	91.17%	84.72%	81.175	M
behastion Control: Cothester Associated Primary Blookstmann Infection 1997	3.39	3.85	1.0	2.79	M
Med Safety: Total Preventation ADEs With Sevently Index Greater Then 3 As Pot Df Total Reported ADEs 44	4.00%	5.54%	5.00%	5.54%	м
Pathent Falls With Injury Per 1000 Injusteet Days (NDNQI Criteric) 48	6.71	0.69	8.45	0.65	М
Pressure Ular: Rate Of Assessed Parlants With Hospital Assuined Pressure Ulars ***	1.7%	4.8%	4.0%	4,8%	м
CUSTOMER					
Patient Satisfaction Inpatient Hear Score W	86.2	85.4	85.4	85.4	M
Patient Satisfaction Dulpatient Texts And Treatment Mean Score IM	96.5	96.9	90.4	95.9	M
Patterit Satisfaction Room Cleanitiness Week Score MP	78.2	40.2	41.0	86.2	M
FINANCE					
Pes Espanse Persent Variance 19	-32.20%	5.00%	3.10%	0.00%	M
Play FTE Percent Kerlance IM	-0.30%	0.00%	6.79%	0.02%	M
Total Contribution Hargin Excludes Passithrus He	87,354,365	\$3,547,346	826,061,317	\$12,653,754	Q
Volume: Discharges W	548	576	6.862	2,136	M
Volume: Printifer Visits 49	2,428	6,401	84,791	77,188	M
Lighting Scheme: Blue – Exceeds Expectations; Green – Fully Achieves; Yallow – Betw – Below prior year's avg performance, budget, or similar	een prior year's	avg performan	ce (or similar) ar	id Fully Achieves	Red
DUHS Performance Services, 7/19	2010/10/2108	1.6.0			







Duke's Balanced Scorecard

Duke University Balanced	Hospital (2 Scorecard					
Measure	Actual	Target	YTD Actual	YTD Target	Freq	
QUALITY AND PATIENT SAFETY					(
Average Length Of Stay (ALOS) CMI Adjusted: Excludes Newborns	3.21	3.39	3.30	3.39	М	
CMS Evidence-Based Care Score CSP	100.00%	95.50%	98.83%	95.50%	М	
CMS Evidence-Based Care Score: OP Surgical Care	100.00%	97.50%	98.22%	97.50%	М	
CMS Process of Care: ED-1b Median Time from ED Arrival to ED Departure for Admitted ED Patients ^{Car}	396	369	428	369	М	
CMS Process of Care: IMM-2 Influenza Immunization car	68.97%	91.00%	59.09%	91.00%	м	
CMS Process of Care: Left Without Being Seen Car	7.0%	5.2%	7.4%	5.2%	М	
CMS Process of Care: OP-18 Median Time from ED Arrival to ED Departure for Discharged ED Patients Car	255	208	294	206	м	
Infection Prevention: Hand Hygiene CSP	95.2%	90.0%	88.2%	90.0%	М	
Infection Prevention: ICU Central Line Associated Primary Bloodstream Infection, NHSN Defined CSF	0.63	0.78	1.35	0.78	м	
Inpatient Mortality Ratio CSP	0.92	0.74	0.85	0.74	М	
PSI 90 - AHRQ Patient Safety Indicator Composite Core		0.67	0.67	0.67	Q	
Readmission Within 30 Days - Same Hospital, UHC Defined 🖙	14.32%	12.77%	14.17%	12.77%	М	
CUSTOMER						
CG CAHPS: Global Rating CSP	85.6%	83.1%	85.1%	83.1%	М	
HCAHPS: Hospital Environment CSP	59.2%	64.0%	62.3%	64.0%	М	
HCAHPS: Percent of Dimensions Meeting Achievement Threshold	62.5%	87.5%	87.5%	87.5%	М	
HCAHPS: Responsiveness of Hospital Staff csr	60.1%	62.0%	62.5%	62.0%	М	
Patient Satisfaction OP T & T Mean Score: CT CSP	92.7	94.6	93.2	94.6	М	
Patient Satisfaction OP T & T Mean Score: MRI CSP	92.7	94.6	92.3	94.6	М	
FINANCE AND GROWTH						
FTEs Per Adjusted Occupied Bed	5.03	5.00	5.14	5.01	М	
Operating Income CSP	\$21,327,050	\$11,247,678	\$115,913,345	\$108,541,907	М	
Volume: Billed Technical Visits CSP					М	
Volume: Discharges ^{CSP}	3,410	3,382	36,371	36,173	М	
Volume: Outpatient Visits CSP	93,730	88,588	940,560	948,323	М	
Volume: Surgical Procedures CSP	3,233	3,408	34,831	36,104	М	
WORK CULTURE						
Diverse Hire Rate: Senior Level Positions CSP	0.00%	13.85%	17.65%	13.85%	М	
Diversity: My entity values employees from different backgrounds ^{csr}		4.25		4.25	YTD	
Percent Terminations Annualized: Overall CSP	12.65%	13.10%	12.65%	13.10%	М	
Work Culture: Commitment Indicator CSP		4.10		4.10	YTD	
Work Culture: Percent Tier III Units		20.23%		20.23%	YTD	
Lighting Scheme: Blue = Exceeds Expectations; Green = Fully Achieves Achieves; Red = Below prior year's DUHS Performance Servi	avg performance	e, budget, or sim		(or similar) and F	ully	



Quality and Patient Safety

FY15 Strategic Objectives	FY15 CSF Goals (DUH, DRH, DRAH)
Quality & Patient Safety	
Provide coordinated care across all settings	1. CMS Inpatient Evidence-Based Care Score (AMI, HF, PNE, SCIP, STK, VTE, IMM)
	2. CMS Outpatient Evidence-Based Care Score (HOP)
	3. Readmission Rate
	4. Mortality
	5. ED LWBS
	6. Length of Stay Ratio (new)
Provide safe patient care	7. Patient Safety Index (PSI)
	8. Hospital Acquired Infections (CLABSI, CAUTI)



Overview of Proposed Quality and Safety Measures

Measure	Current Performance	Target	Target Methodology
Composite IP EBCS	92.2%	95%	UHC Top quartile
Outpatient EBCS	97%	99%	UHC Top quartile
Readmission Rate	14.4%	13.05%	UHC Median
Mortality O/E ratio	.85	.79	UHC Top quartile
ED LWBS	8%	3.5%	Stepped approach to national avg. of 1.9%
LOS Index	1.13	1.02	UHC Median
PSI Index	.67	.66	UHC Top quartile



Patient Experience

FY15 Strategic Objectives	FY15 CSF Goals (DUH, DRH, DRAH)
Patient Experience	
Provide every patient with the best	1. HCAHPS – Percent of Dimensions Meeting Achievement Threshold
experience	2. Outpatient Test & Treatment Mean Score: CT
	3. Outpatient Test & Treatment Mean Score: MRI
	4. CGCAHPS – Access and Office Staff Domains
	5. ED Outpatient Satisfaction
Be available for patients who need	6. Scheduled Visits Within 72 Hours (New/Consult)
our care	7. Template Utilization – YTD
	8. Provider Cancellation Rate (< 4 weeks)



Overview of Proposed Patient Experience Measures

Measure	Current Performance	Target	Target Methodology
HCAHPS % dimensions	87.5%	87.5%	7 of 8 dimensions meeting VBP threshold
HCAHPS, Staff Responsiveness	63.5	63.6	VBP Achievement threshold
HCAHPS, Hospital Environment	62.3	64.4	VBP Achievement threshold
OP CT	93.7	94.6	PG Top quartile
OP MRI	92.6	95	PG top quartile
CG CAHPS Access	61.1	62.6	Stepped approach to top quartile
CG CAHPS Office Staff	88.9	90	Stepped approach to top quartile
ED Satisfaction	79.5	88.1	PG Top quartile



Work Culture

FY15 Strategic Objectives	FY15 CSF Goals (DUH, DRH, DRAH)
Work Culture	
Maintain a workforce that is committed, motivated and equipped	1. Work Culture Commitment Indicator 2. Percent Terminations: Overall
Foster equity and respect of all individuals	3. WC Question on diversity
Support each other in the delivery of high quality care	4. % Tier III (based on Power Items Score)



Finance & Growth

FY15 Strategic Objectives	FY15 CSF Goals (DUH, DRH, DRAH)				
Finance & Growth					
	1. Operating Income				
Deliver high value care	2. Cost per Episode of Care (New for FY15)				
	3. FTE per AOB				
	4. Volume: Discharges				
Deliver targeted growth	5. Volume: Surgical Procedures				
	6. Volume: Outpatient Visits				
	7. Volume: Entity Strategic Growth Initiatives				



Hand Hygiene

Background

- Historical poor performance
- Limited observation data collection which yielded:
 - Retrospective data
 - Small sample size with little specificity
 - Questionable validity of data
- Innovative approach proposed by Infection Control to:
 - Increase sample size
 - Provide more concurrent feedback
 - Increase specificity
 - Increase the efficiency of reporting

Solution

- Dedicated observers (nursing students)
- Handheld data capture tool
- Web-based concurrent reporting
- Reporting down to role level within organization (physician, nurse, etc.)

Demo

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Hand Hygiene Home						

Welcome to Hand Hygiene Audits

View your entity details by selecting from the links below.





Demo

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Hand Hygiene Home >> Hand Hygiene Performance Dashboard	on the way!								Ш

Hand Hygiene Performance Dashboard

All DUH DRAH DRH

Entity	Loc Туре	Last 30 Days	Obs	Last 60 Days	Obs	Last 90 Days	Obs
DUH	Inpatient	95.9%	762	94.8%	5434	95.5%	10494
DUH	Outpatient	98.2%	340	97.9%	1330	97.6%	2590

Entity	Loc Type	Location	Last 30 Days	Obs	Last 60 Days	Obs	Last 90 Days	Obs
DUH	Inpatient	CHC RECOVERY	97.2%	36	97.5%	120	98.7%	236
DUH	Inpatient	DMP 3RD FLOOR RECOVERY ROOM	97.5%	40	98.6%	72	98.8%	254
DUH	Inpatient	DMP 6E MED/PULMONARY MICU	100.0%	16	93.5%	124	95.9%	246
DUH	Inpatient	DMP 6W TRAUMA SICU	83.3%	12	93.7%	126	96.8%	248
DUH	Inpatient	DMP 7E CARDIOTHORACIC SURGERY	100.0%	31	94.8%	115	93.5%	247
DUH	Inpatient	DMP 7W GENERAL/THORACIC/CARDIOTHORACIC SURGERY	95.8%	24	94.6%	92	94.7%	244
DUH	Inpatient	DMP 8E NEURO ICU	100.0%	9	98.8%	161	94.9%	277
DUH	Inpatient	DMP 8W NEUROLOGY/NEUROSURGERY	100.0%	8	90.4%	146	92.7%	248
DUH	Inpatient	ER SIDE A INPATIENT	83.3%	18	97.5%	118	98.0%	254
DUH	Inpatient	ER SIDE B INPATIENT	94.4%	18	96.4%	138	97.9%	236
DUH	Inpatient	ER SIDE C INPATIENT	100.0%	16	93.9%	132	96.5%	226
DUH	Inpatient	ER SIDE E INPATIENT	100.0%	2	100.0%	2	100.0%	2
DUH	Inpatient	ER SIDE P INPATIENT	100.0%	11	93.6%	125	96.7%	239
DUH	Inpatient	N21 GEN SURG-GI MEDICINE	93.8%	32	91.3%	184	92.1%	302
DUH	Inpatient	N23 GENERAL SURGERY	92.3%	26	94.6%	184	93.0%	314



Demo

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Hand Hygiene Audits	A Home	Dashboard	Audits		💂 Jennifer	Rose <u>(Siq</u>	<u>n Out</u>]	^

Hand Hygiene Home >>> Hand Hygiene Performance Dashboard

Entity	HCW Type	Last 30 Days	Obs	Last 60 Days	Obs	Last 90 Days	Obs
DUH	EKG		0	100.0%	20	100.0%	34
DUH	EVS	72.7%	22	92.7%	82	93.6%	156
DUH	FS		9	84.7%	111	91.3%	309
DUH	LT	100.0%	7	100.0%	25	100.0%	43
DUH	MD	93.3%	149	92.1%	764	94.0%	1290
DUH	MD Student	100.0%	8	95.8%	48	96.4%	110
DUH	NCA	97.9%	97	95.6%	551	94.3%	985
DUH	NP	83.3%	6	87.5%	8	96.2%	26
DUH	Nursing Student		0	92.3%	26	96.3%	54
DUH	Other	96.1%	51	92.1%	431	92.0%	847
DUH	PA	100.0%	3	100.0%	3	100.0%	7
DUH	PRMO	100.0%	4	100.0%	8	100.0%	32
DUH	PT	100.0%	12	100.0%	46	100.0%	94
DUH	RN	98.2%	709	96.4%	4496	96.9%	8786
DUH	ROT	100.0%	12	100.0%	46	100.0%	84
DUH	RT	71.4%	7	87.9%	33		97
DUH	SW		0	100.0%	6	100.0%	12
DUH	TP	100.0%	5	100.0%	39	95.9%	97
DUH	XRT	100.0%	1	100.0%	21	100.0%	21

Alignment

Mission	Integration of Patient Care, Education, Research
DUHS Strategic Objective	Provide a Safe Patient Care Environment
CSU Measure	Central Line Associated Bloodstream Infection
Improvement Opportunity	Hang Hygiene Compliance
Performance Improvement	Development of Hand Hygiene Application
Outcome	 -Increased sample size, more concurrent feedback, increased specificity -Hand hygiene improvement to 90% compliance rate

Outline

- Tools to Achieve Performance Excellence
 - Balanced Scorecard
 - Hand Hygiene
- Case Study
 - Organizational Improvement Efforts and Physician Engagement: Care Bundles



Care Bundles



Purpose

- Development of bundles to improve the value of patient care:
 - Quality measures
 - Cost
 - Patient experience
- Organize teams around bundles
- Engage physicians in the improvement process



Phase	Step
	Perform initial analysis by service line and DUHS hospital
	Internal trends and metrics include: discharges, ALOS, variable direct
	cost/case (overall and by top 5 cost buckets), 30 day readmissions,
Define/Measure	CMI, by CSU overall and by top 10 Base DRGs, Ad-hoc
	Measure opportunities to benchmark> ALOS, cost index, and
	resource utilization compared to UHC median/top quartile, and
	within the Service Line Analytics tool
	Work with clinical and operational leadership to review initial analysis
	and identify 2-3 targeted improvement areas
Analyze	Drill-down into targeted improvement areas to identify root causes of
Analyze	variation
	Work with Senior leadership to identify improvement target for each
	area (10% reduction in variable direct cost/case)
	Work with clinical and operational leadership to identify improvement
	plan through use of: RIE, best practice identification (internal and
Improve	external), "just do its", Lean, etc.
Improve	Identify necessary resources and changes, and communicate to
	stakeholders
	Implement improvement plan
Control	Monitor performance through use of scorecard (ALOS, variable direct
Control	cost/case) ²

Areas of Focus



Timeline	Area
	Ortho
	Heart
	Gen Surg (Vascular, Colorectal, SurgOnc)
	Hospital Medicine
	Transplant (solid tumor)
Launched Spring-	Dept of Medicine
Summer 2013	Periop
	Neuro
	Oncology
	OB
	DRH
	DRAH
	Labs
	Imaging
	Critical Care
Kickoff Winter 2012/	Emergency Services
Kickoff Winter 2013/ Early 2014	Psych
	Peds
	Bariatrics
	BMT
	Endoscopy



Interdisciplinary Team

- Team Chair: Medical Director for Orthopedics
- Members:
 - Orthopedics Administrator
 - Nursing Unit Manager
 - Practice Administrator
 - Physical Therapy
 - Home Health
 - Performance Services Engineer

e	nt's Inpatient Clinical Pathway	Before Surgery	Day of Surgery	ical	Day 1 After Surgery	Day 2 After Surgery
_	e You Will Meet	 Physician Team Nurses Patient Resource Manager Business Office Professional 	 Physician Team Nurses Patient Resource Manager Respiratory Therapist Physical Therapist Occupational Therapist 		 Physician Team Nurses Patient Resource Manager Physical Therapist Occupational Therapist 	 Physician Team Nurses Patient Resource Manager Physical Therapist Occupational Therapist
Tests	A DECE	 Blood tests Urine sample (if needed) Knee X-ray Electrocardiogram (EKG), if needed 	Blood tests		Blood tests	Blood tests
Treat	ments	 Vital signs Height and weight Shower with antibacterial soap 	 Vital signs will be monitored more frequently Intravenous (IV) Incision care Bladder tube, if needed Breathing exercises Drain 		 Vital signs Intravenous (IV) Incision care with hand washing Bladder tube removed Breathing exercises Drain removed Regional anesthesia catheter 	Vital signs Incision care Breathing exercises Pain medication
Medi	cations	 Continue current prescribed medications unless specified by your doctor You will be told which medication to take the morning before surgery 	 Oxygen overnight, if needed Antibiotic Pain medicine in a nerve block or IV, if needed 		removed • Antibiotic • Pain medicine • Blood clot prevention • Medication for nausea if needed	 Blood clot prevention IV discontinued
Diet	<u>}</u>	 Regular Nothing to eat or drink after midnight (or time specified by anesthesiologist) 	Medication for nausea if needed Regular diet if not nauseated		Regular diet	Regular diet
Activi	ity	No restrictions on activity	 You may be assisted out of bed and walking if able Begin Physical Therapy and Occupational Therapy exercises and activities 		 Continue exercises and walking with assistance 	 Continue exercises and walking with assistance Stair training and car transfers, if needed
Teach	ning	 Physical Therapy for evaluation, if needed Work with equipment which will be used at home Pre-operative teaching Pre-operative class Pre-operative DVD Dukehealth.org 	 Hand washing Incentive spirometer use Pain management Activity restrictions Knee precautions Communication board in room will demonstrate your daily goals 		 Incentive spirometer use Pain management Activity restrictions Knee precautions Home care needs Home equipment needs How to take your medications after discharge 	 Hand washing Incentive spirometer use Pain management Activity/transfers (car and stair training) Knee precautions How to give yourself medications after discharge



Knee 90 Day Carepath

Procedure	30 Days prior	30 Days post	60 Days post	90 Days post
Total Knee	Initial MD visit	First Post-op Clinic Visit	Second Post-op Clinic Visit	Final postoperative clinic
Replacement	Medical exam	ROM: 0-90 degrees, or	Gait	visit for examination.
	ROM	more*	ROM; 0-90 degrees, or	
	Strength		more	Continue Physical Therap
	Gait	Gait		as needed.
	Outcome measures	Radiographs	Continue Physical Therapy	
	Radiographs-knee	Hip to ankle (femur)	as needed if range of	
	Provides patient education	Hip to ankle (tibia/fibula)	motion is less than 0-90	
	materials: joint packet, DVD	Knee (AP and LAT)	degrees.	
		Sutures out POD #12-14		
	Pre-operative visit			
	Blood work	Physical Therapy (Home Health		
	Type and screen	vs. Outpatient)		
	Basic Metabolic Panel	Evaluation and Treatment		
	Anesthesia	within 72 hours post discharge,		
		minimum of 2 times/week until		
	Total Joint Class	full extension and at least 90		
	(complimentary)	degrees of flexion achieved.		
	Physical Therapy Evaluation			
	(as needed-1 visit)			
	,		e manipulation	
		between 4 and	18 weeks.	



Questions?

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