

Princess Alexandra Hospital

METRO SOUTH HEALTH SERVICE DISTRICT

The Senior Medical Performance Review Princess Alexandra Hospital

International Society for Quality in Health Care

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METRO SOUTH HEALTH SERVICE DISTRICT

Senior Medical Performance Review

Aim

To assist clinician managers and clinicians to undertake regular performance and development appraisals through the provision of information which is:

- Multi faceted
- Reliable and valid
- Impartial
- Confidential

Objectives

Development of a performance assessment tool that would be accepted by clinicians and regulatory bodies as a reliable demonstration of baseline competence

Minimise clinician workload on this issue

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Four Modular Components

1. Clinician Profile and Outcomes
2. Team and Peer Review
3. Continuing Education & Professional Development
4. Annual Mandatory Training Compliance Check

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Senior Medical Performance Review

- Over 410 individual SMPRs completed and almost 9000 peer reviews collated
- 90% improvement in Performance Appraisal and Development compliance
- 78% improvement in mandatory training compliance
- 60% of respondents agreed that the SMPR is a meaningful process with the majority of respondents agreeing that the SMPR produces valid information
- The majority of respondents agreed they would change their practice if they were to receive constructive criticism /feedback within the SMPR