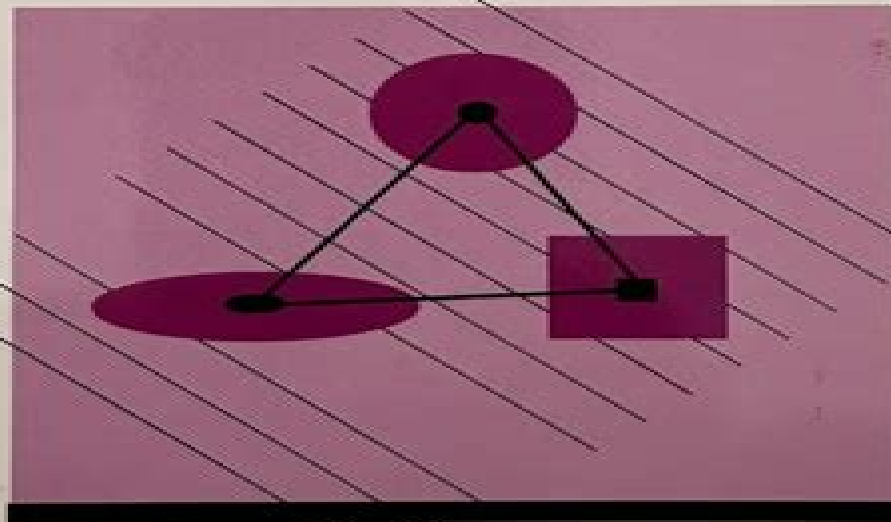


Medical Staff Peer Review

*A Strategy for Motivation
and Performance*

Daniel A. Lang, M.D.



AHA

Medical Staff Peer Review Manual

Robert J. Marder



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The Medical Executive Committee Manual William F. Mills, Mary J. Hoppa, 2013-10-10 The Medical Executive Committee Manual Mary J Hoppa William F Mills Your resource to build and support an effective medical executive committee Physician leaders are pressed for time Give them the knowledge and tools to confidently and effectively carry out their MEC responsibilities and comply with accreditors standards This book will help MEC members understand their role in important medical staff functions such as credentialing and privileging competence assessment and peer review physician contracts and alignment and quality and patient safety This book also helps MEC members understand their relationship to the medical staff other committees administrators and the governing board Benefits This book will serve as a guide and reference manual for how the MEC can effectively and efficiently carry out its duties including Methods for providing leadership that is fair honest and consistent Maximizing members leadership skills and minimizing time spent in meetings The MEC s role in OPPE FPPE and peer review The MEC s role in physician contracting physician hospital alignment and hospital strategies Communicating with the governing board and hospital administrators View the Table of Contents Chapter 1 Roles and Responsibilities of the Medical Staff Management and Board Quality and Safety Board Responsibilities Organizational Charts Medical Staff Responsibilities Management Responsibilities Understanding Influence Chapter 2 The Power of the Pyramid How to Achieve Great Physician Performance Appoint Excellent Physicians Set Communicate and Achieve Buy In to Expectations Measure Performance Against Expectations Provide Periodic Feedback Manage Poor Performance Take Corrective Action Chapter 3 Appoint Excellent Physicians Guiding Principles Chapter 4 Set Communicate and Achieve Buy In to Expectations How to Develop Great Expectations Sample Performance Expectations Chapter 5 Measure Performance Against Expectations Peer Review Special Circumstances in Peer Review Chapter 6 Provide Periodic Feedback Ten Step Process for Creating Physician Performance Reports Gaining Physician Buy In to Reports Chapter 7 Manage Poor Performance Chapter 8 Take Corrective Action Chapter 9 Medical Staff Bylaws and Rules and Regulations The MEC s Role Composition of the MEC Attendance Requirements Code of Conduct Confidentiality Conflicts of Interest The Minority Report Implementing Change Bylaws Rules and Regulations Policies and Procedures Chapter 10 Medical Staff Functions The MEC s Role Regulatory Requirements Medical Staff Functions Information Flow Chapter 11 Credentialing and Privileging The MEC s Role Are Credentialing and Privileging the Same Four Step Process Expedited Credentialing Policy in Action Essential Credentialing and Privileging Policies Chapter 12 Peer Review Quality and Patient Safety The MEC s Role Terms to Know Peer Review Managing Loose vs Managing Tight Managing System Performance Four Components of Patient Safety Organizational Performance Improvement What the MEC Can Do Chapter 13 FPPE and OPPE The MEC s Role What Is FPPE What Is OPPE The Six Core Competencies Performance Improvement Plan Oversight Chapter 14 Managing Professional Conduct The MEC s Role Protecting a Culture of Safety Medical Staff Code of Conduct Policy Legal and

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legal issues that health care professionals face every day Substantially revised and expanded and written in a plain manner this New Edition includes 20 brand new chapters that address the hottest topics in the field today Will also serve as the syllabus for the Board Review Course of the American Board of Legal Medicine ABLM Includes need to know information on telemedicine and electronic mail medical and scientific expert testimony medical records and disclosure about patients and liability exposure facing managed care organizations Addresses the legal aspects of almost every medical topic that impacts health care professionals Uses actual case studies to illustrate nuances in the law Discusses current trends in the peer review process physician assisted suicide and managed care organizations Offers the expert guidance of top professionals across medical and legal fields in an easy to read format Includes a glossary of medical terms Features many brand new chapters including Patient Safety Medication Errors Disclosure of Adverse Outcome and Apologizing to Injured Patient Liability of Pharmacists No Fault Liability Legal Aspects of Bioterrorism and Forensic Psychiatry

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The Hospital Medical Staff, 1977 *California. Supreme Court. Records and Briefs* California (State)., Court of Appeal Case s B062903 Topics; Information on Significant Programs and Issues in Health Care American Medical Association, 1972 **California. Court of Appeal (1st Appellate District). Records and Briefs** California (State)., **ATTORNEY GENERAL V SANDRA G. BRUCE, 422 MICH 157 (1985)**, 1985 71645 *The Cumulative Book Index*, 1905 A world list of books in the English language **Effective Peer Review** Robert J. Marder, 2013 *Effective Peer Review* The Complete Guide to Physician Performance Improvement Third Edition Robert J Marder MD Peer review continues to rate as a top problematic issue in healthcare organizations Even if they are meeting regulatory standards most organizations struggle to develop a peer review program that is meaningful to physicians causing them to become resistant to this performance measurement tool This new edition explains the connection between peer review OPPE and FPPE It also contains updated information on OPPE and FPPE as related to The Joint Commission s standards This book also incorporates three previous books *Effective Peer Review* *Peer Review Best Practices* and *Measuring Physician Competency* Now readers have one all encompassing resource to answer their peer review and physician performance questions This completely updated book will help you Engage physicians in the peer review process Create tools to recognize and celebrate excellence Design OPPE profiles and create a plan for distributing the information to physicians Eliminate bias and improve case reviewer efficiency Determine if your peer review policies comply with regulatory standards Take a look at the Table of Contents Chapter 1 Peer Review Why Do We Need to Measure Physician Competence What Peer Review Is What Peer Review Is Not Who Is a Peer Impartiality and Conflicts of interest Sham Peer Reviews The Duty to Perform Effective Peer Review Should Physicians Be Paid to Perform Peer Reviews Chapter 2 From Punitive to Positive Creating a Performance Improvement Culture for Peer Review How Can Culture Change Values of a Performance Improvement Focused Peer Review Culture Peer Review and the Just Culture Chapter 3 Legal Considerations Impact of Regulations and Liability on Peer Review Redefining Peer Review OPPE FPPE and the Core Competencies How the Standards Apply Peer Review Protection Laws Affirmative Duty to Keep Information Confidential Fair Hearings The National Practitioner Data Bank Negligent Peer Review Chapter 4 Peer Review Structures The Impact of Multi Specialty Peer Review Peer Review Structures Three Primary Functions Goals for Peer Review Redesign Basic Peer Review Models Who Should Oversee Peer Review Selecting the Right Model Physician Behavior Who Should Handle It Chapter 5 Measuring Physician Performance What to Measure and How to Do It Fairly What Is a Physician Performance Indicator Indicator Validity Selecting Physician Driven Measures What Are You Required to Measure What to Measure Structure Process and Outcome How to Measure Physicians Fairly Review Rate and Rule Indicators Understanding and Improving Risk Adjusted Data Using Perception Data to Evaluate Physician Performance Case Study Indicator Selection Chapter 6 Case Review Reducing Bias and Improving Reviewer Efficiency and Effectiveness Standardizing the Case Review Process Case Identification and Screening Physician Reviewer Assignment Physician Review

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