                           The Eggplant

Valley Medical Group, P.C. Staff Newsletter           Volume XVII, Issue 1, January 20, 2017

A belated Happy New Year to us all! I hope you all had a great holiday season, got some rest, had some fun, were comforted by friends and family and are ready for the challenges of another year.

**End of Year (2016) Initiative Results**

I know there has been a lot of interest in how we did in our end of year effort to increase access for patients, provide needed recommended preventive services, and improve our revenues. You will remember that we set goals for patient visits for the period from October 22-December 15, 2016. We were looking to improve all patient visits compared to the prior year in the same period of time. The incentive money would be paid out if all the health centers met their goals.

After reviewing the data we did not reach our goals in two of the health centers. Here are the results by center:

                        Goal                 Actual

AMC                11,920             11,507

EHC                   9,480               9,548

GHC                17,760             18,509

NHC                13,080             12,975

We did however see improvement in all centers and that improvement means that more patients got the care they needed and hopefully this made a difference in their lives.

This is the first time I can remember that we tried an incentive plan to increase patient service goals. What we did achieve was a lot of enthusiasm, interest, and teamwork resulting in some improvements.

Although we did not reach our goals, we do want to salute the efforts and enthusiasm. We will have a special celebration lunch in each of the health centers at the February Brown Bag meetings. At those meetings we’ll bring you up to date on our patient services and other goals for 2017. We’ll be announcing a new program tied to specific goals and accompanied by incentives for reaching those goals.

**Employee Flu Vaccination Results**

We had one other incentive program last year: Employee Flu Vaccination. Because of the importance of vaccinating against flu, we told you that if all of VMG reached a 90% or above employee flu vaccination rate, every non-practitioner staff member would get an extra half day off in 2017. I’m happy to let you know that we did indeed reach that goal of 90%.

All employees who receive PTO will get an extra half day of PTO in 2017 (based on your FTE). Please note that the time has to be scheduled with the approval of your supervisor and must be used in 2017.  Additional details will follow.

Thanks again for all the work you do for our patients and communities and, again, Happy New Year.

Joel