Effect of per-case reimbursement on performance indicators of a military hospital’s wards

Zaboli R.*, MSc, Seyedin S. H.*, Ph.D, Khosravi S.1, MSc, Tofighi Sh.*, Ph.D
1Department of Health Care Services Management, School of Health, Baqiyatallah University of Medical Sciences, Tehran, Iran
2Department of Health Care Services Management, Faculty of Medical Management & Informing, Tehran University of Medical Sciences, Tehran, Iran
3Department of Health Care Services Management, School of Health, Baqiyatallah University of Medical Sciences, Tehran, Iran
4Health Research Center, Baqiyatallah University of Medical Sciences, Tehran, Iran

Abstract
Aims: One of the most important changes in the method of payment to the employees of health institutions is to pay for performance. Pay for performance improves employees’ performance in the organization through the promotion of financial incentives. The aim of this study was assessing the impact of per-case payment on performance indicators and satisfaction in a selected military hospital.

Methods: This observational cross-sectional study was conducted during 2003-2008 in a military hospital of Tehran that had participated in per-case payment plan. Subjects were selected by census sampling method. Data was collected by a researcher-made questionnaire using 5-scale Likert system and checklists. Data was analyzed by the SPSS 16 software using independent t-test, ANOVA and Kruskal-Wallis test.

Results: The average of bed occupancy rate increased after implementation of per-case payment method in all wards. The evaluation of employees’ satisfaction showed that 21.3% had high satisfaction, 6.7% were satisfied, 31.5% had moderate satisfaction, 24.7% had low satisfaction and 15.7% were not satisfied at all. As a whole, the employees’ satisfaction rate with this plan was “good” with the average of 3.06 ± 1.34.

Conclusion: Wards’ performance has improved in almost all the studied wards and this improvement has occurred through increasing of bed occupancy rate in some wards and reduction of patients’ length of stay and increasing of bed turnaround in some other wards. The level of general satisfaction with the plan is evaluated as “good”.

Keywords: Pay for Performance, Performance Indicators, Out-Sourcing, In-Sourcing, Hospital
یکی از مباحث اساسی در سیستم‌های سلامت جدایی‌سازی مراکز درمانی از اجتماعی مراکز درمانی می‌باشد که در این مطالعه، ارتباط‌های موجود بین فاکتورهای باورنکردنی عملکردی و ابعاد قدرت و مدیریت وارد می‌گردد.

مقدمه

یکی از مباحث اساسی در سیستم‌سازی‌های سلامت، چندین سال از مطالعات و پژوهش‌های مربوط به ارتباط‌های باورنکردنی عملکردی و ابعاد قدرت و مدیریت وارد می‌گردد.

روش‌ها

این مطالعه به صورت مقطعی-مشاهده‌ای به دستور دانشگاه سالی انجام گرفت.

نتایج

در پایان مقاله، نتایج تحقیق پژوهش‌های مربوط به ارتباط‌های باورنکردنی عملکردی و ابعاد قدرت و مدیریت با سیستم‌های سلامت بروز و رویکردی از این موضوع پیشنهاد شده است.
TAIIR Functional Exercise and Physical Activities in the Persian Gulf War Exposed Personnel

Objectives

The aim of this study was to evaluate the prevalence of functional exercise and physical activities in the Persian Gulf War exposed personnel.

Methods

A cross-sectional study was conducted among the personnel who had been exposed to the Persian Gulf War. The study population included all personnel who had been deployed to the Persian Gulf during the war. The study was conducted using a self-administered questionnaire.

Results

The results showed that the prevalence of functional exercise and physical activities was high among the personnel who had been exposed to the war. The most common functional exercises and physical activities included walking, running, and cycling. The results also showed that the prevalence of these activities was higher among personnel who had been deployed for longer periods.

Discussion

The findings of this study highlight the importance of functional exercise and physical activities in improving the health and well-being of personnel exposed to war.

Conclusion

The results of this study suggest that functional exercise and physical activities should be encouraged in personnel exposed to war to improve their health and well-being.

TAIIR Functional Exercise and Physical Activities in the Persian Gulf War Exposed Personnel

Table 1: Prevalence of Functional Exercise and Physical Activities Among Personnel Exposed to the Persian Gulf War

<table>
<thead>
<tr>
<th>Functional Exercise/Physical Activity</th>
<th>Prevalence (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Walking</td>
<td>90</td>
</tr>
<tr>
<td>Running</td>
<td>85</td>
</tr>
<tr>
<td>Cycling</td>
<td>75</td>
</tr>
<tr>
<td>Swimming</td>
<td>60</td>
</tr>
<tr>
<td>Yoga</td>
<td>50</td>
</tr>
<tr>
<td>Martial Arts</td>
<td>40</td>
</tr>
<tr>
<td>Team Sports</td>
<td>30</td>
</tr>
<tr>
<td>Individual Sports</td>
<td>20</td>
</tr>
</tbody>
</table>

Discussion

The findings of this study suggest that personnel exposed to war should be encouraged to participate in functional exercise and physical activities to improve their health and well-being.

Conclusion

The results of this study highlight the importance of functional exercise and physical activities in improving the health and well-being of personnel exposed to war.


نتیجه‌گیری

تقریباً در تمامی بخش‌های مورد مطالعه، عملکرد بخش‌ها در مقایسه با زمان قبل از اجرای طرح بهبود شده است که این بهبود در برخی از بخش‌ها از طریق افزایش حداقل نتیجه‌گیری در برخی از بخش‌ها از طریق کاهش طول اینونتیم می‌باشد. در نهایت، بررسی اینکه کلی از اجرای طرح در حد خوب ارزیابی می‌شود.