**Resident Incentive Project FY24**

**What?**

* The program is designed to financially incentivize front line physicians to improve quality of care and to learn and practice quality improvement, **while simultaneously contributing to the improvement of hospital quality and safety goals.**

**Why?**

* Incentivizing residents/fellows around specific quality metrics has been shown to increase participation in Quality Improvement and improve quality and safety metrics at other academic centers
* A financial incentive quality plan can help prepare trainees for the numerous and varied pay-for-performance programs they will experience once they graduate from their training program.
* **Residents and fellows are front-line healthcare workers who practice in an important position to influence change and improve the quality of care provided to patients at MUSC**
* ACGME requires that residents have exposure to and experience with QI methodologies and QI projects

**Who?**

* The program is open to all residents/fellows in a MUSC ACGME program (exception: a few non-ACGME programs that have the same benefits/standards as ACGME programs and are also eligible for the RIP such as combined programs, peds dental, oral surgery). Resident/fellow performance is measured as a program, not individually. Programs can elect to divide into smaller sub-groups. The incentive will be distributed per-program/sub-group (all-or-none).
* Trainees will be attributed to the program or sub-group through which they are contracted aka their “home program.” For example, an ortho resident doing a surgery prelim year will be considered part of the ortho program from a RIP perspective.

**When?**

* The initial project proposal are due by **9/15/23**. Approval is required and will be returned by **9/22/23** (at the latest, will return as soon as reviewed)
* Final reports are due 3/31/24.

**How?**

* Each group (program/inter-program-sub-group) will create and complete a Quality Improvement project. The group will follow a Quality Improvement model of process improvement throughout the study period.
* **Each program will select a focus area from the AY24 RIP Menu**.
* Programs/groups will be responsible for obtaining their own data as it pertains to their project, **however, ICCE Quality and Safety Managers-Directors may be resources for data**
* **Proposals will be submitted to Dr. Ben Kalivas kalivas@musc.edu . Proposals must include which project group you are working from, an AIM statement and detailed description of plan including metric and goal.** There is no specific template given the diversity of ways to participate.
* Each group will create an AIM statement including the metric, the goal, the intervention and the time frame. The time frame must end by 3/31/24, but may also be earlier.
* ***If proposed goal/metric goal is achieved, each resident/fellow in the group will receive the financial incentive via direct deposit at the end of FY24.***Programs may set shorter time windows and adjust their intervention if the goal is not achieved. If the overall goal/metric is not achieved, the program must demonstrate utilization of the PDSA process and adaptive approach, including creation **and initiation** of an adjusted intervention/plan in order to receive the financial incentive. **It is recommended to end study period well before the final due date (3/31/24) so that a new plan can be created and initiated.**
* Faculty participating in RIP are encouraged to apply for MOC credit. Multiple faculty members participating may receive credit, but must submit individual MOC forms. <https://www.cognitoforms.com/MedicalUniversityOfSouthCarolina1/MUSCMOCCreditRequestForm>

**Next steps?**

* Coordinate plan with your program leaders, Quality and Safety Mangers/Directors for your ICCE, and Dr. Ben Kalivas.
* Identify a faculty member within the program to be the faculty lead on the program.
* Create project goal and proposal by September 15, 2023. Proposals will ultimately need to be approved before the program is considered enrolled in the RIP. **Coordination with Dr. Ben Kalivas on elements of the proposal prior to submission is encouraged.** Approval by September 22th at the latest.
* Submit the entire executive summary template by 3/31/24.

**Deadlines** (see individual project templates for more info):

9/15/23: Project proposal submission.

3/31/24: Final data and project summary report due

6/30/24 week: incentive pay to be direct deposited for programs that met their goal

**Thanks in advance for participating; we look forward to your efforts to improve quality at MUSC.**