

## **Key Performance Indicators (KPIs) for Consultant Team**

### **1. Eligibility Criteria:**

KPIs will apply exclusively to doctors on a fixed Minimum Assurance. Consultants on variable Minimum Assurance structures will be excluded, as their variable compensation is already tied to Key Result Areas (KRAs). This does not apply to consultants on a sharing basis.

### **2. Consultant Level:**

KPIs will be relevant to consultants at the consultant level or higher.

### **3. Exclusion of Specific Departments:**

Consultants in the following departments will be excluded from KPI applicability:

Radiology

Microbiology

Pathology

Nuclear Medicine

Anaesthesia

### **4. Administrative Roles:**

Consultants holding administrative posts (e.g., Medical Director, Chief of Department) will not be subject to KPIs.

### **Note (Beta Version):**

KPI Calculation and Document Uploads are currently in the Beta stage. If you encounter any discrepancies in scoring or calculations, please reach out to Mr. Varun Ohri at **9814456973**.

A.1	Absolute Revenue.	
	Achieved	Score
	< 50%	50%
	51- 60%	70%
	61-70%	80%
	71-89%	90%
	90-100%	100% + 10% of Score
	101-110%	100% + 15% of Score
	111-125%	100% + 20% of Score
	> 125%	100% + 25% of Score

B.1	New IPD Patients Visit In Month	
	Achieved	Score
	< 15%	50%
	15-19%	80%
	20-25%	100%
	26-35%	100% + 15% of Score
	Above 35%	100% + 25% of Score

A.2	Diagnostic Revenue.	
	Achieved	Score
	< 50%	50%
	51- 60%	60%
	61-70%	70%
	71-80%	80%
	81-90%	90%
	91-100%	100%
	101-110%	100% + 10% of Score
	111-125%	100% + 15% of Score
	> 125%	100% + 20% of Score

B.2	Crude Mortality	
	Achieved	Score
	< 10%	50%
	7-9%	70%
	4-6%	90%
	2-3%	100% + 10% of Score
	Below 2%	100% + 25% of Score

A.3	ARPOB	
	Achievement	Score
	Less Than 70%	50%
	71-80%	80% of Score
	81-85%	90% of Score
	86-100%	100% of Score
	101-110%	100% + 10% of Score
	111-120%	100% + 15% of Score
	121-150%	100% + 20% of Score
	Above 151%	100% + 30% of Score

C	PATIENT INTERACTION
	To ensure the highest standards of patient care and satisfaction, Hospital implements a stringent policy where any verified written complaint against a doctor—submitted via email, letter, Google review, or social media—will result in a zero performance score for that entire month.

D	ACADEMICS
	All Consultants are required to achieve at least one publication in a peer-reviewed medical journal within a 12-month period. Alternatively, if a publication or research is not accomplished, the staff member must conduct or actively participate in at least three workshops or Continuing Medical Education (CME) sessions within the same timeframe.