

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**.

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

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

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

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

ARPOB	
Achievement	Score
Less Then 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

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.	

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.	