

# openMetaAnalysis: PICO Table

Trial	Patients	Intervention	Comparison	Outcome
Legacy Clinic (Dunn) 2007 J Gen Intern Med PMID: <a href="#">17891503</a>	22 to 32 physicians in a single primary care group	Practice redesign: “Data-guided interventions to enhance physician and organizational well-being were built on physician control over the work environment, order in the clinical setting, and clinical meaning”	Before-after study	Primary: • Maslach 22-item burnout inventory
Group Health (Reid), 2010 Health Affairs PMID: <a href="#">20439869</a>	48 primary care staff in a pilot site chosen because of “stable workforce, strong leadership, and history of successful quality improvement”	Practice redesign. Scope: • Practice redesign Local control over developmental decisions: • Yes Improvement in clinical efficiency and/or workload: • Yes	Usual care with contemporary control	Primary: • Maslach emotional exhaustion scale
Healthy Workplace Trial (Linzer) 2015 J Gen Intern Med PMID <a href="#">25724571</a>	Primary care clinicians at 34 clinics in the upper Midwest and New York City	QI Projects to “improve worklife and clinician outcomes”	Usual care with randomized, contemporary control	Primary: • Mini Z
VA PACT (Helfrich) 2015 PMID <a href="#">24715396</a>	4,539 VA primary care personnel from 588 VA primary care clinics	Practice redesign: Patient Aligned Care Teams (PACT)	Before-after study	Primary: • Maslach
VA PACT (Meredith) 2018 PMID <a href="#">30170541</a>	356 primary care employees (107 primary care providers and 249 staff) from 23 primary care practices (6	Practice redesign: Patient Aligned Care Teams (PACT). Six of 26 approved EBQI innovations directly addressed provider and staff morale	Before-after study	Primary: • Maslach

	intervention and 17 comparison) within Desert Pacific Veterans Health Administration region			
Sutter Health (Hung) 2018 PMID <a href="#">29636052</a>	46 primary care departments in a large ambulatory care delivery system	Practice redesign: Lean-based redesigns beginning in the area of primary care. At the pilot sites, personnel were “deeply engaged in the design of new work flow”.	Before-after study	Primary: • Maslach
Comprehensive Primary Care (CPC) initiative (Peikes). (CMS) 2019 J Gen Intern Med PMID <a href="#">30019124</a> <a href="#">NCT02320591</a>	495 primary care practices	Practice redesign with uncertain control by front line. “CPC required participating practices to implement five primary care functions—access and continuity, planned care for chronic conditions and preventive care, risk-stratified care management, patient and caregiver engagement, and coordination of care with patients’ other care providers—supported by enhanced payment, continuous improvement driven by data, and optimal use of health information technology”	902 primary care practices as contemporary controls	Primary: • Mini Z
Trial	Patients	Intervention	Comparison	Outcome