



# Regional –based quality management of health services: the Italian approach

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# The Italian healthcare system

It 's a *Beveridge-like model*: Universal, Comprehensive (almost), Free, Financed by general taxation.

It is organized in three levels:

- The national level is responsible for national health planning, including general aims and annual financial resources and for ensuring a uniform level of services, care and assistance (LEA).
- The regional level has the responsibility for planning, organizing and managing its health care system through LHA's activities in order to meet the needs of their population.
- The local level (Local Health Authorities): provides care through public and/or private hospitals, primary care and prevention services.





# Since 2008 Regions involved in the Sant'Anna network sharing the performance evaluation system:

- Veneto
- Toscana
- Liguria
- Umbria
- PA Trento
- PA Bolzano
- Marche
- Basilicata
- Emilia Romagna
- Friuli Venezia Giulia
- Lombardia
- Puglia
- Calabria



http://performance.sssup.it/network





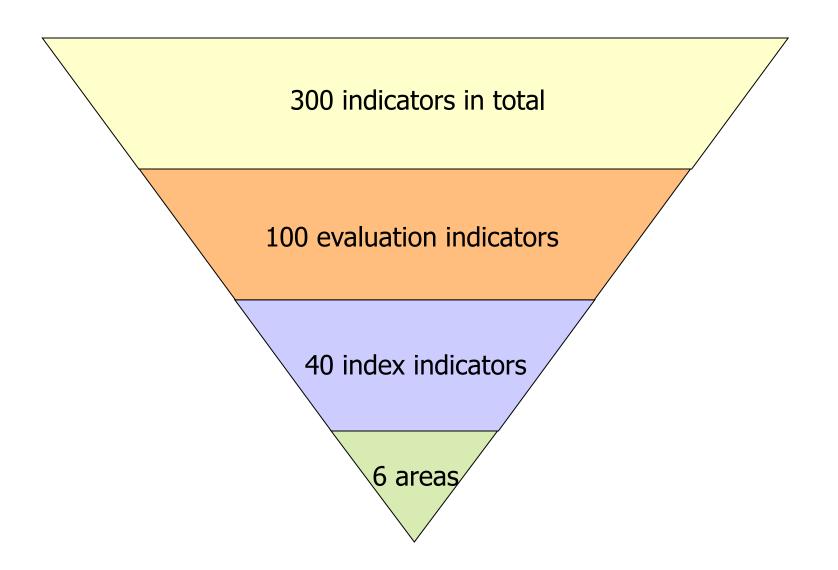
# The PES system adopted by the network of the Italian regions...

- multidimensional
- evidence-based data
- systematic benchmarking
- transparent disclosure
- timely based





# **Structure of the evaluation system**

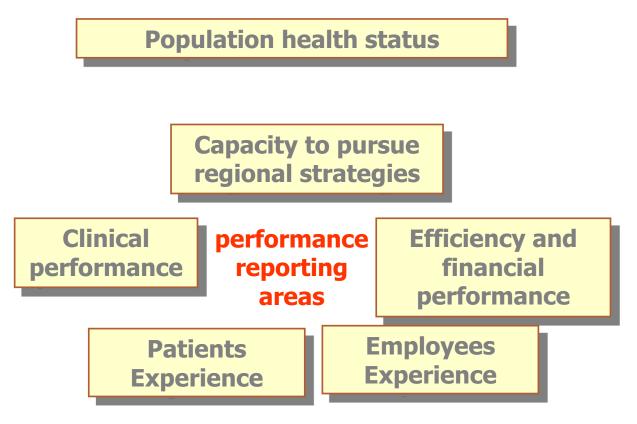






# The multidimensional reporting system shared by the network of the Italian regions

In order to describe the performance evaluation system, six areas have been identified to highlight the core results of the regional healthcare system.







# **The Five Assessment Bands**







# The Reference Criteria for the Assessment Bands

- 1. International standards, if existing based on EBM
- 2. Regional standards set out by the Regional Governments
- **3. The inter-regional mean**, standardized by several factors to allow comparisons across Health Authorities and Regions





code indicator performance score bands



	Indicator			P			score b	ands		
A1	Infant mortality	•		•		•		•		•
A1.1	Infant mortality in the first year of life	•	1,8	•	2,4	0	3	•	3,6	•
A1.2	Early neonatal mortality (in the first 6 days of life)					•				
A1.3	Neonatal mortality (in the first 28 days of life)					•				
A2	Cancer mortality	•	150	•	160	0	170	•	180	•
A3	Circulatory disease mortality	•	138	•	147		156	•	165	•
A4	Suicide mortality	•	4.3	•	5.4	•	6.5	•	7.6	•
A10	Lifestyles	•	4,0	•	0,4	0	0,0	•	7,0	•
A6.1.1	Percentage of sedentary people	•	15	•	21	•	27	•	33	•
Δ6.2.1	Percentage of overweight or obese people	•	34	•	38	•	42	•	46	•
A6.3.1	Percentage of high-risk alcohol consumers	•	10	•	16	•	22	•	28	•
A6.4.1	Percentage of might risk accordit consumers  Percentage of smokers	•	24	•	27	•	30	•	33	•
B2			24	-	LI	-	30	_	33	-
	Promotion of healthy lifestyles			_		_		_		_
A6.1.2	Percentage of sedentary people advised by their doctor or by other healthcare professionals to exercise	•	26	•	31	•	36	•	41	•
A6.2.2	Percentage of overweight or obese people advised by their doctor or by other healthcare professionals to lose or maintain weight	•	20	•	40	•	60	•	80	•
A6.2.3	Percentage of overweight or obese people advised by their doctor or by other healthcare professionals to exercise	•	20	•	40	•	60	•	80	•
A6.3.2	Percentage of alcohol consumers at higher risk advised by their doctor or by other healthcare professionals to reduce alcohol consumption	•	3	•	5	•	7	•	9	•
A6.4.2	Percentage of smokers advised by their doctor or by other healthcare professionals to quit smoking	•	20	•	40	•	60	•	80	•
B4	Opioid consumption	•		•		0		•		•
B4.1.1	Opioid consumption	•	1,6	•	2,1	0	2,5	•	2,9	•
B5	Invitation and uptake rates of cancer screening programmes	•		•		0		•		•
B5.1	Mammography screening	•		•				•		•
B5.1.1	Adjusted invitation rate for mammographic screening	•	80	•	85	•	90	•	95	•
B5.1.2	Adjusted uptake of mammographic screening	•	40	•	50	•	60	•	70	•
B5.2	Cervical screening	•		•		•		•		•
B5.2.1	Adjusted invitation rate to cervical screening	•	80	•	85	•	90	•	95	•
B5.2.2	Adjusted uptake of cervical screening	•	30	•	40	•	50	•	60	•
B5.3	Colorectal screening	•		•		•		•		•
B5.3.1	Adjusted invitation rate for colorectal screening	•	80	•	85	•	90	•	95	•
B5.3.2	Adjusted uptake of colorectal screening	•	35	•	45	•	55	•	65	•
B7	Vaccine coverage	•		•				•		•
B7.1	MMR vaccine coverage	•	80	•	85	0	90	•	95	•
B7.2	Flu vaccine coverage for the elderly	•	50	•	58.3	•	66.7	•	75	•
B7.3	Papillomavirus (HPV) vaccine coverage	•	62	•	68	•	74	•	80	•
B7.4	Flu vaccine coverage for workers in the healthcare sector	•	7	•	16	•	25	•	34	•
B7.5	Meningococcal vaccine coverage	•	80	•	85	•	90	•	95	•
B7.6	Pneumococcal vaccine coverage	•	80	•	85	•	90	•	95	•
B7.7	Hexavalent vaccine coverage	•	80	•	85	•	90	•	95	•
B28	,		ou	-	00	-	70	_	73	-
B28.1.1	Homecare			_				_		_
B28.1.1 B28.1.2	Percentage of elderly provided with homecare		,		,	_	8		10	_
	Percentage of elderly provided with homecare, with assessment	•	4	-	6	-	8		10	
B28.2.5	Percentage of residents over-75 discharged from hospital, receiving at least one home visit within 2 days					•				
B28.2.9	Percentage of home care service plans for the elderly with a care intensity coefficient of > 0.13					•				



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ode indicator

ance score bands

code	indicator			P	erforma	nce sco	re ba	ınds		
B8	Infectious diseases					•				
B8.1	Invasive bacterial diseases with microbial type strain					•				
B8.2	Tuberculosis prevalence rate					•				
B8.3	Percentage of culture tests for pulmonary tuberculosis diagnosis					•				
B8.4	Confirmation of pulmonary tuberculosis diagnosis by culture					•				
C1	Healthcare demand management capability	•		•		•		•		•
C1.1	Standardized hospitalization rate	•	139	•	146	• 1	53	•	160	•
C1.1.1	Standardized hospitalization rate of acute inpatients	•	96	•	103	• 1	10	•	117	•
C1.1.1.1	Standardized hospitalization rate of acute medical DRGs (0-64 years)					•				
C1.1.2	Standardized hospitalization rate of acute outpatients					•				
C1.1.2.1	Standardized hospitalization rate of acute medical outpatients	•	7	•	10	•	13	•	16	•
C1.1.2.2	Standardized hospitalization rate of acute surgical outpatients					•				
C1.1.2.2.1	Standardized hospitalization rate of surgical outpatients					•				
C1.1.3	Standardized hospitalization rate for post-acute care					•				
C1.3	Per capita hospital beds					•				
C1.5	Case-mix index (teaching hospitals)					•				
C1.6	Percentage of surgical inpatient admissions					•				
C2a.M	Performance index for average hospital length of stay of	•	-1.2	-	0.55		1.1	_	0.75	•
	acute medical DRGs	_	-1,Z	_	-0,55	• (	),1	_	0,75	_
C2a.C	Performance index for average hospital length of stay of	•	-1.2	•	-0.55	• 1	0.1	•	0.75	•
	acute surgical DRGs		-1,2		-0,33	,	7, 1		0,75	
СЗЬ	Preoperative average length of stay for elective surgery	•		•		•		•		•
C3.4	Preoperative average hospital length of stay for elective surgery of more than 1 day (teaching/research/autonomous general hospitals)	•	0,85	•	1	• 1	,15	•	1,3	•
C3.5	Preoperative average length of hospital stay for elective surgery of more than 1 day (Local Health Authorities)					•				
C14	Appropriateness of care	•		•		0		•		•
C4.8	Medical ELC DRGs: standardized hospitalization rate	•	135	•	179	• 2	23	•	267	•
C14.2	Percentage of medical outpatient hospital admissions for diagnostic purposes					•				
C14.2a	DH admissions for diagnostic purposes	•	1,7	•	3,1	• ,	4,5	•	5,8	•
C14.2.2	Percentage of medical outpatient admissions for diagnostic purposes - paediatric					•				
C14.3	Percentage of short medical hospital stays					•				
C14.3a	Admission rate for short medical hospital stays	•	5,2	•	8,3	• 1	1,4	•	14,5	•
C14.3.2	Percentage of short medical hospital stays - paediatrics					•				
C14.4	Percentage of over-threshold medical admissions of patients > 65 years	•	2	•	3	•	4	•	5	•
C14.5	Standardized medical outpatient admission rate					•				
C4	Surgical appropriateness	•		•		•		•		•
C4.1	Percentage of medical DRGs discharged from surgical wards	•	15	•	19	•	23	•	27	•
C4.1.1	Percentage of medical DRGs discharged from surgical wards: inpatient admissions	•	15	•	19	•	23	•	27	•
C4.1.2	Percentage of medical DRGs discharged from surgical wards: outpatient admissions	•	10	•	15		20	•	25	•
C4.4	Percentage of laparoscopic cholecystectomies performed in one day	•	10	•	30		50	•	70	•
C4.7	Percentage of Day Surgery admissions for "ELC surgical DRGs"	•	45	•	55	•	65	•	75	•
C4.13	DRGs at high-risk of inappropriateness					•				
C5	Quality of the care process	•		•		•		•		•
C5.1	Percentage of readmissions within 30 days	•	4,3	•	4,8	• [	5,3	•	5,8	•
C5.2	Percentage of femoral neck fractures operated within 2 days of admission	•	41	•	54	•	67	•	80	•



C8a.2

C8a.3

C11a.4.1

C8a.19.1

C8a.19.2

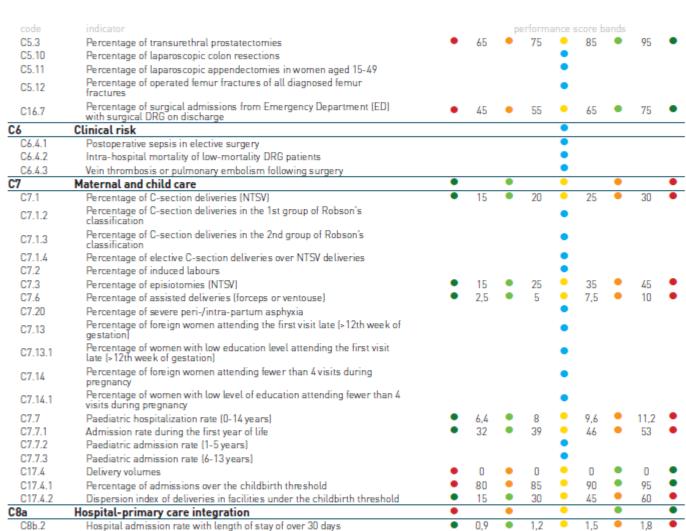
C9.1

C9.3

C9.4

C9.8.1.1

C9



30

60

21

22

13,5

50

120

16.5

70

180

30

19.5

33

Percentage of readmissions 31 - 180 days following discharge

Paediatric hospitalization rate for gastroenteritis (0-17 years)

Incidence of sartans (antihypertensives) on substances acting on the

Underage conception rate (12-17 years)

Appropriate prescribing of medication

renin-angiotensin system

(antidepressants)
Consumption of antibiotics

Pneumonia hospitalization rate (20-74 years)

Paediatric hospitalization rate for asthma (2-17 years)

Proton pump inhibitor consumption (antacids) br>

Consumption of selective serotonin reuptake inhibitors





C9.8.1.1.1 Paediatric antibiotic consumption C98 112 Paediatric cephalosporin consumption C9.9.2 Consumption of antipsychotics C10 Oncological pathway Percentage of breast-conserving or nipple/skin sparing surgery for C10.2.1 70 C10.2.2 Percentage of women undergoing sentinel lymph node excision C10.2.2.1 Percentage of women undergoing radical axillary lymph node excision F10.2.1 Average expenditure for oncological drugs Breast cancer surgery volumes C17.1 C17.1.1 Percentage of over-threshold breast cancer admissions C17.1.2 Dispersion index of cases in wards under the breast cancer threshold C17.5 Prostate cancer surgery volumes C17.5.1 Percentage of over- threshold prostate cancer admissions 60 70 80 10 20 30 C17.5.2 Dispersion index of cases in wards under the prostate cancer threshold C11a Effectiveness of chronic care management C11a.1.1 Heart failure hospitalization rate (50-74 years) 155 205 255 C11a.1.1.1 Standardized heart failure hospitalization rate (over 18 years) C11a 2 1 30 40 Diabetes hospitalization rate (35-74 years) 20 50 Standardized hospitalization rate for diabetes complications (over 18 C11a.2.1.1 C11a.2.4 Major amputation rate for diabetes 31 53 75 53 C11a 3 1 COPD hospitalization rate (50-74 years) C11a.3.1.1 Standardized COPD hospitalization rate (over 18 years) C13a Diagnostic appropriateness C13.1 Standardized ambulatory service rate C13.2 Standardized medical imaging rate C13.2.1 Standardized CT scan rate C13.2.2 Standardized magnetic resonance imaging (MRI) scan rate C13a.2.2.1 Musculoskeletal MRI scan rate (> 65 years) 15 20 25 C13a.2.2.1.1 Standardized musculoskeletal and spine MRI scan rate (over 18 years) 5.8 C13a.2.2.2 Percentage of patients repeating lumbar MRI scan within 12 months • 6,8 C15 Mental health Percentage of psychiatric patient readmissions 8 - 30 days following C8a.13a Percentage of psychiatric patient readmissions within 7 days from C8a.13.2 2.4 discharge 175,2 281.3 387.4 C8a.5 Hospitalization rate for psychiatric disorders C8a.5.1 Hospitalization rate for schizophrenia and psychotic disorders C8a.5.2 Hospitalization rate for mood disorders C8a.5.3 Hospitalization rate for mild to moderate depression C8a.5.4 Hospitalization rate for anxiety and adjustment disorders C8a.5.5 Hospitalization rate for personality disorders C8a.5.6 Hospitalization rate for other mental health diagnoses C8a 5.7 Hospitalization rate for dementia C8a.5.8 Hospitalization rate for substance-induced mental disorders C15.8 Performance index for average length of stay for psychiatric disorders Contact with the department of mental health within 7 days from C15.2

discharge

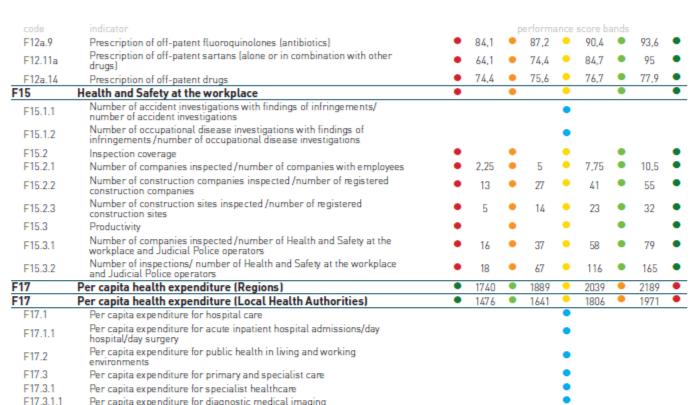




code	indicator				performa		am ha	nde		
C15.9.1	Output of the therapy process: percentage of patients dropping out of			1		•	JIE Da	IIUS		
C15.9.2	the project (mental health)  Output of the therapy process: percentage of patients dropping out of the project (addictions)					•				
C8a.7	Hospitalization rate for psychiatric disorders (0-17 years)					•				
C15.11	Dropout from primary care services for severe neuropsychiatric disorders					•				
C16	Emergency Department	•		•		0		•		•
C16.1	Percentage of yellow code patients visited within 30 minutes	•	60	•	70	0	80	•	90	•
C16.2	Percentage of green code patients visited within 1 hour	•	60	•	70	•	80	•	90	•
C16.3	Percentage of green code patients not referred to hospital and with a length of stay <=4h	•	75	•	80	•	85	•	90	•
C16.4	Percentage of patients referred to hospital with a length of stay <=8h	•	80	•	85	•	90	•	95	•
C16.11	Emergencyvehicle response time	•	14	•	18	•	22	•	26	•
C18	Appropriateness of elective surgery	•		•		•		•		•
C18.1	Standardized hospitalization rate for tonsillectomy	•	114,1	•	199,7	• 2	85,3	•	370,9	•
C18.2	Standardized hospitalization rate for cholecystectomy					•				
C18.3	Standardized hospitalization rate for laparoscopic cholecystectomy					•				
C18.4	Standardized hospitalization rate for knee replacement surgery					•				
C18.5	Standardized hospitalization rate for hip replacement surgery					•				
C18.6	Standardized hospitalization rate for vein stripping	•	55	•	90	•	125	•	160	•
C18.7	Standardized hospitalization rate for percutaneous coronary interventions (PCI)					•				
C18.8	Standardized hospitalization rate for transurethral prostatectomy for benign prostatic hyperplasia					•				
C18.9	Standardized hospitalization rate for hysterectomy					•				
C18.10	Standardized hospitalization rate for knee arthroscopy			_		•		_		_
C21	Pharmaceutical compliance	•		•		<u>.                                    </u>		_		_
C21.1.1	Percentage of AMI patients prescribed beta blockers following discharge					•				
C21.1.2	Percentage of AMI patients prescribed statins following discharge					•				
C21.1.3	Percentage of AMI patients prescribed ACE inhibitors or sartans following discharge					•				
C21.1.4	Percentage of AMI patients prescribed antiplatelet therapy following discharge				0.0	•			40.0	
C9.2	Percentage of statin-treated patients abandoning drug therapy		8,3	-	9,8		11,4		12,9	-
C9.9.1.1	Percentage of antidepressant-treated patients abandoning drug therapy	•	18,5	_	21,5		24,5	_	27,5	_
D9	Patients leaving the Emergency Department without being seen (LWBS)	•	1,25	•	2,5	• ;	3,75	•	5	•
D18	Percentage of hospitalized patients leaving against medical advice	•	0,35	•	0,7	•	1,05	•	1,4	•
F10b	Governance of pharmaceutical and medical device expenditure	•		•		•		•		•
F10.1	Local per capita pharmaceutical expenditure	•	155,1	•	165,3	• 1	75,5	•	185,8	•
F10.2	Public pharmaceuticalexpenditure (hospitals)					•				
F10.2.2	Average expenditure for TNF-alpha inhibitors					•				
F10.3	Public expenditure on medical devices (hospitals)					•				
F10.3.1	Public expenditure on extensively used medical devices									_
F12a	Drug prescription efficiency	•		•		•		•		•
F12a.2	Prescription of off-patent statins	•	78,3	•	81,7		35,1	•	88,4	•
F12a.6	Prescription of off-patent dihydropyridine derivatives (antihypertensives)	•	86,6	•	89,1	•	71,7	•	94,3	
F12a.7	Prescription of off-patent ACE inhibitors (antihypertensives), in combination with other drugs	•	76	•	80	•	84	•	88	•







3202.43
 4050,86
 4899,29
 5747,72

0.97

0.69

Per capita expenditure for diagnostic medical imaging

Per capita expenditure for general practice

Average hospital cost per weighted case

Average cost for hospital care

Cost for diagnostic tests

F17.3.2

F18.1

F18

F19

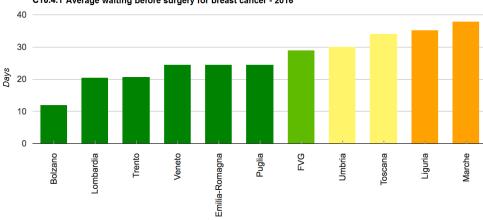


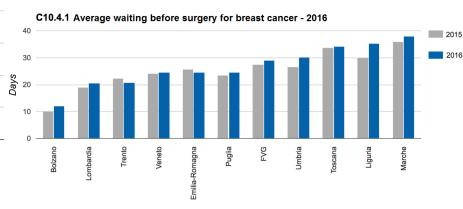




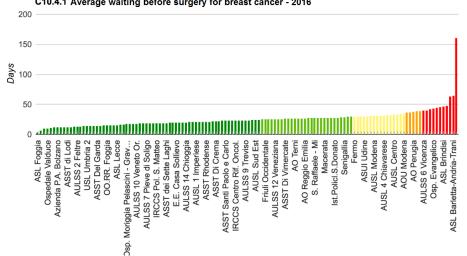
# The PES system

C10.4.1 Average waiting before surgery for breast cancer - 2016





C10.4.1 Average waiting before surgery for breast cancer - 2016





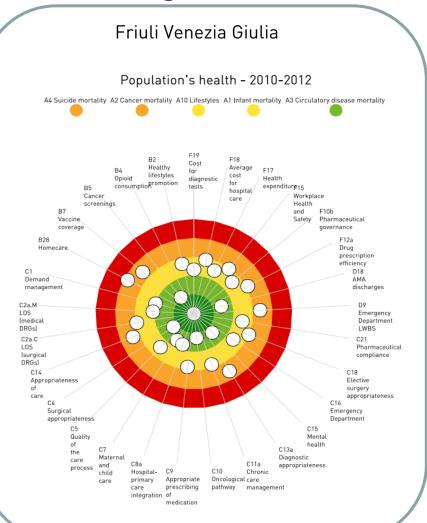


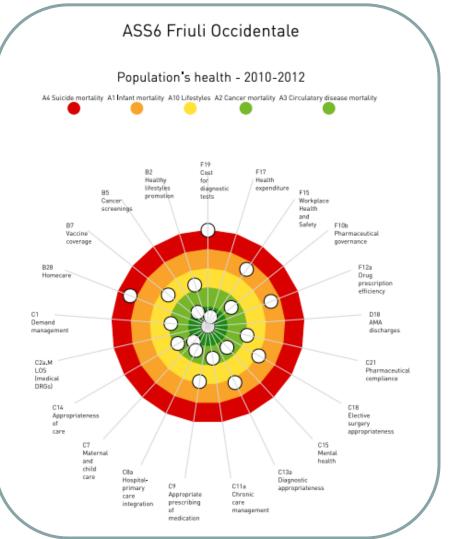


# The PES system

Region level

Local authority level

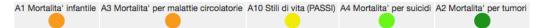




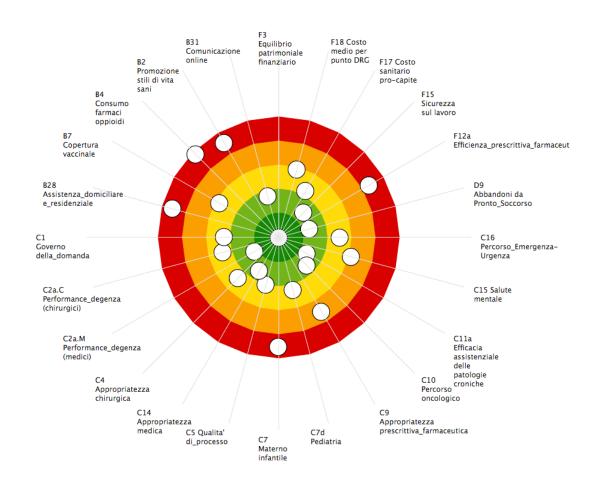


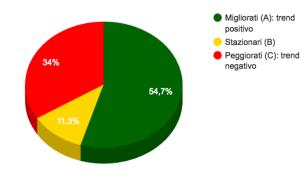
### **Basilicata**

### Valutazione dello stato di salute della popolazione. Anni 2012-2014



# Bersaglio 2016



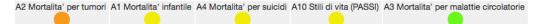


Totale indicatori: 53

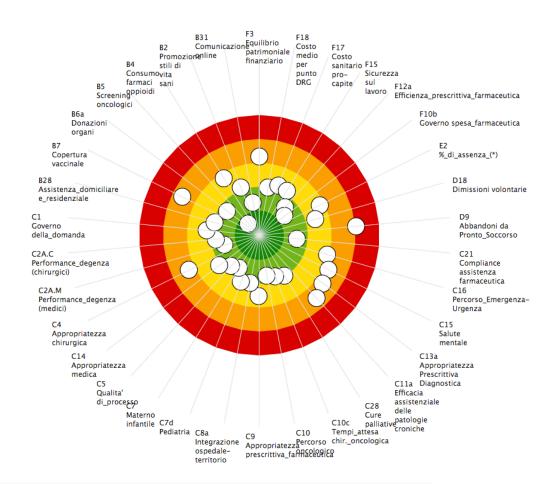


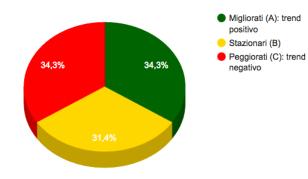
# **Emilia-Romagna**

# Valutazione dello stato di salute della popolazione. Anni 2012-2014



# Bersaglio 2016





Totale indicatori: 105

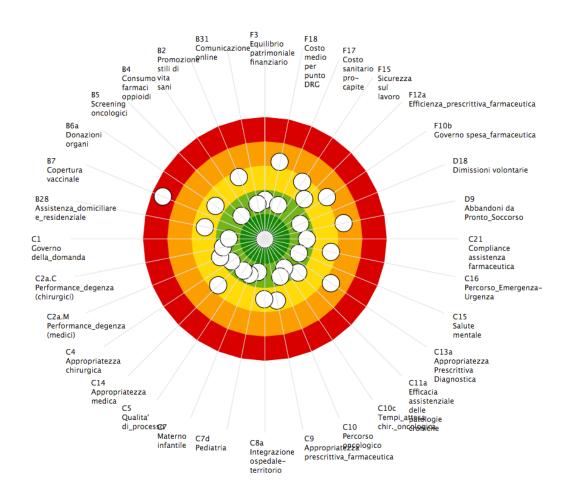


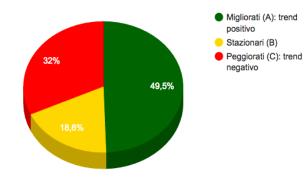
### **FVG**

# Valutazione dello stato di salute della popolazione. Anni 2012-2014



# Bersaglio 2016





Totale indicatori: 97

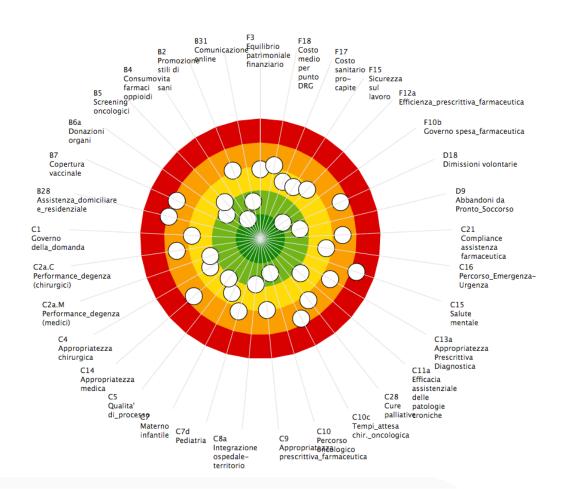


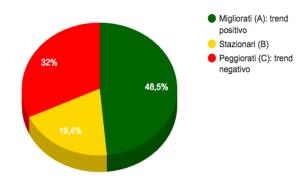
# Liguria

# Valutazione dello stato di salute della popolazione. Anni 2012-2014



# Bersaglio 2016





Totale indicatori: 103

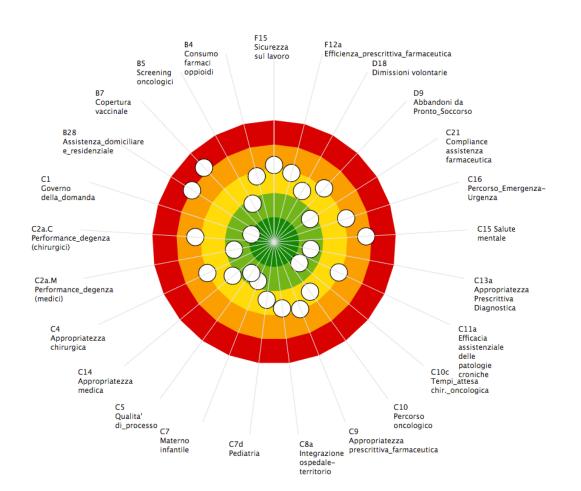


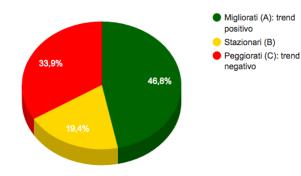
# Lombardia

# Valutazione dello stato di salute della popolazione. Anni 2012-2014



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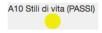


Totale indicatori: 62

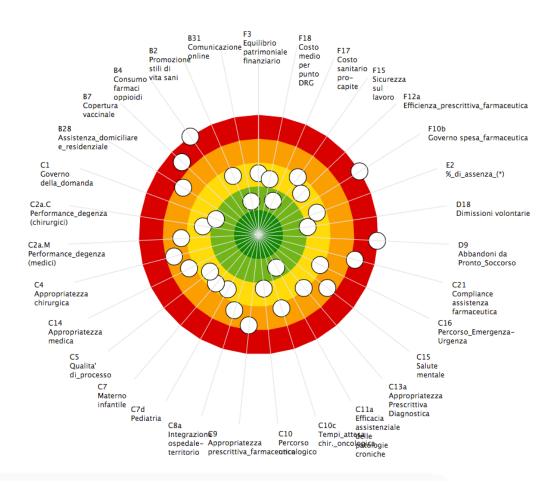


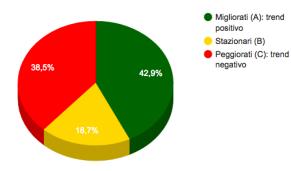
### **Marche**

# Valutazione dello stato di salute della popolazione.



# Bersaglio 2016





Totale indicatori: 91

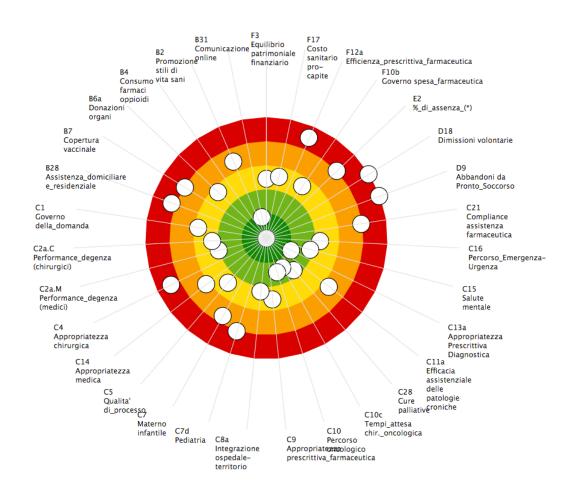


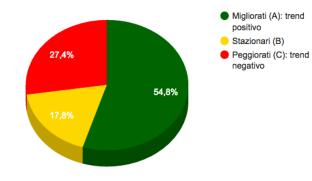
# **Puglia**

### Valutazione dello stato di salute della popolazione. Anni 2012-2014



# Bersaglio 2016





Totale indicatori: 73

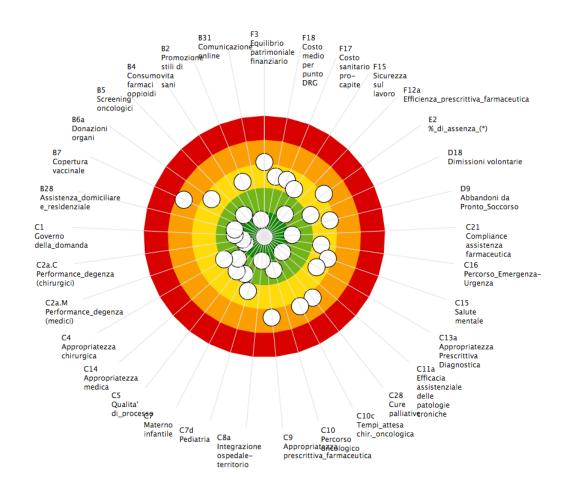


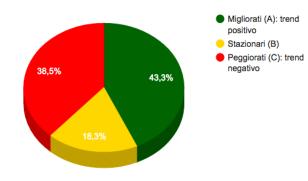
### **Toscana**

# Valutazione dello stato di salute della popolazione. Anni 2012-2014



# Bersaglio 2016





Totale indicatori: 104

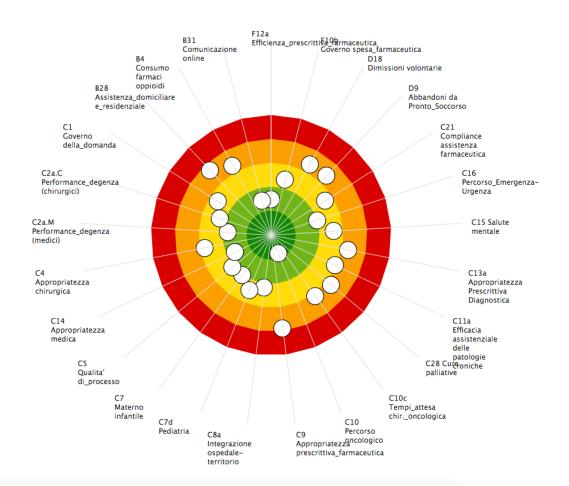


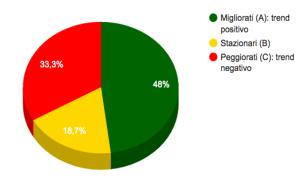
### **Umbria**

# Valutazione dello stato di salute della popolazione. Anni 2012-2014



# Bersaglio 2016





Totale indicatori: 75

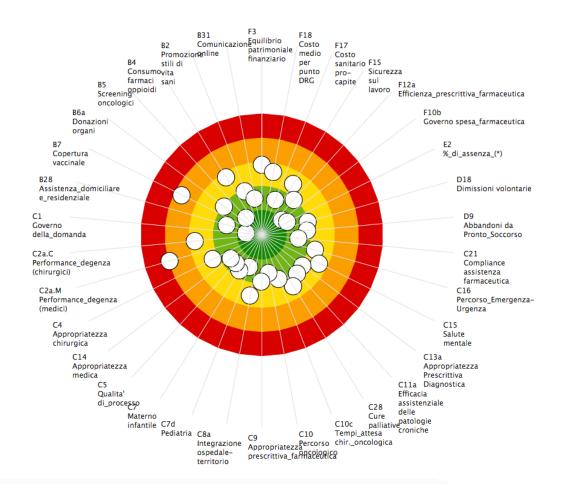


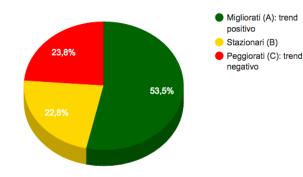
### **Veneto**

# Valutazione dello stato di salute della popolazione. Anni 2012-2014



# Bersaglio 2016





Totale indicatori: 101





### Lessons learned...

# To include variation management in the regional governance systems...

Health Policy 114 (2014) 71. 79



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#### Health Policy

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Is variation management included in regional healthcare governance systems? Some proposals from Italy

Sabina Nuti, Chiara Seghieri\*

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#### ARTICLE INFO

Article history: Received 24 April 2012 Received in revised form 18 July 2013 Accepted 7 August 2013

Keywords: Healthcare system Performance evaluation system Geographic

#### ABSTRACT

The Italian National Health System, which follows a Revenidge model, provides universal healthcare coverage through general taxation. Universal coverage provides uniform healthcare access to citizens and is the characteristic usually considered the added value of a welfare system financed by tax revenues.

Nonetheless, wide differences in practice patterns, health outcomes and regional usages of resources that cannot be justified by differences in patient needs have been demonstrated to exist. Beginning with the experience of the health care system of the Tuscarry region (Italy), this study describes the first steps of a long-term approach to proactively address the issue of geographic variation in healthcare. In particular, the study highlights how the unwarranted variation management has been addressed in a region with a high degree of managerial control over the delivery of health care and a consolidated performance evaluation system, by first, considering it a high priority objective and then by actively integrating it into the regional planning and control mechanism. The implications of this tudy can be useful to policy makers, professionals and managers, and will contribute to the understanding of how the management of variation can be implemented with performance measurements and financial incentive

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#### 1. Introduction

Geographic variation in health care among both large (countries and regions) and small areas (hospital service areas) has been extensively confirmed and found to occur across all dimensions of performance, including quality, access, utilization and health behavior. Moreover, it has been found to be common across different healthcare systems and, in general, to have a relevant impact on the wealth of nations and the health of their populations [1-3].

The Italian National Health Care System (NHS), which follows the Beveridge model [4,5], is a public health system and provides universal coverage for comprehensive and essential health services through general taxation. Universal cover should be the premise for a uniform capacity of response for citizens. This characteristic is usually considered the added value of a welfare system financed by tax revenues, with centralized structures in charge of the healthcare system's governance. A true Beveridge-model public system should ensure the achievement of equitable access to health care regardless of individual ability to pay or other characteristics such as income and region of residence. To achieve equity, similar cases must be dealt with in similar ways and different cases must be dealt with in different ways. When describing an equitable situation, disfinctions must be made between horizontal and vertical equity, in order to understand which one may constitute "even-handed treatment" depending on the situation [6], Horizontal equity is the allocation of equal or equivalent

Medical Practice Variations DOI 10.1007/978-1-4899-7573-7\_90-5 C Springer Science-Business Media New York 2014

#### Strategies and Tools to Manage Variation in Regional Governance Systems

Sabina Noti® and Milena Vainieri

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The recent economic crisis has led to concerns about healthcare on two fronts: financial austerity may lead to increasing health disparities related to socioeconomic status, and the economic crisis has obliged decision-makers to contain costs. For both reasons, the issue of practice variation deserves attention.

In most countries, the global financial crisis has contributed to reduced resources and cost containment for healthcare. This situation has forced policy-makers and managers to implement various efficiency controls, in the hopes of providing the same level of quality of health service at lower cost. At the same time, decision-makers are faced with the risk that financial austerity may lead to decreased health and increased health disparities among residents based on their socioeconomic status or place of residence. For both these reasons, central and local governments have needed to adopt managerial tools capable of supporting decision-making processes, including the management of medical practice variations. Different management tools have been developed to respond to the four categories of variations, that is, variations in evidence-based care, setting-sensitive care, preference-sensitive care, and supply-

Evidence-based medicine (EBM) standards, such as those adopted by the Tuscany performance evaluation system, may be appropriate tools for managing performance and reducing unwarranted variation in both evidence-based and setting-sensitive care. In these cases, financial incentives may help to reinforce the performance evaluation system. However, other kinds of mechanisms are required to manage variation in preference-sensitive and supply-sensitive care. In these situations, intrinsic incentives such as reports or direct feedback as opposed to financial incentives may serve to align the goals of providers with those of health authorities.

#### Introduction

Unwarranted variation is defined as medical practice variations across regions, hospitals, or physicians that are not explained by illness, patient risk factors, or patient preferences. Reduction in unwarranted variation in health services can be achieved both through strategies to reduce overuse, underuse, and misuse and occasionally through cost containment measures. Reducing variation holds the promise not only of reducing costs, an issue that has become increasingly important due to the financial crisis, but also of leading to better quality care.

This chapter aims to identify and provide insights into the tools that may best support the management of medical practice variations, with the goal of decreasing unwarranted variation. It is informed by research conducted by the Dartmouth Institute for Health Policy and Clinical Practice, which identified three categories of services that exhibit unwarranted variation (Wennberg et al. 2002): effective care (variation in adherence to evidence-based medicine); preference-sensitive care (variation associated with patients' own preferences); and supply-sensitive care (variations where the regional supply of a resource has a major influence on regional utilization rates in the absence of evidence for additional services).

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# To set priorities in the planning phase...

### Priorities and targets: supporting target-setting in healthcare

Sabina Nuti, Milena Vainieri and Federico Vola

Management by objectives requires selecting the appropriate number of indicators to measure objectives and then defining high-priority indicators. Failing to address these two issues often results in the so-called 'performance paradox'. This paper describes an algorithm applied in the healthcare sector in the Italian regions. The resulting performance evaluation system is able to detect priority indicators in the target-setting phase, improving management and saving costs. Keywords: Healthcare; management by objective; performance evaluation; performance paradox; priority-setting.

Governance based on planning and control distortions and stimulate undesired behaviours systems with performance indicators (PIs) and targets is a form of indirect control that is widely deemed necessary to administer any complex system (Beer, 1966; Pollitt, 1986; Carter et al., 1992; Bird et al., 2005). However, managing by objectives requires tackling at

- \*Defining the appropriate number of
- Choosing a rigorous principle to define which indicators should be considered as high priorities.

Regarding the first point, the process of governance by PIs and targets relies on a set of measures representing social complex phenomena. This translation process-from social phenomena to quantitative measuresrequires careful design. Only a part of the phenomena can be represented by quantitative figures, because indicators portray the 'measurable' part of the observed object. In addition, the measurement process has different degrees of accuracy. Inaccuracies in the measurement process may bring about false positives and false negatives.

The process of governance by PIs and targets relies on the assumption that available indicators are both representative and accurate. The so-called 'synecdoche' principle assumes that the measurable part will satisfy both these conditions, by accurately representing the whole object (Carter et al., 1992). However, measurement systems almost never comply with the 'synecdoche' principle, because the set of selected indicators is rarely able to portray the complexity of the evaluated processes (Bevan and Hood, 2006) and may cause

on the part of the agents who are controlled by the system.

Studies on the distorting effects of control systems are extensive (Birnberg et al., 1983; Briers and Hirst, 1990; Le Grand and Bartlett, 1993). The basic point is that, in order to make the planning and control scheme meaningful, the measures used should be consistent with the performance targets (which should, in turn, be representations of organizational objectives) so that the behavioural responses of the agents are matched to the requirements of the principal (Smith, 1995). The selection of the indicators and the consequent target-setting phase are therefore crucial, since they can potentially generate incoherent behaviours in the system and lead the organizations towards undesired goals (Bubbio, 1988; Ferreira and Otley, 2009; Locke and Latham, 2013).

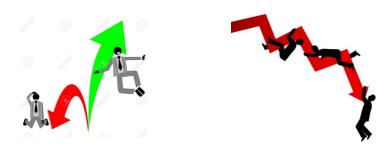
Since the 1950s, scholars have been studying the dysfunctional consequences of measurement; many of them have looked at 'output distortions', i.e. the attempts to achieve single targets at the cost of significant but unmeasured aspects of performance (Nove, 1958; Ridgway, 1956; Miller, 1993; Kornai, 1994; Smith, 1995; Heinrich, 2002; Hood, 2002; Propper and Wilson, 2003; Bird et al., 2005; Bevan and Hood, 2006).

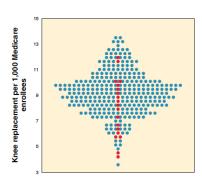
In 1991, Bouckaert and Balk described '13 diseases' of public productivity measurement, which resulted from wrong assumptions and problems concerning the content, position and amount of measures (Bouckaert and Balk, 1991). Similarly, Smith wrote about eight potential and unintended behavioural consequences of performance data use (Smith, 1995). These problems are all the resultignoring the 'synecdoche' principle, which causes an

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Federico Vola is XX Laboratorio







# 4) Setting challening targets and conducting fair evaluation







G Model
HEAR-3624; No. of Pages 9

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How to set challenging goals and conduct fair evaluation in regional public health systems. Insights from Valencia and Tuscany Regions

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<sup>1</sup> Labor story of Management and Healthcare, Institute of Management, Scoola Superiore Sant'Anna, Plus, Haly
<sup>2</sup> Consolleriu de Santidad Universal y Salud Piblica, Valencia Region, Spain

#### ARTICLE INFO

Article Missery: Received 11 August 2015 Received in revised form 0 September 2016 Accepted 18 September 2016

Keyword: Incentives Targets Health care sector Benchmarking

#### ABSTRACT

The definition of 'the right targets' and the way the evaluation of results in performed affect the willingness to commit to new challenges, which is a factor that influences the relationship between goal setting and performance results. Indeed, some authors claim that the choice of an inappropriate goal-setting procedure is a major cause of failure of management control systems. Coal setting theorists found that ansigning a specific and challenging goal leads to higher performance than (a) an easy goal, (b) a general goal or (c) no goal setting. Despite this evidence, yet, few proposals concern the definition of what is "challenging". This paper focuses on two issues: (a) what is to be considered a challenging goal and (b) what is a "fair evaluation" in the health care sector. This work suggests that benchmarking is a valid support to solve the previous differents. Relying on two Regional European advanced experiences: "Valencia in Spain and Tuncary in Italy", this paper aims to provide conceptual methods that can help managers define challenging goals and conduct fair evaluation about their achievement. Although these Regions adopted different governance models, both of them applied very similar techniques, which seem to be associated to an improvement of their performance and a reduction of unwarranted variation.

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> on goal setting showed that assigning targets is not sufficient. For instance, the experience of Health for all program,

> launched by the WHO in mid-80s [1], that set targets to

member states and renewed them in the mid-1990s with

the Health21 policy framework [2], flawed in some coun-

tries and in some areas [3]. Scholars that analyzed this case

[4] stated that some strategies were not met because of:

the lack of involvement of key actors at the grass-roots levels; the shift of power and responsibilities from the central to the regional level [5]; the lack of the "right targets" in terms of prioritization, reflecting the specificity of coun-

tries and in terms of identification of the correct effort to be

required. All these elements are also found in general litera-

ture on performance management [6]. Indeed, the adoption

#### 1. Introduction

Coals have pervasive influence on employees' behavior and in turn on organizational performance. This basic assumption of goal setting theory - developed by Locke and Latham at the end of the 80s for the individual level -, has been analyzed for the organization and system levels by control management scholars. Literature and experience

http://dx.doi.org/10.1016/j.healthpol.2016.09.011

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E-mail address: m.vainier@cosup.it (M. Vainieri).





# Which results have been achieved?...



# **QUALITY OF CARE**

# **SUSTAINABILITY**

**EQUITY** 



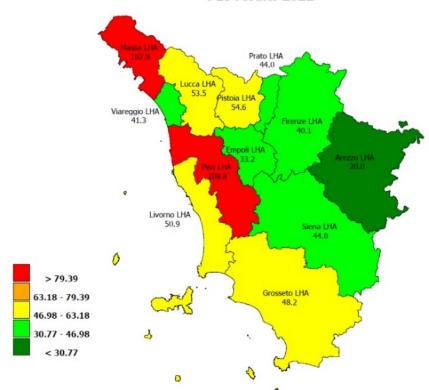




# But to improve quality of care and create value for patients we need to work on the determinants...

Diabetes-Related Major Amputation at lower limbs Rate per million residents – MeS-Lab Tuscany PES results, 2012. Source: MeS-Lab

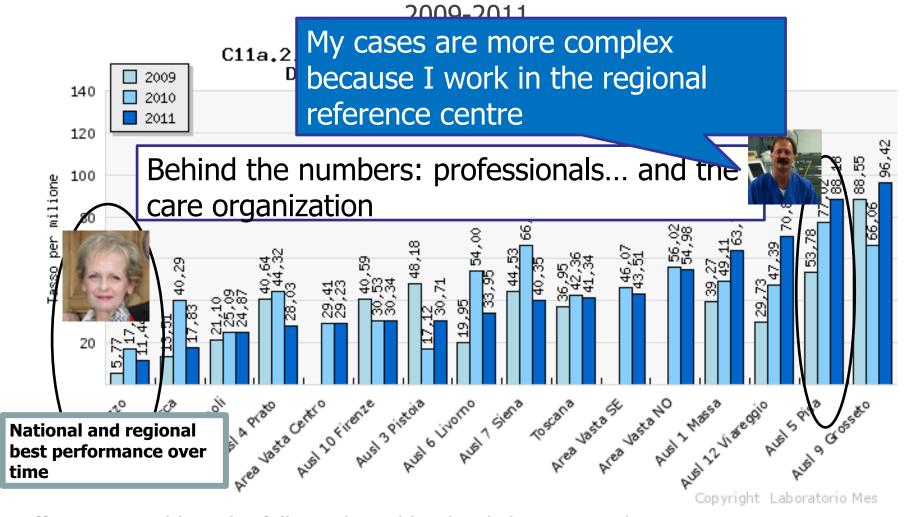
Diabetes-Related Major Amputation at lower limbs rate per milion residents - Tuscany LHAs PES results 2012







Major diabetes-related major amputation rate per million residents in Tuscan Local Health Authorities (LHAs),



Differences could not be fully explained by the diabetes prevalence across LHAs





# But sometimes outcome unwarrented variation is determined by the absence of integrated care...



Nuti, S et al 2016 Bridging the Gap between Theory and Practice in Integrated Care: The Case of the Diabetic Foot Pathway in Tuscary. International Journal of Integrated Care, XIX): X, pp.1–14, DOI: http:// dx.doi.org/10.534/jii.1991

#### RESEARCH AND THEORY

Bridging the Gap between Theory and Practice in Integrated Care: The Case of the Diabetic Foot Pathway in Tuscany

Sabina Nuti\*, Barbara Bini\*, Tommaso Grillo Ruggieri\*, Alberto Piaggesi† and Lucia Ricci‡

Introduction and Background: As diabetic foot (DF) care benefits from integration, monitoring geographic variations in lower limb Major Amputation rate enables to highlight potential lack of Integrated Care. In Tuscany (Italy), these DF outcomes were good on average but they varied within the region. In order to stimulate an improvement process towards integration, the project aimed to shift health professionals' focus on the geographic variation issue, promote the Population Medicine approach, and engage professionals in a community of practice.

**Method:** Three strategies were thus carried out: the use of a transparent performance evaluation system based on benchmarking; the use of patient stories and benchmarking analyses on outcomes, service utilization and costs that cross-checked delivery- and population-based perspectives; the establishment of a stable community of professionals to discuss data and practices.

Results: The project enabled professionals to shift their focus on geographic variation and to a joint accountability on outcomes and costs for the entire patient pathways. Organizational best practices and gaps in integration were identified and improvement actions towards Integrated Care were implemented. Conclusion and Discussion: For the specific category of care pathways whose geographic variation is related to a lack of Integrated Care, a comprehensive strategy to improve outcomes and reduce equity gaps by diffusing integration should be carried out.

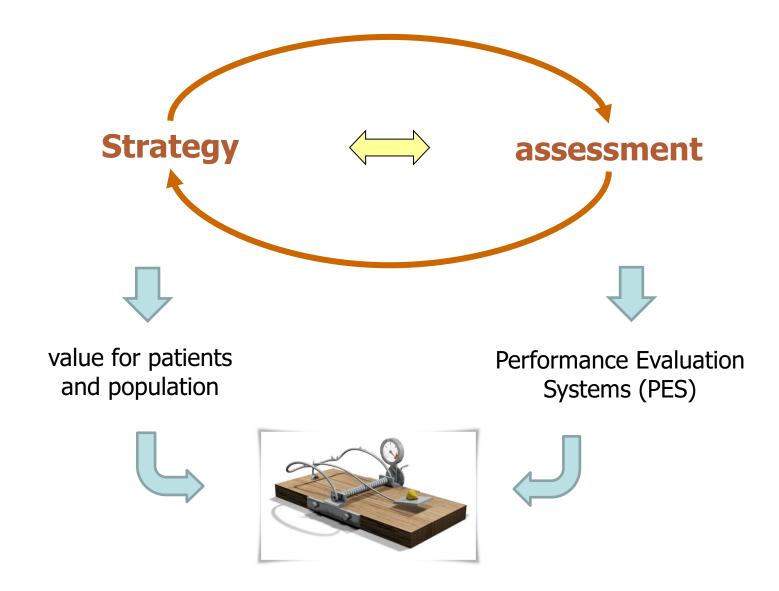
Keywords: diabetes; diabetic foot; geographic variation; performance evaluation; benchmarking; sentinel events; engagement





# The impact on the performance evaluation system...







# PARADIGM SHIFTs



# 20th century

# The effectiveness and evidence-based paradigm

Provide care that meets patients' needs and is based on the best scientific knowledge, that is evidence from the study of groups/samples of patients (randomized controlled trials) or from the systematic review of randomized controlled trials

# The quality and safety paradigm

Clinicians can know if they were practicing well and safely, by **comparing their work with performance standards** derived from the analysis of services provided to a larger number of patients than any single clinician could see.

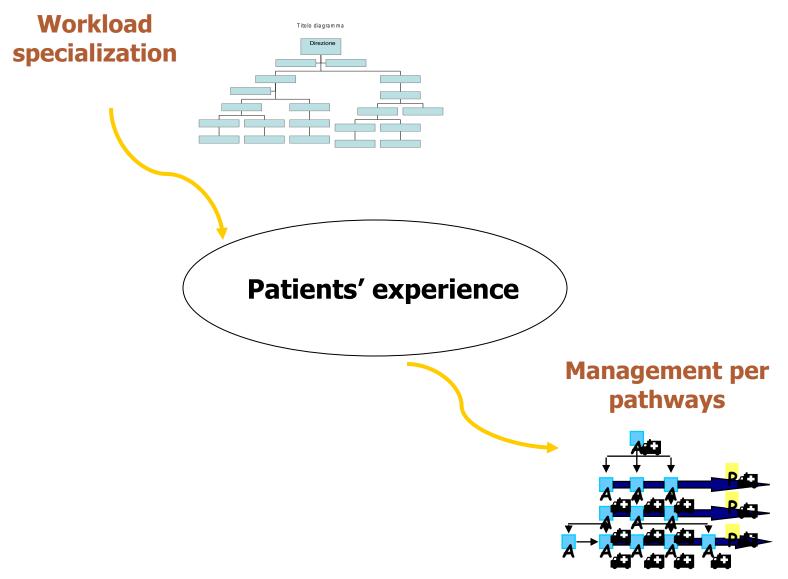
# The value paradigm

Value is defined around the **patient**, and the aim is **to increase value for individuals/population by allocating and using resources to maximize benefit and minimize harm and waste** (anything that does not add value to the outcome).

Gray (2013), The Art of Medicine. The shift to personalised and population medicine. The Lancet, 382: 200-201













Patient experience should be the starting point to achieve a high quality care. Coherently, healthcare performance evaluation systems, driving the change in line with the main strategic goals, should be designed considering the patient perspective.

Instead, they are traditionally defined according the healthcare services providers point of view. Consequently, they reproduce a 'silo-vision' characterised by a clear responsibilities separation and limitation to the specific setting of care or to the single organization



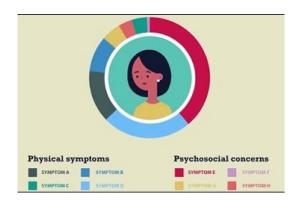


PREMs

Patient are asked to report about their experiences on what actually occurred (not satisfaction)

PROMs

Standardized validated instruments to measure patients' perceptions of their health status (impairment), their functional status (disability), and their health-related quality of life (well-being).











## the <u>positive</u> metaphor of the "stave"



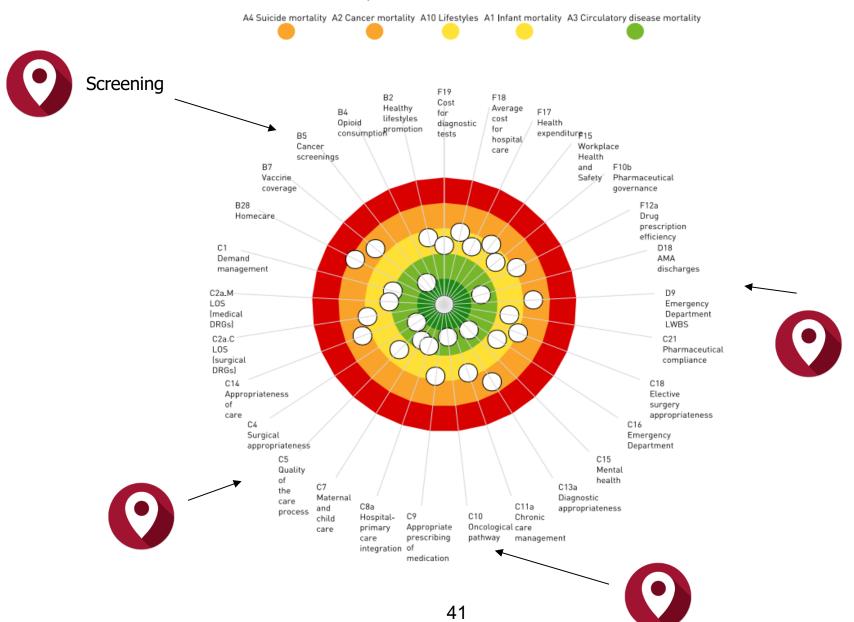
# Let's play the patient's music....

The stave, as well as the dartboard, relies on the five colour bands (from red to dark-green). These bands are now displayed horizontally and are framed to represent the different phases of care pathways. This view allows users to focus on strengths and weaknesses characterizing the healthcare service delivery in the different pathway phases.



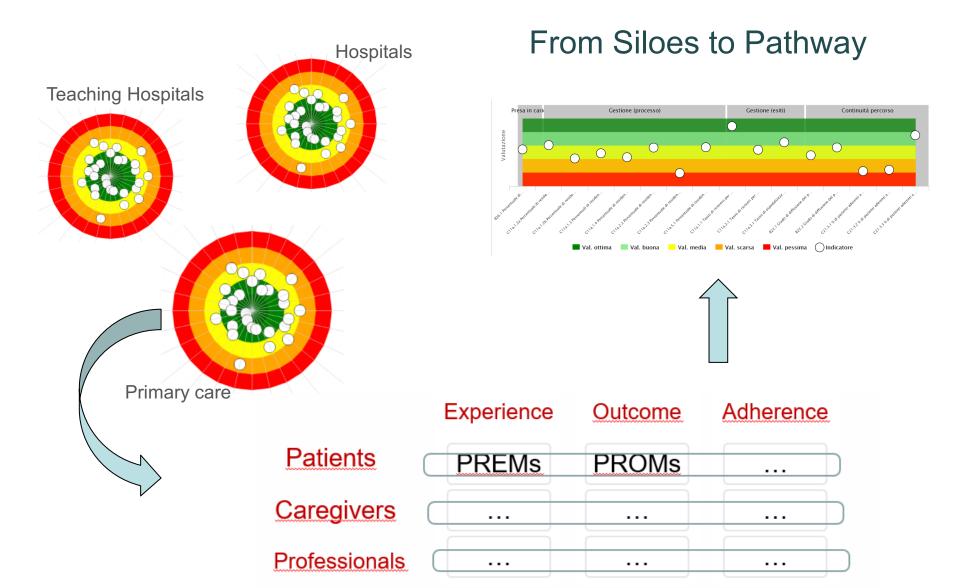


#### Population's health - 2010-2012





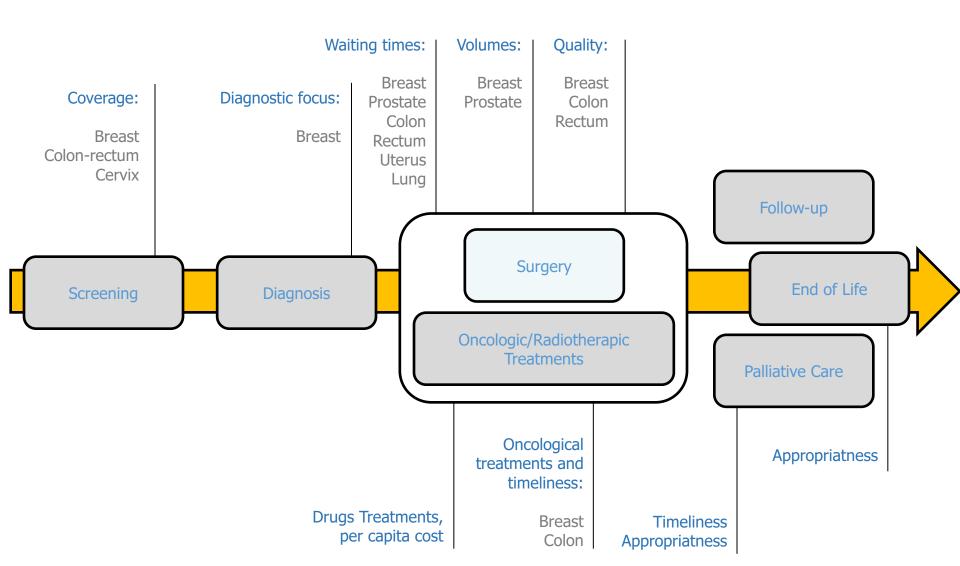






# Reframing the PES system: The Oncologic Care Pathway

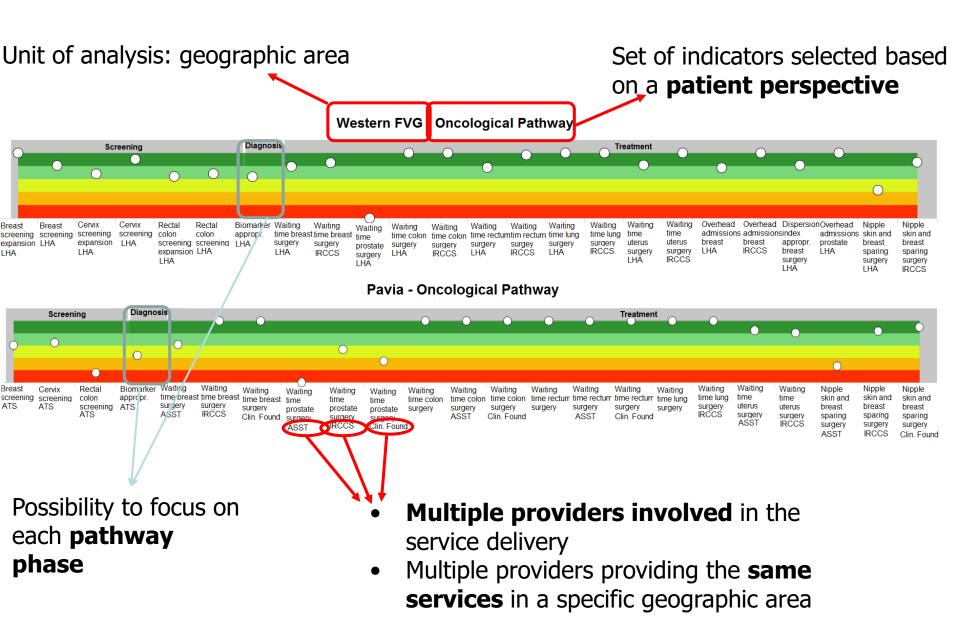






### **Reframing the PES system - The «Stave»**

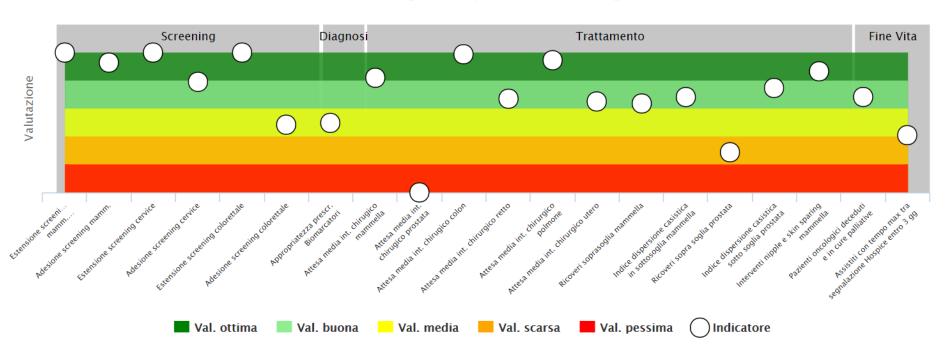








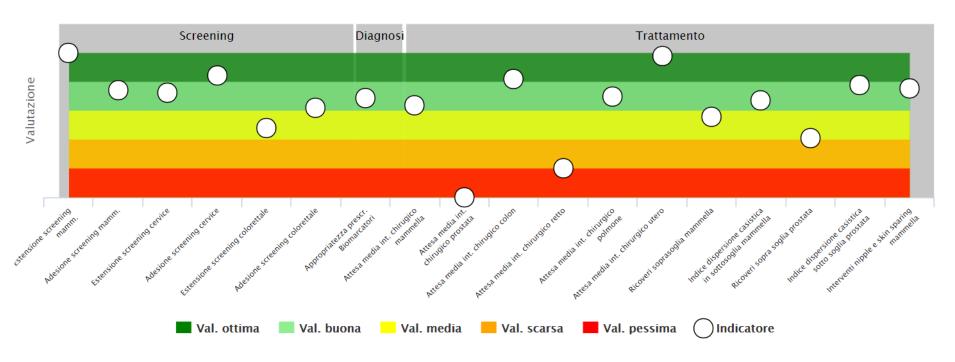
#### Emilia-Romagna - Il percorso Oncologico







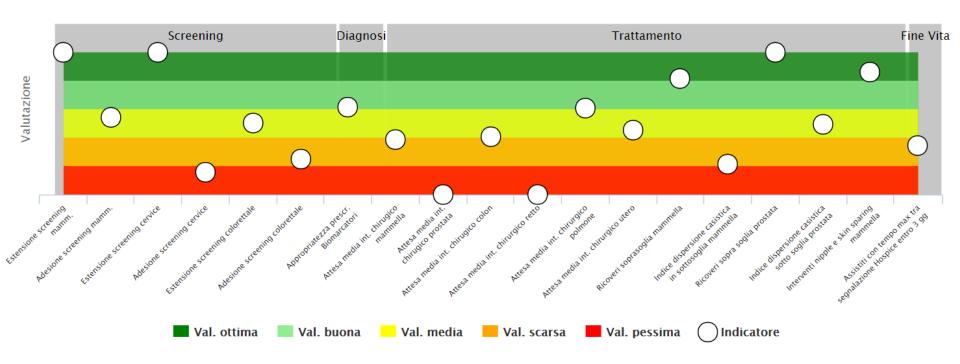
FVG - Il percorso Oncologico







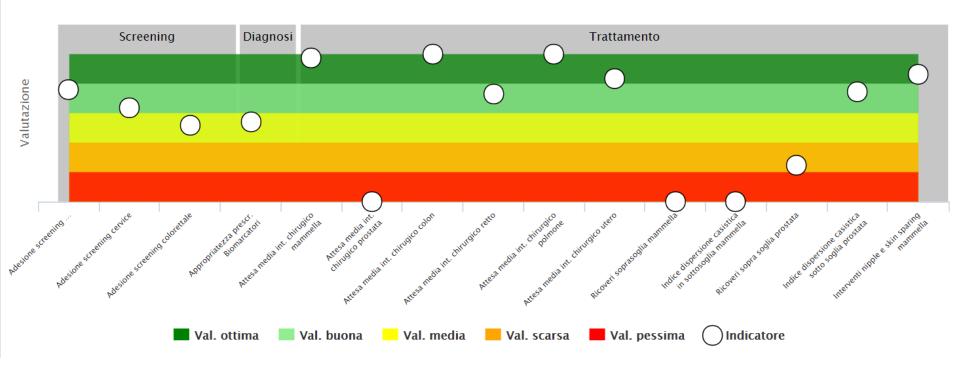
Liguria - Il percorso Oncologico







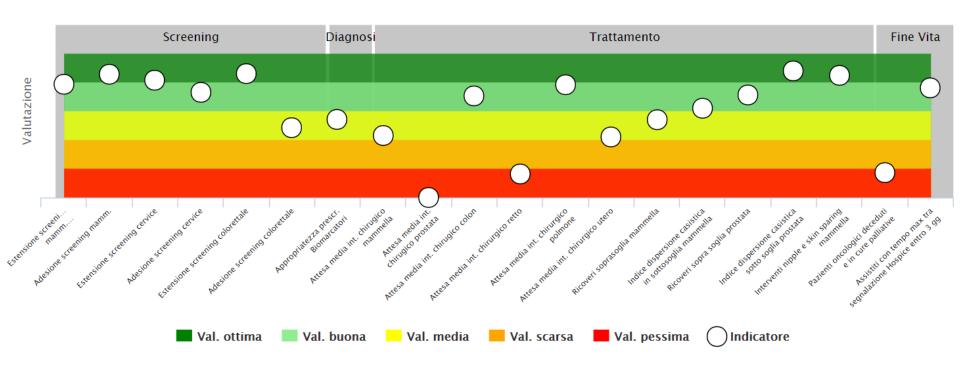
#### Lombardia - Il percorso Oncologico







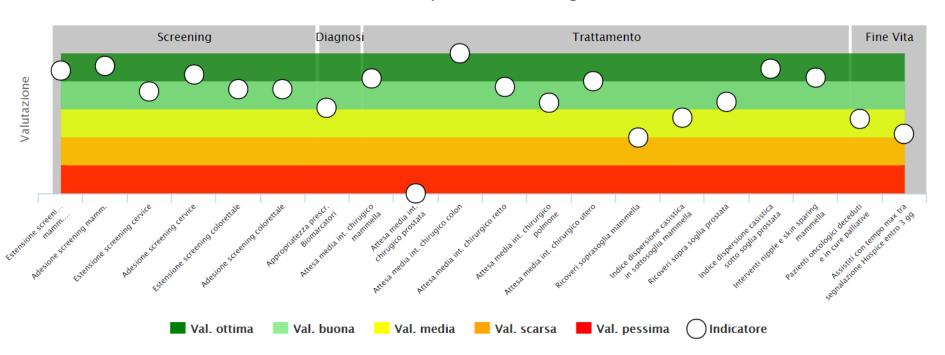
Toscana - Il percorso Oncologico







Veneto - Il percorso Oncologico







the setting-related evaluation system should be substituted by a cross-sectoral pathway-based evaluation, where indicators of performance include also measures reported by patients. The use of PREs and PROs to understand patient perspectives will help providers deliver more patient-centered care, and thus improve the quality of care

# At the strategic level current PMS lack of: -Patient-based perspective -Assessment of performance at the inter-institutional level Multiple-providers





## Reccomendations

- Integrated care implies the aim to create and delivery value according to a patient and population based perspective
- In order to avoid the so-called "performance traps", it is pivotal to find consistency between strategies and PMSs
- PMSs of integrated care pathways should be reframed in order to both adopt a patient perspective and consider the interinstitutional structure of providers characterizing the service value-chain





# Selected bibliography related to the Italian Regional PES

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Nuti, S., Vola, F., Bonini, A., & Vainieri, M. (2015). Making governance work in the health care sector: evidence from a 'natural experiment'in Italy. *Health Economics, Policy and Law*, 11(01), 17-38.

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