

PERFORMANCE MEASURE DEFINITION TEMPLATE

The purpose of the Performance Measure Definition Template is to provide a common tool to describe the definition, rationale, business context, technical specifications, considerations for the quality and comparability of a measure, and the party responsible for producing the data required for reporting results on the measure.

The template may be used by Alberta Health and Alberta Health Services to standardize documentation of technical information on performance measures approved by the Ministry and Alberta Health Services for the purpose of monitoring and reporting on population health and health system performance.

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Disabling Injury Rate –Hybrid

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| Name of Measure | Disabling Injury Rate-Hybrid |
| Name of Measure (short) | DIR-H |
| Definition | The count of disabling injury claims per 200,000 hours based on Alberta Health Services (AHS) paid hours. A disabling injury is defined as any claim resulting in lost time and/or modified work. |
| Domain | Health Services Delivery |
| Dimension | Safety |
| Category of Measure | Strategic |
| Type of Measure | Output Measure: The decreased disabling injury rate resulting from injury reduction processes implemented. |
| Business Context | AHS Strategic Direction. AHS Health Plan and Business Plan 2013-2016 |
| Rationale | Monitoring Disabling Injury Rate enables us to determine the effectiveness of processes/programs that provide AHS employees, volunteers and physicians with a safe and healthy work environment, free from injury. |
| Notes for Interpretation | Data is based on fiscal year. |
| Organizational Strategy | The strategy is comprised of three components: culture, Workforce Health and Safety (WHS) management system and WHS structure. It includes the development of a Canadian Safety Association (CSA) compliant management system, the establishment of an internal responsibility system, leadership development and mentoring related to health, safety and wellness, and the implementation of a stakeholder engagement and communication program. |
| Benchmark Comparisons | Lost Time Injury Rate is a subset of DIR-H and is benchmarkable whereas DIR-H is not benchmarkable. |
| Cited References: | <p>Yassi, A., & Hancock, T. (2005)., Patient- worker safety: Building a culture of safety to improve healthcare worker and patient well-being. <i>Healthcare Quarterly</i>.</p> <p>Sikorski, J.,(2009). Connecting worker safety to patient safety: a new imperative for health-care leaders. <i>Ivey Business Journal</i> (January-February 2009). Retrieved from: http://www.iveybusinessjournal.com/topics/leadership/connecting-worker-safety-to-patient-safety-a-new-imperative-for-health-care-leaders</p> <p>AHS Health Plan and Business Plan 2012 – 2015, retrieved from http://www.albertahealthservices.ca/Publications/ahs-pub-2012-2015-health-plan.pdf</p> |

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| Technical Specifications | |
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| Metric | Rate |
| Preferred Display Format | 99.99 per 200,000 hours |
| Numerator | Count of disabling injury claims. |
| Inclusion Criteria for Numerator | Include all Workers Compensation Board (WCB) Alberta accepted AHS disabling injury claims. |
| Exclusion Criteria for Numerator | None |
| Data Source(s) for Numerator | AHS Workplace Health & Safety and Disability Management and WCB Alberta. |
| Refresh Rate of Numerator | Monthly |
| Data Steward for Numerator | WCB Alberta |
| Denominator | Sum of paid hours/200,000 |
| Inclusion Criteria for Denominator | EPA Pay Category Total Paid Hours (Includes: AR7, A4C , B4C, A45, B45, A4A, A40, B40, B53, A53, A1W, B80, B0B, B0K, B0A, A0S, AFD, AFV, G15, B39, A39, A11, A58, A03, A5C, A5B, A5A, A91, ALA, A66, A9U, A9B, B75, A75, MDA, A1M, A13, B5A, VPC, A27, A10, A1F, W03, W04, W02, W10, A20, 96B, 47B, 94B, 43B, 07B, A55, B3A, B3K, B31, A34, B34, A31, B55, A6S, A6V, A9F, A98, A1H, A32, B32, A01, AR3, AR4, AR2, AR1, AR6, REM, A73, ASC, A80, A15, B5B, A0B, A06, A35, A90, A1G, A59, A50, A12, A77, A04, B5A, VPC, A27, A10, A1F, W03, W04, W02, W10, A20, 96B, 47B, 94B, 43B, 07B) + proxy to represent volunteer unpaid worked hours. |
| Exclusion Criteria for Denominator | Balancing Unit (BU): ≠ 10* (AHS subsidiaries Capital Care Group, Calgary Laboratory Services or Carewest) Functional Bargaining Unit (FBU): =.AFF, FDN, VOL (Affiliates, Foundations, or Voluntaries i.e. Covenant) |
| Data Source(s) for Denominator | Electronic Payroll Analytics (EPA) |
| Refresh Rate of Denominator | Monthly |
| Data Steward for Denominator | AHS, HR Workforce Analytics |
| Technical Notes | Results should not be compared to WCB injury rate indicators for other industries within Alberta or other provinces. |
| Calculation | numerator / denominator |
| Relationship to Other Indicators | |
| Level of Reporting | AHS, and portfolio. |
| Frequency of | Monthly |

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| Reporting | |
| Limitations | Late reported cases and status changes that affect the number of accepted disabling injury claims during the year will be added to the fiscal year number by end Q1 of the following year and will be reported in the WHS Injury Summary. |
| Documentation Management Lead | AHS Brian Humeniuk, Lead – Documentation Management, DIMR, AHS Phone: 780-224.2999 Email: Brian.Humeniuk@albertahealthservices.ca |
| Responsibility to Produce the Data | Wendy Weng, Analyst, HR Workforce Analytics Phone: 780 735-0607 Email: Wendy.Weng@albertahealthservices.ca |
| Key Contact for Indicator | Jeff Roe, Senior Advisor, Workplace Health and Safety Phone: 403 309-2825 Email: Jeff.Roe@albertahealthservices.ca |
| Executive Lead | Gert Erasmus, Vice President, Workplace Health & Safety Phone: 403 943-1367 Email: Gert.Erasmus@albertahealthservices.ca |
| AH Contact | |

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AHS Signoff Sheet**Business/Clinical Analyst Recommendation for Signoff - Business Lead**

(Signature)

Laura Hill
(Name)

Manager, HR Workforce Analytics
(Position)

(Date)

Executive Sponsor Business / Clinical Owner Definition Approval

(Signature)

Gert Erasmus
(Name)

Vice President, Workplace Health & Safety
(Position)

(Date)

Performance Measurement Recommendation for Signoff

(Signature)

Stafford Dean
(Name)

Vice President, Data Integration, Measurement & Reporting
(Position)

(Date)

Senior Executive Approval - Final Approval - Measure Business Owner

(Signature)

Kathryn Todd
(Name)

Senior Vice President, Research
(Position)

(Date)

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Document Version History

| Version | Version Date | Summary of Changes | Owner/Author |
|---------|-------------------|---|---|
| 1.0 | May 18, 2010 | Final version for initial use. | Brian Humeniuk for AHS Rakesh Kaushal for AH |
| | July 26, 2010 | Initial measure definition. | Laura Hill, AHS |
| | July 29, 2010 | Adjust formatting. | Brian Humeniuk, AHS |
| | August 8, 2010 | Revised organizational strategy definition. | Laura Hill, AHS |
| | December 21, 2010 | Revised indicator definition in response to AH feedback. | Richard Heron, AHS |
| 1.1 | January 5, 2011 | Align Business Context and add AH Contact. | Brian Humeniuk, AHS |
| 1.2 | January 20, 2011 | Update key contact information. | Laura Hill, AHS |
| 2.0 | February 2, 2011 | Version ready for signoff. | Brian Humeniuk, AHS |
| 2.1 | August 2, 2012 | Update key contact information, clarified definition of DIR, standardized exclusion and limitations and updated technical notes Update to format 3.7, insert new AH naming convention, contact, logo and sign off sheet. | Laura Hill, AHS |
| 2.2 | November 6, 2012 | Update hyperlink in Cited References. | Brian Humeniuk, AHS |
| 2.3 | November 13, 2012 | Moved Dimension from Domain into separate field. Updated AH naming convention. | Benita Loewen, AH |
| 2.4 | February 6, 2013 | Revision of Rationale based on SME discussion | Benita Loewen, AH |
| 2.5 | July 4, 2013 | Revision of definition to new DIR-H criteria to meet AHS reporting needs regarding fiscal year reporting. | Christine Versteeg , AHS |
| 2.6 | July 29, 2013 | Update Domain. Add Category of Measure. Update AH Senior Executive name on the Signoff page. Update Documentation Management Lead contact information. Add comments based on SME discussion. Make editorial changes | Fiona Wang, AH |
| 2.7 | July 30, 2013 | Corrected Definition, Notes for Interpretation and Numerator by removing "on the job". Adjusted Notes for Interpretation and Technical Notes to reflect current method. Addressed comments and questions. Change to fiscal year from calendar year. | Christine Versteeg, AHS |
| 2.8 | August 19, 2013 | Accept tracked changes Remove previous comments that are addressed Comment on "Type of Measure " Comment on the inclusion and exclusion criteria of denominator | Fiona Wang, AH |
| 2.9 | August 19, 2013 | Discussed with AH, description permitted for Type of Measure. | Brian Humeniuk, AHS |
| 2.10 | August 23, 2013 | Addressed question inclusion and exclusion. | Christine Versteeg, AHS |

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|---------|--------------------|---|--|
| 2.11 | September 26, 2013 | Accepted proposed additions and expanded Limitations to address remaining questions. | Christine Versteeg, AHS |
| 2.12 | October 24, 2013 | Changed name of Business Sponsor | Christine Versteeg, AHS |
| 2.13 | November 4, 2013 | Added note to Data Limitations to explain the differences in the quarter and YTD numbers | Donna Arsenault, AHS |
| 2.14 | June 9, 2014 | Update to include new data sources and field names, inclusion criteria | Christine Versteeg, AHS |
| 3.0 | July 30, 2014 | Revised to reflect new denominator and data source - rate per 200,000 hours, changed reporting period, calculation and updated inclusions and exclusions r. Modified refresh rate to monthly from quarterly. Changed contact for data steward for denominator, Responsible to Produce Data and Key contact for indicator. | Wendy Weng, Laura Hill and Christine Versteeg, AHS |
| 3.01 | August 19, 2014 | Revised limitations to better explain the inclusion of data from late reported injuries and status changes. Added new | Wendy Weng, Christine Versteeg, AHS |
| 3.02 | October 16, 2015 | Removed reference to AH and changed dataset from IPS to EPA. | Christine Versteeg, AHS |
| 3.03 | October 30, 2015 | Added "Paid" to denominator | Wendy Weng, AHS |
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