



環球觀點

給付策略在論值計酬制度的重要性

Making the "Pay" Matter in Pay-For-Performance: Implications For Payment Strategies

論值計酬在今日(Pay-For-Performance,P4P)受到普遍的採用，然而卻很少人知道，不同的P4P策略能影響醫療服務提供者之支付情形。這些差異性對激發所有醫療服務提供者的品質提升扮演著重要的角色。在此篇文章中，我們探討醫院不同的P4P策略，並藉以回饋情形的多寡來檢視支付情形的不同。這同時也包括了成效高低不同的提供者、即使在缺乏高成效的狀況下仍能顯示出進步者、以及支付比率在成效上所佔的比率。藉此可得知，之後所得補貼大大地受到支付策略的影響，這也表示出當選擇策略時，必須要依照不同目標所訂定。並且本文之研究成果亦能推廣於各種類型之醫療服務提供者。

Although pay-for-performance (P4P) is being widely adopted, little is known about how different P4P strategies affect provider payment. These differences may be essential in motivating and maximizing quality improvement across all providers. We review hospitals' P4P strategies and describe differences in payments by size of reward; payment differences between high- and low-performing providers; ability to reward improvement in the absence of high performance; and the percentage of payments based on performance. Bonuses vary considerably by payment strategy, which suggests that the strategy selected should vary depending on program goals. These findings are relevant to P4P for any type of provider.

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