



THE WORLD BANK



Evaluating Impact: Turning Promises into Evidence

Impact Evaluation of “Pay for Performance” to Community Health Center Staff

TEAM 7

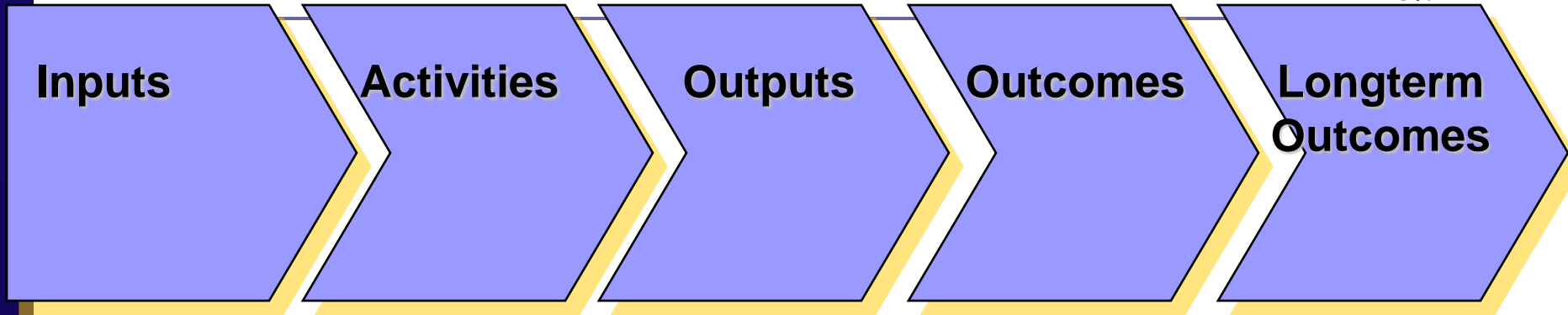
Beijing, China

July 2009

1. Background

- ❑ The payment to community health center has many elements.
- ❑ Elimination of policy allowing health centers to mark up price of medicine, therefore community health center income has changed....
 - From three sources of revenue to two sources of revenue
 - ❑ *Income from mark up price of medicine* [Eliminated]
 - ❑ Income from health services
 - ❑ Payment from both central and local government
- ❑ The health care system reform confirmed the policy of “the wage of health staff paid by the government” based on performance.

2. Results Chain



•Investment from central and local government

•Design and Implement new policy of "performance based evaluation to the health staff" (including incentives)

•improved work performance of Health staff

•Enhance the quality of health service
•Coverage of health service
•Enhance satisfactory of the people

•Improve the accessibility and affordability of health care services
•Improve the primary health care services and health status of urban people

3. Primary Research Questions



- Effectiveness of “Pay for Performance”

4. Outcome Indicators

- ❑ Investment Index
- ❑ Quality of care
- ❑ Satisfaction Index

5. Identification Strategy/Method

- 2% sample randomly
- According to the requests of Medical Reformation, 30% of the Community Health Care Centers should be cancelled , and should change to “Pay for Performance”, so we will get 30% intervention group and 70% control group (But whether been intervened or not depends on the subjective decisions of the local government)
- Analysis Methods
 - ▣ Difference in Difference
 - ▣ Matching Technique
- **To ensure no other interventions implemented during the same time period**

6. Sample and data

□ Sample

- Sample frame: community health service institutions in urban area
- Sample size: 2% of sample frame

□ Data

- Information of medical staff
 - Basic information (age, sex, profession, education, years of been employed)
 - Profession information (basic medical services, outpatients amount, hospitalized amount, public health services)
 - Payment
- Basic information of Community health care institutions
 - income and expenses, salary occupation of expenses, house and facility
- Satisfaction

7. Time Frame/Work Plan

- From now to the end of 2010
 - Collect the relative data after implementing the intervention of “Pay for Performance”
 - Evaluate the effectiveness of “Pay for Performance”
- From 2010 to 2011
 - Collect the relative data after implementing the intervention of “Pay for Performance”
 - Evaluate the effectiveness of “Pay for Performance”
 - Final evaluation report

8. Sources of Financing

- ▣ 1% of the total budget of the project