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全科之声

——借鉴典型经验,完善基层医疗卫生机构绩效考核

作为国家卫生健康委的卫生健康政策领域国家智库,卫生发展研究中心分别参与了《关于卫生事业单位实施绩效考核的指导意见》(卫人发〔2010〕98号)、《关于加强公立医疗卫生机构绩效评价的指导意见》(国卫人发〔2015〕94号)和《关于加强基层医疗卫生机构绩效考核的指导意见(试行)》(国卫办基层发〔2020〕9号)的研究和起草工作。

我国基层医疗卫生机构绩效考核从2010年“两卫”实施绩效工资开始,已经走过10年之路,绩效考核指标体系不断完善,对考核作用的认识不断深化,各地基层医疗卫生机构绩效考核工作全面铺开,涌现出不少典型案例和经验。如北京市东城区对社区卫生服务机构和人员的绩效考核始于2008年,2017年组建社区卫生服务质量管理专家技术指导组,每年两次对社区卫生服务工作质量全面考核,在绩效考核中加大家庭医生签约服务分值权重,利用强大的社区卫生信息化管理平台直接抓取数据,实现了考核结果自动生成,近2年绩效考核位列北京市第一。上海市长宁区卫生健康委成立由委主要领导担任组长的社区卫生服务机构绩效考核小组,建立多维度绩效评价指标体系,考核结果作为机构年度等级评定、基本公共卫生经费、家庭医生签约费拨付的重要依据。2019年,90%的社区卫生服务中心达到国家社区卫生服务能力推荐标准。

目前各省(自治区、直辖市)正在根据国家文件,出台本地基层绩效考核实施方案,根据参与文件起草经验、各地创新做法和典型经验,结合存在问题,提出4个方面的建议:(1)省级层面成立研究和起草专班,完善符合本地实际基层绩效考核指标体系,明确各指标标准值并细化评分方法;(2)利用历史数据模拟,并且持续完善和优化指标体系和评分办法,以达到评判结果符合预期、接近实际情况;(3)国家确定10个绩效考核监测指标,省级层面应扩展并完善监测指标,加强分级考核,强化考核结果应用;(4)依靠信息化平台和信息技术,量化指标直接抓取,为基层减负。

秦江梅. 借鉴典型经验,完善基层医疗卫生机构绩效考核[J]. 中国全科医学, 2021, 24(16): 目次页.

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