

Hospital Name: Pakistan Institute of Medical Sciences-[Children Wing]

Contact Person: Dr Nadeem Akther

**Out Patient Department – OPD (Detailed Report)**  
General Pediatrics Surgery Unit 1 – Team I

**Work unit (WU) performance analysis of individuals**

(This evaluation is being done on generalized set of values as per Dr-SIR in addition to 'specified data and activities as provided by you at different input forms of Dr-SIR module 'efficiency measurement')

**Note:** '-' symbol in the data field show that data is not available for the particular field.

**A) Period and Parameter**

- i) Efficiency Measurement Evaluation Period: 05/01/2008 to: 05/31/2008  
ii) Over all Hospital Working days are: 31 days  
iii) Total Working days in Out Patient Department are : 27 days  
iv) Jump Over Time (JOT) (%): 20 %

- v) **Specialty:** Surgery and Allied Specialties  
vi) **Department:** Out Patient Department - OPD  
vii) **Professorial unit:** General Pediatrics Surgery Unit 1 (Prof.M.Zaheer Abbasi)  
viii) **Team:** Team I  
ix) **Total patient examined by a team:** 742

**B) Details of individual professional inputs in terms of time / duty roster & work units (w.u) generation capacity & actual work units**

**Professional Category:** Head of Department

**Professional Name:** Prof.M.Zaheer Abbasi

- i) His/ Her total working days in Out Patient Department are: 12 days  
ii) Total working hours in Out Patient Department are: 48.00 hours  
iii) Available time (minutes) in Out Patient Department is: 2,880 minutes  
iv) Actual time (minutes) Less JOT in Out patient Department is: 2,304.00 minutes  
v) According to his/ her duty assignments in Out Patient Department he/ she has the capacity to generate **14,561.28** work units during the period **5/1/2008** to **5/31/2008**

**1-b During the month of May, total number of patients actually examined in Out Patient Department by**

Prof.M.Zaheer Abbasi 281.00 cases

**2-b According to the available time to examine patients in Out Patient Department, following is the "performance evaluation analysis report" on generalized set of values as per Dr-SIR**

- | <b>2-b-Time analysis as per Dr-SIR values/referral system</b>   | <b>OPD Self</b>  |
|---|------------------|
| i) According to Dr-SIR referral system, average number of patients which should be examined by him/ her                               | 58.02 cases      |
| ii) Average time required to examine all the patients distributed by Dr-SIR is  | 651.61 minutes   |
| iii) Available time (i.e 2,304.00 minutes ) divided per activity in Out Patient Department is   | 2,304.00 minutes |
| iv) Patients that can be actually examined according to his/ her available time and Dr-SIR study values are                           | 205.16 cases     |
| v) If all patients as distributed by Dr-SIR are to be examined with in his/ her available time then the time available per patient is | 39.71 minutes    |

**2-b-2 Time analysis as per Actual data**

- |  |                  |
|--|------------------|
| i) Actual time available (i.e 2,304.00 minutes ) divided per activity in Out Patient Department is | 2,304.00 minutes |
| ii) Number of patients that he/ she has actually examined in Out Patient Department are            | 281.00 cases     |
| iii) Accordingly, actual time he/ she must have spend on each patient is                           | 8.20 minutes     |

**C) Work unit (wu) performance analysis of individuals**

**Professional Category:** Head of Department  
**Professional Name:** Prof.M.Zaheer Abbasi

According to his/ her duty assignments in Out Patient Department, he/ she has the capacity to generate **14,561.28** work units during the period **5/1/2008** to **5/31/2008**  
But the work units he/ she may have generated in Out Patient Department as per Dr-SIR and work load are **19,943.58** work units during the period **5/1/2008** to **5/31/2008**

**1-c As a result:**

- 1- His/ Her Efficiency is **136.96** %.
- 2- His/ Her work potential utilized upto **1.37** times.
- 3- As a result, his/ her potential is being over utilized by **36.96** %.
- 5- As a result, his/ her rate of misdiagnosis/ complication will be increased by **2.77** %.

**2-c Under the generalized set of values**

- 1- Average time spent to examine a patient is **8.20** (minutes) which is less than average time required to examine a patient independently according to Dr-SIR. But it does lie between Dr-SIR acceptable range.
- 2- His/ Her rate of misdiagnosis/ complication is **10.26** %, but it does not lie between Dr-SIR acceptable range.

**3-c Possible Reasons:**

**Decrease in time per patient may be because of that reason:**

- 1 - More patients were examined by him/ her during the work time available to him/ her during the evaluation period **'5/1/2008'** to **'5/31/2008'**
- 2- According to his/ her available work time during the evaluation period **'5/1/2008'** to **'5/31/2008'** , he/ she could only examine approximately , **'205.16'** , cases where as he/ she has actually examined , **'281.00'** , cases i.e approximately , **'75.84'** , cases more than what he/ she could examine)

**Increase in 'Number of patients' actually examined by him may be because of the reason that:**

- 1- More patients were referred to him/ her by the specialist during the evaluation period **'5/1/2008'** to **'5/31/2008'**.

**Note:** However, it may be noted that the values not falling with in acceptability range may become acceptable if the evaluations are done on specified set of values for each professionals depending upon their professional percentile values/ standing.

**Professional Category:** Specialist

**Professional Name:** Asst Prof Amjad Chaudry

- i) His/ Her total working days in Out Patient Department are: 12 days
- ii) Total working hours in Out Patient Department are: 48.00 hours
- iii) Available time (minutes) in Out Patient Department is: 2,880 minutes
- iv) Actual time (minutes) Less JOT in Out patient Department is: 2,304.00 minutes
- v) According to his/ her duty assignments in Out Patient Department he/ she has the capacity to generate **6,865.92** work units during the period **5/1/2008** to **5/31/2008**

**1-b During the month of May, total number of patients actually examined in Out Patient Department by**

Asst Prof Amjad Chaudry 188.00 cases

**2-b According to the available time to examine patients in Out Patient Department, following is the "performance evaluation analysis report" on generalized set of values as per Dr-SIR**

2- Time analysis as per Dr-SIR values/referral system	OPD Self	OPD Assistance
i) According to Dr-SIR referral system, average number of patients which should be examined by him/ her	301.10	58.02 cases
ii) Average time required to examine all the patients distributed by Dr-SIR is	3,679.49	651.61 minutes
iii) Available time (i.e 2,304.00 minutes ) divided per activity in Out Patient Department is	1,957.36	346.64 minutes
iv) Patients that can be actually examined according to his/ her available time and Dr-SIR study values are	160.18	30.87 cases
v) If all patients as distributed by Dr-SIR are to be examined with in his/ her available time then the time available is	6.50	5.97 minutes

**2-b-2 Time analysis as per Actual data**

- i) Actual time available (i.e 2,304.00 minutes) divided per activity in Out Patient Department is 2,304.00 - minutes
- i) Actual time available (i.e 2,304.00 minutes) divided per activity in Out Patient Department is 2,304.00 - minutes
- ii) Number of patients that he/ she has actually examined in Out Patient Department are 188.00 - cases
- iii) Accordingly, actual time he/ she must have spend on each patient is 12.26 - minutes

**C) Work unit (wu) performance analysis of individuals**

**Professional Category: Specialist**  
**Professional Name: Asst Prof Amjad Chaudry**

According to his/ her duty assignments in Out Patient Department, he/ she has the capacity to generate **6,865.92** work units during the period **5/1/2008** to **5/31/2008**  
But the work units he/ she may have generated in Out Patient Department as per Dr-SIR and work load are **6,846.13** work units during the period **5/1/2008** to **5/31/2008**

**1-c As a result:**

- 1- His/ Her Efficiency is **99.71** %.
- 2- His/ Her work potential is utilized up to **1.00** times.
- 3- As a result, his/ her potential is being fully utilized.

**2-c Under the generalized set of values**

1- Actual time per patient to examine a patient is '**12.26**' (minutes) which is more than Average time required per patient  
But It does lie between acceptable range.

**3-c Possible Reasons:**

**Increase in time per patient may be because of the reason that:**

- 1 - Acceptable number of patients were examined by him/ her during the work time available to him/ her during the evaluation period '**5/1/2008**
- 2- According to his/ her available work time during the evaluation period '**5/1/2008**' to '**5/31/2008**', he/ she could only examine approximately , '**160.18**' , cases where as he/ she has actually examined , '**188.00**' , cases i.e approximately , '**27.82**' , cases more than what he/ she could examine)

**Increase in 'Number of patients' actually examined by him may be because of the reason that:**

- 1- Acceptable number of patients were referred to him/ her by the medical officer during the evaluation period '**5/1/2008**' to '**5/31/2008**'.

**Note:** However, it may be noted that the values not falling with in acceptability range may become acceptable if the evaluations are done on specified set of values for each professionals depending upon their professional percentile values/ standing.

**Professional Category:** Medical Officer/Resident

**Professional Name:** Dr Saqib

- i) His/ Her total working days in Out Patient Department are: 12 days
- ii) Total working hours in Out Patient Department are: 72.00 hours
- iii) Available time (minutes) in Out Patient Department is: 4,320 minutes
- iv) Actual time (minutes) Less JOT in Out patient Department is: 3,456.00 minutes
- v) According to his/ her duty assignments in Out Patient Department he/ she has the capacity to generate **5,598.72** work units during the period **5/1/2008** to **5/31/2008**

**1-b During the month of May, total number of patients actually examined in Out Patient Department by**

Dr Saqib 105.00 cases

**2-b According to the available time to examine patients in Out Patient Department, following is the "performance evaluation analysis report" on generalized set of values as per Dr-SIR**

<b>2- Time analysis as per Dr-SIR values/referral system</b>	<b>OPD Self</b>	<b>Physical examination &amp; history taking</b>	<b>OPD Assistance (HOD)</b>	<b>OPD Assistance (Specialist)</b>
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i)	According to Dr-SIR referral system, average number of patients which should be examined by him/ her	88.16	88.16	6.89	35.77	cases
ii)	Average time required to examine all the patients distributed by Dr-SIR is	1,372.63	1,801.52	77.42	437.17	minutes
iii)	Available time (i.e 3,456.00 minutes ) divided per activity in Out Patient Department is	1,286.02	1,687.86	72.53	409.58	minutes
iv)	Patients that can be actually examined according to his/ her available time and Dr-SIR study values are	82.60	82.60	6.46	33.52	cases
v)	If all patients as distributed by Dr-SIR are to be examined with in his/ her available time then the time available is	14.59	19.15	10.52	11.45	minutes

#### 2-b-2 Time analysis as per Actual data

i)	Actual time available (i.e 3,456.00 minutes ) divided per activity in Out Patient Department is	1,023.73	1,343.60	573.95	514.72	minutes
ii)	Number of patients that he/ she has actually examined in Out Patient Department are	105.00	105.00	70.00	42.00	cases
iii)	Accordingly, actual time he/ she must have spend on each patient is	9.75	12.80	8.20	12.26	minutes

#### C) Work unit (wu) performance analysis of individuals

**Professional Category:** Medical Officer/Resident

**Professional Name:** Dr Saqib

According to his/ her duty assignments in Out Patient Department, he/ she has the capacity to generate **5,598.72** work units during the period **5/1/2008** to **5/31/2008**

But the work units he/ she may have generated in Out Patient Department as per Dr-SIR and work load are **8,229.38** work units during the period **5/1/2008** to **5/31/2008**

#### 1-c As a result:

- 1- His/ Her Efficiency is **146.99** %.
- 2- His/ Her work potential utilized up to **1.47** times.
- 3- As a result, his/ her potential is being over utilized by **46.99** %.
- 5- As a result, his/ her rate of misdiagnosis/ complication will be increased by **3.52** %.

#### 2-c Under the generalized set of values

- 1- Actual time spent to examine a patient is '**9.75**' which is less than average time required to examine a patient independently according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 2- Actual time spent under assistance with HOD on one patient is '**8.20**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 3- Actual time spent under assistance with Specialist on one patient is '**12.26**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 4- Actual time spent to take Physical Examination and History of a patient is '**12.80**' minutes, which is less than the required average time for Physical examination and History taking. And it lies between Dr-SIR acceptable range.
- 5- His/ Her rate of misdiagnosis/ complication is **11.01** %, And it does not lies between Dr-SIR acceptable range.

#### 3-c Possible Reasons:

##### Decrease in time per patient may be because of that reason:

- 1 - More patients were examined by him/ her during the work time available to him/ her during the evaluation period '**5/1/2008**' to '**5/31/2008**
- 2- According to his/ her available work time during the evaluation period '**5/1/2008**' to '**5/31/2008**' , he/ she could only examine approximately , '**82.60**' , cases where as he/ she has actually examined , '**105.00**' , cases i.e approximately , '**22.40**' , cases more than what he/ she could examine)

##### Increase in 'Number of patients' actually examined by him may be because of the reason that:

- 1- More patients were referred/seen by him/ her.

**Note:** However, it may be noted that the values not falling with in acceptability range may become acceptable if the evaluations are done on specified set of values for each professionals depending upon their professional percentile values/ standing.

**Professional Name:** Dr Khurram

- i) His/ Her total working days in Out Patient Department are: 12 days  
ii) Total working hours in Out Patient Department are: 72.00 hours  
iii) Available time (minutes) in Out Patient Department is: 4,320 minutes  
iv) Actual time (minutes) Less JOT in Out patient Department is: 3,456.00 minutes  
v) According to his/ her duty assignments in Out Patient Department he/ she has the capacity to generate **5,598.72** work units during the period **5/1/2008** to **5/31/2008**

**1-b During the month of May, total number of patients actually examined in Out Patient Department by**

Dr Khurram 110.00 cases

**2-b According to the available time to examine patients in Out Patient Department, following is the "performance evaluation analysis report" on generalized set of values as per Dr-SIR**

2- Time analysis as per Dr-SIR values/referral system	OPD Self	Physical examination & history taking	OPD Assistance (HOD)	OPD Assistance (Specialist)	
i) According to Dr-SIR referral system, average number of patients which should be examined by him/ her	88.16	88.16	6.89	35.77	cases
ii) Average time required to examine all the patients distributed by Dr-SIR is	1,372.63	1,801.52	77.42	437.17	minutes
iii) Available time (i.e 3,456.00 minutes ) divided per activity in Out Patient Department is	1,286.02	1,687.86	72.53	409.58	minutes
iv) Patients that can be actually examined according to his/ her available time and Dr-SIR study values are	82.60	82.60	6.46	33.52	cases
v) If all patients as distributed by Dr-SIR are to be examined with in his/ her available time then the time available is	14.59	19.15	10.52	11.45	minutes

**2-b-2 Time analysis as per Actual data**

i) Actual time available (i.e 3,456.00 minutes ) divided per activity in Out Patient Department is	1,377.92	1,808.46	-	269.62	minutes
ii) Number of patients that he/ she has actually examined in Out Patient Department are	110.00	110.00	-	22.00	cases
iii) Accordingly, actual time he/ she must have spend on each patient is	12.53	16.44	8.20	12.26	minutes

**C) Work unit (wu) performance analysis of individuals**

**Professional Category:** Medical Officer/Resident

**Professional Name:** Dr Khurram

According to his/ her duty assignments in Out Patient Department, he/ she has the capacity to generate **5,598.72** work units during the period **5/1/2008** to **5/31/2008**

But the work units he/ she may have generated in Out Patient Department as per Dr-SIR and work load are **6,851.61** work units during the period **5/1/2008** to **5/31/2008**

**1-c As a result:**

- 1- His/ Her Efficiency is **122.38** %.
- 2- His/ Her work potential utilized upto **1.22** times.
- 3- As a result, his/ her potential is being over utilized by **22.38** %.
- 5- As a result, his/ her rate of misdiagnosis/ complication will be increased by **1.68** %.

**2-c Under the generalized set of values**

- 1- Actual time spent to examine a patient is '**12.53**' which is less than average time required to examine a patient independently according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 2- Actual time spent under assistance with HOD on one patient is '**8.20**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 3- Actual time spent under assistance with Specialist on one patient is '**12.26**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 4- Actual time spent to take Physical Examination and History of a patient is '**16.44**' minutes, which is less than the required average time for Physical examination and History taking. And it lies between Dr-SIR acceptable range.
- 5- His/ Her rate of misdiagnosis/ complication is **9.17** %, And it does not lie between Dr-SIR acceptable range.

**3-c Possible Reasons:**

**Decrease in time per patient may be because of that reason:**

- 1 - More patients were examined by him/ her during the work time available to him/ her during the evaluation period '**5/1/2008**' to '**5/31/2008**
- 2- According to his/ her available work time during the evaluation period '**5/1/2008**' to '**5/31/2008**' , he/ she could only examine approximately , '**82.60**' , cases where as he/ she has actually examined , '**110.00**' , cases i.e approximately , '**27.40**' , cases more than what he/ she could examine)

**Increase in 'Number of patients' actually examined by him may be because of the reason that:**

1- More patients were referred/seen by him/ her.

**Note:** However, it may be noted that the values not falling with in acceptability range may become acceptable if the evaluations are done on specified set of values for each professionals depending upon their professional percentile values/ standing.

**Professional Name:** Dr Zaheer ud din

- i) His/ Her total working days in Out Patient Department are: 11 days
- ii) Total working days in Out Patient Department are: 66.00 hours
- iii) Available time (minutes) in Out Patient Department is: 3,960 minutes
- iv) Actual time (minutes) Less JOT in Out patient Department is: 3,168.00 minutes
- v) According to his/ her duty assignments in Out Patient Department he/ she has the capacity to generate **5,132.16** work units during the period **5/1/2008** to **5/31/2008**

**1-b During the month of May, total number of patients actually examined in Out Patient Department by**

Dr Zaheer ud din 80.00 cases

**2-b According to the available time to examine patients in Out Patient Department, following is the 'performance evaluation analysis report' on generalized set of values as per Dr-SIR**

2- Time analysis as per Dr-SIR values/referral system	OPD Self	Physical examination & history taking	OPD Assistance (HOD)	OPD Assistance (Specialist)	
i) According to Dr-SIR referral system, average number of patients which should be examined by him/ her	80.81	80.81	6.32	32.79	cases
ii) Average time required to examine all the patients distributed by Dr-SIR is	1,258.24	1,651.39	70.97	400.74	minutes
iii) Available time (i.e 3,168.00 minutes ) divided per activity in Out Patient Department is	1,178.86	1,547.20	66.49	375.45	minutes
iv) Patients that can be actually examined according to his/ her available time and Dr-SIR study values are	75.71	75.71	5.92	30.72	cases
v) If all patients as distributed by Dr-SIR are to be examined with in his/ her available time then the time available is	14.59	19.15	10.52	11.45	minutes

**2-b-2 Time analysis as per Actual data**

i) Actual time available (i.e 3,168.00 minutes ) divided per activity in Out Patient Department is	864.91	1,135.17	1,033.11	134.81	minutes
ii) Number of patients that he/ she has actually examined in Out Patient Department are	80.00	80.00	126.00	11.00	cases
iii) Accordingly, actual time he/ she must have spend on each patient is	10.81	14.19	8.20	12.26	minutes

**C) Work unit (wu) performance analysis of individuals**

**Professional Category:** Medical Officer/Resident

**Professional Name:** Dr Zaheer ud din

According to his/ her duty assignments in Out Patient Department, he/ she has the capacity to generate **5,132.16** work units during the period **5/1/2008** to **5/31/2008**

But the work units he/ she may have generated in Out Patient Department as per Dr-SIR and work load are **7,176.28** work units during the period **5/1/2008** to **5/31/2008**

**1-c As a result:**

- 1- His/ Her Efficiency is **139.83** %.
- 2- His/ Her work potential utilized upto **1.40** times.
- 3- As a result, his/ her potential is being over utilized by **39.83** %.
- 5- As a result, his/ her rate of misdiagnosis/ complication will be increased by **2.98** %.

**2-c Under the generalized set of values**

- 1- Actual time spent to examine a patient is '**10.81**' which is less than average time required to examine a patient independently according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 2- Actual time spent under assistance with HOD on one patient is '**8.20**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 3- Actual time spent under assistance with Specialist on one patient is '**12.26**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 4- Actual time spent to take Physical Examination and History of a patient is '**14.19**' minutes, which is less than the required average time for Physical examination and History taking. And it lies between Dr-SIR acceptable range.
- 5- His/ Her rate of misdiagnosis/ complication is **10.47** %, And it does not lie between Dr-SIR acceptable range.

### 3-c Possible Reasons:

#### Decrease in time per patient may be because of that reason:

- 1 - More patients were examined by him/ her during the work time available to him/ her during the evaluation period '5/1/2008' to '5/31/2008'
- 2- According to his/ her available work time during the evaluation period '5/1/2008' to '5/31/2008', he/ she could only examine approximately, '75.71', cases where as he/ she has actually examined, '80.00', cases i.e approximately, '4.29', cases more than what he/ she could examine)

#### Increase in 'Number of patients' actually examined by him may be because of the reason that:

- 1- More patients were referred/seen by him/ her.

**Note:** However, it may be noted that the values not falling with in acceptability range may become acceptable if the evaluations are done on specified set of values for each professionals depending upon their professional percentile values/ standing.

**Professional Name:** Dr Ahmed Samroo

- His/ Her total working days in Out Patient Department are: 12 days
- Total working hours in Out Patient Department are: 72.00 hours
- Available time (minutes) in Out Patient Department is: 4,320 minutes
- Actual time (minutes) Less JOT in Out patient Department is: 3,456.00 minutes
- According to his/ her duty assignments in Out Patient Department he/ she has the capacity to generate **5,598.72** work units during the period **5/1/2008** to **5/31/2008**

#### 1-b During the month of May, total number of patients actually examined in Out Patient Department by

Dr Ahmed Samroo 77.00 cases

#### 2-b According to the available time to examine patients in Out Patient Department, following is the "performance evaluation analysis report" on generalized set of values as per Dr-SIR

2- Time analysis as per Dr-SIR values/referral system	OPD Self	Physical examination & history taking	OPD Assistance (HOD)	OPD Assistance (Specialist)	
i) According to Dr-SIR referral system, average number of patients which should be examined by him/ her	88.16	88.16	6.89	35.77	cases
ii) Average time required to examine all the patients distributed by Dr-SIR is	1,372.63	1,801.52	77.42	437.17	minutes
iii) Available time (i.e 3,456.00 minutes ) divided per activity in Out Patient Department is	1,286.02	1,687.86	72.53	409.58	minutes
iv) Patients that can be actually examined according to his/ her available time and Dr-SIR study values are	82.60	82.60	6.46	33.52	cases
v) If all patients as distributed by Dr-SIR are to be examined with in his/ her available time then the time available is	14.59	19.15	10.52	11.45	minutes

#### 2-b-2 Time analysis as per Actual data

i) Actual time available (i.e 3,456.00 minutes ) divided per activity in Out Patient Department is	1,204.41	1,580.73	254.18	416.68	minutes
ii) Number of patients that he/ she has actually examined in Out Patient Department are	77.00	77.00	31.00	34.00	cases
iii) Accordingly, actual time he/ she must have spend on each patient is	15.64	20.53	8.20	12.26	minutes

#### C) Work unit (wu) performance analysis of individuals

**Professional Category:** Medical Officer/Resident

**Professional Name:** Dr Ahmed Samroo

According to his/ her duty assignments in Out Patient Department, he/ she has the capacity to generate **5,598.72** work units during the period **5/1/2008** to **5/31/2008**  
But the work units he/ she may have generated in Out Patient Department as per Dr-SIR and work load are **5,728.31** work units during the period **5/1/2008** to **5/31/2008**

#### 1-c As a result:

- 1- His/ Her Efficiency is **102.31** %.
- 2- His/ Her work potential is utilized up to **1.02** times.
- 3- As a result, his/ her potential is being fully utilized

**2-c Under the generalized set of values**

- 1- Actual time spent to examine a patient is '15.64' which is more than average time required to examine a patient independently according to Dr-SIR. between Dr-SIR acceptable range.
- 2- Actual time spent under assistance with HOD on one patient is '8.20' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 3- Actual time spent under assistance with Specialist on one patient is '12.26' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 4- Actual time spent to take Physical Examination and History of a patient is '20.53' minutes, which is less than the required average time for Physical examination and History taking. And it lies between Dr-SIR acceptable range.
- 5- His/ Her rate of misdiagnosis/ complication is 7.66 %, And it lies between Dr-SIR acceptable range.

**3-c Possible Reasons:**

**Increase in time per patient may be because of the reason that:**

- 1 - More patients were examined by him/ her during the work time available to him/ her during the evaluation period '5/1/2008' to '5/31/2008'
- 2- According to his/ her available work time during the evaluation period '5/1/2008' to '5/31/2008' , he/ she could only examine approximately , '82.60' , cases where as he/ she has actually examined , '77.00' , cases i.e approximately , '5.60' , cases more than what he/ she could examine)

**Decrease in 'number of patients' actually examined by him may be because of the reason that:**

- 1 - Less patients were referred/seen by him/ her.

**Note:** However, it may be noted that the values not falling with in acceptability range may become acceptable if the evaluations are done on specified set of values for each professionals depending upon their professional percentile values/ standing.

**Professional Name:** Dr Fareen Zada

- i) His/ Her total working days in Out Patient Department are: 12 days
- ii) Total working hours in Out Patient Department are: 72.00 hours
- iii) Available time (minutes) in Out Patient Department is: 4,320 minutes
- iv) Actual time (minutes) Less JOT in Out patient Department is: 3,456.00 minutes
- v) According to his/ her duty assignments in Out Patient Department he/ she has the capacity to generate 5,598.72 work units during the period 5/1/2008 to 5/31/2008

**1-b During the month of May, total number of patients actually examined in Out Patient Department by**

Dr Fareen Zada 89.00 cases

**2-b According to the available time to examine patients in Out Patient Department, following is the "performance evaluation analysis report" on generalized set of values as per Dr-SIR**

2- Time analysis as per Dr-SIR values/referral system	OPD Self	Physical examination & history taking	OPD Assistance (HOD)	OPD Assistance (Specialist)	
i) According to Dr-SIR referral system, average number of patients which should be examined by him/ her	88.16	88.16	6.89	35.77	cases
ii) Average time required to examine all the patients distributed by Dr-SIR is	1,372.63	1,801.52	77.42	437.17	minutes
iii) Available time (i.e 3,456.00 minutes ) divided per activity in Out Patient Department is	1,286.02	1,687.86	72.53	409.58	minutes
iv) Patients that can be actually examined according to his/ her available time and Dr-SIR study values are	82.60	82.60	6.46	33.52	cases
v) If all patients as distributed by Dr-SIR are to be examined with in his/ her available time then the time available is	14.59	19.15	10.52	11.45	minutes

**2-b-2 Time analysis as per Actual data**

i) Actual time available (i.e 3,456.00 minutes ) divided per activity in Out Patient Department is	1,351.19	1,773.39	147.59	183.83	minutes
ii) Number of patients that he/ she has actually examined in Out Patient Department are	89.00	89.00	18.00	15.00	cases
iii) Accordingly, actual time he/ she must have spend on each patient is	15.18	19.93	8.20	12.26	minutes

**C) Work unit (wu) performance analysis of individuals**

**Professional Category:** Medical Officer/Resident

**Professional Name:** Dr Fareen Zada

According to his/ her duty assignments in Out Patient Department, he/ she has the capacity to generate 5,598.72 work units during the period 5/1/2008 to 5/31/2008  
But the work units he/ she may have generated in Out Patient Department as per Dr-SIR and work load are 5,815.61 work units during the period 5/1/2008 to 5/31/2008

**1-c As a result:**

- 1- His/ Her Efficiency is **103.87** %.
- 2- His/ Her work potential utilized upto **1.04** times.
- 3- As a result, his/ her potential is being fully utilized

**2-c Under the generalized set of values**

- 1- Actual time spent to examine a patient is '**15.18**' which is less than average time required to examine a patient independently according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 2- Actual time spent under assistance with HOD on one patient is '**8.20**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 3- Actual time spent under assistance with Specialist on one patient is '**12.26**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 4- Actual time spent to take Physical Examination and History of a patient is '**19.93**' minutes, which is less than the required average time for Physical examination and History taking. And it lies between Dr-SIR acceptable range.

**3-c Possible Reasons:**

**Decrease in time per patient may be because of that reason:**

- 1 - More patients were examined by him/ her during the work time available to him/ her during the evaluation period '**5/1/2008**' to '**5/31/2008**'
- 2- According to his/ her available work time during the evaluation period '**5/1/2008**' to '**5/31/2008**', he/ she could only examine approximately '**82.60**' cases where as he/ she has actually examined, '**89.00**' cases i.e approximately, '**6.40**' cases more than what he/ she could examine

**Increase in 'Number of patients' actually examined by him may be because of the reason that:**

- 1- More patients were referred/seen by him/ her.

**Note:** However, it may be noted that the values not falling within acceptability range may become acceptable if the evaluations are done on specified set of values for each professional depending upon their professional percentile values/ standing.

**Professional Name:** Dr Hameed

- i) His/ Her total working days in Out Patient Department are: 12 days
- ii) Total working hours in Out Patient Department are: 72.00 hours
- iii) Available time (minutes) in Out Patient Department is: 4,320 minutes
- iv) Actual time (minutes) Less JOT in Out patient Department is: 3,456.00 minutes
- v) According to his/ her duty assignments in Out Patient Department he/ she has the capacity to generate **5,598.72** work units during the period **5/1/2008** to **5/31/2008**

**1-b During the month of May, total number of patients actually examined in Out Patient Department by**

Dr Hameed 94.00 cases

**2-b According to the available time to examine patients in Out Patient Department, following is the "performance evaluation analysis report" on generalized set of values as per Dr-SIR**

2- Time analysis as per Dr-SIR values/referral system	OPD Self	Physical examination & history taking	OPD Assistance (HOD)	OPD Assistance (Specialist)	
i) According to Dr-SIR referral system, average number of patients which should be examined by him/ her	88.16	88.16	6.89	35.77	cases
ii) Average time required to examine all the patients distributed by Dr-SIR is	1,372.63	1,801.52	77.42	437.17	minutes
iii) Available time (i.e 3,456.00 minutes ) divided per activity in Out Patient Department is	1,286.02	1,687.86	72.53	409.58	minutes
iv) Patients that can be actually examined according to his/ her available time and Dr-SIR study values are	82.60	82.60	6.46	33.52	cases
v) If all patients as distributed by Dr-SIR are to be examined with in his/ her available time then the time available is	14.59	19.15	10.52	11.45	minutes

**2-b-2 Time analysis as per Actual data**

i) Actual time available (i.e 3,456.00 minutes ) divided per activity in Out Patient Department is	1,383.22	1,815.42	-	257.36	minutes
ii) Number of patients that he/ she has actually examined in Out Patient Department are	94.00	94.00	-	21.00	cases
iii) Accordingly, actual time he/ she must have spend on each patient is	14.72	19.31	8.20	12.26	minutes

**C) Work unit (wu) performance analysis of individuals**

**Professional Category:** Medical Officer/Resident

**Professional Name:** Dr Hameed

According to his/ her duty assignments in Out Patient Department, he/ she has the capacity to generate **5,598.72** work units during the period **5/1/2008** to **5/31/2008**

But the work units he/ she may have generated in Out Patient Department as per Dr-SIR and work load are **5,898.57** work units during the period **5/1/2008** to **5/31/2008**

**1-c As a result:**

- 1- His/ Her Efficiency is **105.36** %.
- 2- His/ Her work potential utilized upto **1.05** times.
- 3- As a result, his/ her potential is fully utilized

**2-c Under the generalized set of values**

- 1- Actual time spent to examine a patient is '**14.72**' which is less than average time required to examine a patient independently according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 2- Actual time spent under assistance with HOD on one patient is '**8.20**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 3- Actual time spent under assistance with Specialist on one patient is '**12.26**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 4- Actual time spent to take Physical Examination and History of a patient is '**19.31**' minutes, which is less than the required average time for Physical examination and History taking. And it lies between Dr-SIR acceptable range.

**3-c Possible Reasons:**

**Decrease in time per patient may be because of that reason:**

- 1 - More patients were examined by him/ her during the work time available to him/ her during the evaluation period '**5/1/2008**' to '**5/31/2008**
- 2- According to his/ her available work time during the evaluation period '**5/1/2008**' to '**5/31/2008**', he/ she could only examine approximately , '**82.60**' , cases where as he/ she has actually examined , '**94.00**' , cases i.e approximately , '**11.40**' , cases more than what he/ she could examine)

**Increase in 'Number of patients' actually examined by him may be because of the reason that:**

- 1- More patients were referred/seen by him/ her.

**Note:** However, it may be noted that the values not falling with in acceptability range may become acceptable if the evaluations are done on specified set of values for each professionals depending upon their professional percentile values/ standing.

**Professional Name:** Dr Tahir

- i) His/ Her total working days in Out Patient Department are: 12 days
- ii) Total working hours in Out Patient Department are: 72.00 hours
- iii) Available time (minutes) in Out Patient Department is: 4,320 minutes
- iv) Actual time (minutes) Less JOT in Out patient Department is: 3,456.00 minutes
- v) According to his/ her duty assignments in Out Patient Department he/ she has the capacity to generate **5,598.72** work units during the period **5/1/2008** to **5/31/2008**

**1-b During the month of May, total number of patients actually examined in Out Patient Department by**

Dr Tahir 69.00 cases

**2-b According to the available time to examine patients in Out Patient Department, following is the "performance evaluation analysis report" on generalized set of values as per Dr-SIR**

2- Time analysis as per Dr-SIR values/referral system	OPD Self	Physical examination & history taking	OPD Assistance (HOD)	OPD Assistance (Specialist)	
i) According to Dr-SIR referral system, average number of patients which should be examined by him/ her	88.16	88.16	6.89	35.77	cases
ii) Average time required to examine all the patients distributed by Dr-SIR is	1,372.63	1,801.52	77.42	437.17	minutes
iii) Available time (i.e 3,456.00 minutes ) divided per activity in Out Patient Department is	1,286.02	1,687.86	72.53	409.58	minutes
iv) Patients that can be actually examined according to his/ her available time and Dr-SIR study values are	82.60	82.60	6.46	33.52	cases
v) If all patients as distributed by Dr-SIR are to be examined with in his/ her available time then the time available is	14.59	19.15	10.52	11.45	minutes

**2-b-2 Time analysis as per Actual data**

i) Actual time available (i.e 3,456.00 minutes ) divided per activity in Out Patient Department is	1,434.24	1,882.38	139.39	-	minutes
ii) Number of patients that he/ she has actually examined in Out Patient Department are	69.00	69.00	17.00	-	cases
iii) Accordingly, actual time he/ she must have spend on each patient is	20.79	27.28	8.20	12.26	minutes

**C) Work unit (wu) performance analysis of individuals**

**Professional Category: Medical Officer/Resident**

**Professional Name: Dr Tahir**

According to his/ her duty assignments in Out Patient Department, he/ she has the capacity to generate **5,598.72** work units during the period **5/1/2008** to **5/31/2008**

But the work units he/ she may have generated in Out Patient Department as per Dr-SIR and work load are **4,333.91** work units during the period **5/1/2008** to **5/31/2008**

**1-c As a result:**

- 1- His/ Her Efficiency is **77.41** %.
- 2- His/ Her work potential is utilized upto **0.77** times.
- 3- As a result, his/ her potential is being under utilized by **22.59** %.

**2-c Under the generalized set of values**

- 1- Actual time spent to examine a patient is '**20.79**' which is more than average time required to examine a patient independently according to Dr-SIR. between Dr-SIR acceptable range.
- 2- Actual time spent under assistance with HOD on one patient is '**8.20**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 3- Actual time spent under assistance with Specialist on one patient is '**12.26**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 4- Actual time spent to take Physical Examination and History of a patient is '**27.28**' minutes, which is less than the required average time for Physical examination and History taking. And it does not lie between Dr-SIR acceptable range.
- 5- His/ Her rate of misdiagnosis/ complication is **5.80** %, And it does not lie between Dr-SIR acceptable range.

**3-c Possible Reasons:**

**Increase in time per patient may be because of the reason that:**

- 1 - More patients were examined by him/ her during the work time available to him/ her during the evaluation period '**5/1/2008**' to '**5/31/2008**
- 2- According to his/ her available work time during the evaluation period '**5/1/2008**' to '**5/31/2008**' , he/ she could only examine approximately '**82.60**' , cases where as he/ she has actually examined , '**69.00**' , cases i.e approximately , '**13.60**' , cases more than what he/ she could examine

**Decrease in 'number of patients' actually examined by him may be because of the reason that:**

- 1 - Less patients were referred/seen by him/ her.

**Note:** However, it may be noted that the values not falling with in acceptability range may become acceptable if the evaluations are done on specified set of values for each professionals depending upon their professional percentile values/ standing.

**Professional Name: Dr Israr**

- i) His/ Her total working days in Out Patient Department are: 11 days
- ii) Total working hours in Out Patient Department are: 66.00 hours
- iii) Available time (minutes) in Out Patient Department is: 3,960 minutes
- iv) Actual time (minutes) Less JOT in Out patient Department is: 3,168.00 minutes
- v) According to his/ her duty assignments in Out Patient Department he/ she has the capacity to generate **5,132.16** work units during the period **5/1/2008** to **5/31/2008**

**1-b During the month of May, total number of patients actually examined in Out Patient Department by**

Dr Israr 63.00 cases

**2-b According to the available time to examine patients in Out Patient Department, following is the "performance evaluation analysis report" on generalized set of values as per Dr-SIR**

<b>2- Time analysis as per Dr-SIR values/referral system</b>	<b>OPD Self</b>	<b>Physical examination &amp; history taking</b>	<b>OPD Assistance (HOD)</b>	<b>OPD Assistance (Specialist)</b>	
i) According to Dr-SIR referral system, average number of patients which should be examined by him/ her	80.81	80.81	6.32	32.79	cases

ii)	Average time required to examine all the patients distributed by Dr-SIR is	1,258.24	1,651.39	70.97	400.74	minutes
iii)	Available time (i.e 3,168.00 minutes ) divided per activity in Out Patient Department is	1,178.86	1,547.20	66.49	375.45	minutes
iv)	Patients that can be actually examined according to his/ her available time and Dr-SIR study values are	75.71	75.71	5.92	30.72	cases
v)	If all patients as distributed by Dr-SIR are to be examined with in his/ her available time then the time available is	14.59	19.15	10.52	11.45	minutes

### 2-b-2 Time analysis as per Actual data

i)	Actual time available (i.e 3,168.00 minutes ) divided per activity in Out Patient Department is	1,332.87	1,749.34	-	85.79	minutes
ii)	Number of patients that he/ she has actually examined in Out Patient Department are	63.00	63.00	-	7.00	cases
iii)	Accordingly, actual time he/ she must have spend on each patient is	21.16	27.77	8.20	12.26	minutes

### C) Work unit (wu) performance analysis of individuals

**Professional Category: Medical Officer/Resident**

**Professional Name: Dr Israr**

According to his/ her duty assignments in Out Patient Department, he/ she has the capacity to generate **5,132.16** work units during the period **5/1/2008** to **5/31/2008**

But the work units he/ she may have generated in Out Patient Department as per Dr-SIR and work load are **3,813.25** work units during the period **5/1/2008** to **5/31/2008**

#### 1-c As a result:

- 1- His/ Her Efficiency is **74.30** %.
- 2- His/ Her work potential is utilized up to **0.74** times.
- 3- As a result, his/ her potential is being under utilized by **25.70** %.

#### 2-c Under the generalized set of values

- 1- Actual time spent to examine a patient is '**21.16**' which is more than average time required to examine a patient independently according to Dr-SIR. between Dr-SIR acceptable range.
- 2- Actual time spent under assistance with HOD on one patient is '**8.20**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 3- Actual time spent under assistance with Specialist on one patient is '**12.26**' minutes, which is less than the average time required according to Dr-SIR. And it lies between Dr-SIR acceptable range.
- 4- Actual time spent to take Physical Examination and History of a patient is '**27.77**' minutes, which is less than the required average time for Physical examination and History taking. And it does not lie between Dr-SIR acceptable range.
- 5- His/ Her rate of misdiagnosis/ complication is **5.57** %, And it does not lie between Dr-SIR acceptable range.

#### 3-c Possible Reasons:

##### Increase in time per patient may be because of the reason that:

- 1 - More patients were examined by him/ her during the work time available to him/ her during the evaluation period '**5/1/2008**' to '**5/31/2008**
- 2- According to his/ her available work time during the evaluation period '**5/1/2008**' to '**5/31/2008**' , he/ she could only examine approximately , '**75.71**' , cases where as he/ she has actually examined , '**63.00**' , cases i.e approximately , '**12.71**' , cases more than what he/ she could examine)

##### Decrease in 'number of patients' actually examined by him may be because of the reason that:

- 1 - Less patients were referred/seen by him/ her.

**Note:** However, it may be noted that the values not falling with in acceptability range may become acceptable if the evaluations are done on specified set of values for each professionals depending upon their professional percentile values/ standing.

