WEIGHTED JOB EVALUATION INDEX

Job Evaluation Criteria	Evaluation Subjects							
	Weight Factor	Hosp A	Hosp B	Hosp C	Hosp D	Hosp E	Hosp F	Perfect Score
Subject Scores								
% of Perfect Scores								

VETERINARY PRACTICE EVALUATION FORM

VISITATION DATE(S) _____ TELEPHONE # ( ) _____

PRACTICE NAME _____ E-MAIL ADDRESS _____

ADDRESS _____ TYPE _____ % SA _____ % LA _____ % OTHER

WEBSITE _____ AAHA-APPROVED: _____ YES _____ NO

NAMES OF VETERINARIANS AT THE PRACTICE: (Note Specialties and Owners)

1. _____ 4. _____ 7. _____
2. _____ 5. _____ 8. _____
3. _____ 6. _____ 9. _____

ADDITIONAL PRACTICES OWNED/OPERATED BY SAME GROUP _____

WILL I ROTATE BETWEEN HOSPITALS _____ YES _____ NO

HOURS OF OPERATION _____ NUMBER OF CERTIFIED TECHS: _____ VETERINARY ASSISTANTS: _____

AFTER-HOURS CARE ____ ANSWERING SERVICE ____ ANSWERING MACHINE ____ EMERGENCY ROTATION BETWEEN PRACTICES ____

REFERRAL TO EMERGENCY CLINIC(S) ____ REFER TO EMERGENCY CLINIC AFTER 11:00PM ____

COLLEGIAL ENVIRONMENT: (Cooperation Between Practices) 1 2 3 4 5 (Fierce Competition Between Practices)

AGE OF PRACTICE IN YEARS _____

WORK SCHEDULE:

	HOURS		HOURS
Sunday		Thursday	
Monday		Friday	
Tuesday		Saturday	
Wednesday		Emergency Duty Shifts / Month	

TOTAL HOURS WORKED/WEEK _____ X 50 WEEKS/YEAR = _____ TOTAL HOURS WORKED/YEAR

COMPENSATION

1. BASE SALARY $ _____
   PAID DAYS OFF:
   A. SICK LEAVE _____
   B. HOLIDAYS _____
   C. VACATION _____
   D. CONTINUING EDUCATION _____
2. PRODUCTION-BASED COMP. % _____
3. EMERGENCY DUTY INCOME _____
4. HOUSING (RENT) _____
   UTILITIES _____
5. INSURANCE
   A. HEALTH $ _____
   B. MALPRACTICE _____
   C. DISABILITY _____
   D. LIFE _____
6. VEHICLE (PERSONAL USE) _____
   TOTAL $ VALUE $ _____

TOTAL $ VALUE = $ _____ /HOUR

TOTAL HOURS WORKED ACTUAL RATE

REASON FOR JOB OFFER TO NEW GRADUATE:

OWNER(S) WANT MORE TIME OFF _____ REPLACING AN ASSOCIATE _____ LOOKING FOR A FUTURE OWNER _____

EXPANDING BY ONE DOCTOR _____ INCREASED SPECIALIZATION _____ SOURCE OF INFORMATION _____

EVALUATION OF EMPLOYER(S)

	YES	NO	?
1. WILL ACCEPT RESPONSIBILITY TO MENTOR NEW GRADUATE	____	____	____
2. OPEN TO NEW IDEAS ON MEDICINE/SURGERY/PHARMACY	____	____	____
3. SIMILAR PHILOSOPHY OF PRACTICE	____	____	____
4. PERSONALITY MATCHES	____	____	____
5. GENERALLY RESPECTED BY STAFF/PROFESSIONAL INTEGRITY	____	____	____

JOB DESCRIPTION: _____ % TREATMENTS _____ % MEDICINE _____ % SURGERY _____ % OCs

STARTING DATE: _____

MMENTS:

_____

_____

_____

_____

	VERY GOOD	GOOD	FAIR	POOR
I 'ION OF PRACTICE				
A. FESSIONAL DESIRABILITY				
1. ACCESSIBILITY				
2. ECONOMIC ENVIRONMENT				
3. SECURITY (FACILITY/EMPLOYEES)				
4. PROFESSIONAL RESOURCES				
5. SPECIALTY SERVICES				
6. PROFESSIONAL ORGANIZATIONS				
B. PERSONAL DESIRABILITY				
1. SOCIAL ENVIRONMENT				
2. POLITICAL ENVIRONMENT				
3. SPOUSE/FAMILY SATISFACTION				
4. PERSONAL GROWTH POTENTIAL				
5. HOUSING AVAILABILITY				
FACILITY EXTERIOR				
1. APPEARANCE				
2. SIGNAGE				
3. WELL-LIGHTED				
4. PARKING				
5. CLIENT ENTRANCE				
6. EMERGENCY ENTRANCE				
FACILITY INTERIOR				
A. FRONT OFFICE/RECEIVING				
1. APPEARANCE				
2. CLEANLINESS				
3. CLIENT EDUCATION				
4 PHONE SYSTEM				
5. L EL OF PERSONAL CARE				
6. RESTROOMS				
B. FRONT OFFICE/ACCOUNTING				
1. FEE SCHEDULE				
2. HOSPITAL FORMS				
3. METHODS OF PAYMENT				
4. BILLING POLICIES				
5. COLLECTION PROCEDURES				
C. EXAMINATION ROOMS				
1. CLEANLINESS				
2. LIGHTING				
3. EQUIPMENT				
4. VENTILATION				

	VERY GOOD	GOOD	FAIR	POOR
D. PHARMACY				
1. DRUG INVENTORY				
2. SUPPLY INVENTORY				
3. INVENTORY CONTROL SYSTEM				
4. DRUG DISPENSING METHODS				
E. TREATMENT AREA				
1. CLEANLINESS				
2. LIGHTING				
3. EQUIPMENT				
4. SPACE/LAYOUT				
F. SURGERY				
1. CLEANLINESS				
2. LIGHTING				
3. EQUIPMENT/INSTRUMENTS				
4. SURGERY LOGS				
5. ICU CAPABILITY				
6. NUMBER/TYPE PROCEDURES REFERRED				
G. LABORATORY				
1. CLEANLINESS				
2. EQUIPMENT				
3. LABORATORY LOGS				
4. QUALITY OF ON-SITE TESTS				
5. TYPE/HANDLING OF REFERRALS				
H. RADIOLOGY				
1. EQUIPMENT				
2. CARE OF SUPPLIES				
3. EMPLOYEE SAFETY PRECAUTIONS				
4. QUALITY OF RADIOGRAPHS				
I. PATIENT CARE				
1. MANAGEMENT				
2. VENTILATION				
J. PATIENT MEDICAL RECORDS				
1. CLARITY				
2. COMPREHENSIVENESS				
3. QUALITY OF WORK-UPS				
4. FOLLOW WITHIN HOSPITAL				
5. CASE FOLLOW-UPS				
K. STAFF				
1. APPEARANCE				
2. PROFESSIONALISM				
3. DISTRIBUTION OF MANPOWER				
4. JOB SATISFACTION				
5. AVAIL. FOR EMERGENCY DUTY				

DITIONAL COMMENTS

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