Physician Compact

A COMPACT BETWEEN MHMD AND ITS PHYSICIAN MEMBERS

With Clinical Integration, MHMD has introduced a new model of providing care to the Greater Houston community – an interdependent network of physicians that collaborate with each other and the Memorial Hermann Health System to provide high quality, highly efficient, more cost-effective care. The Clinical Integration model demands physician accountability, technology infrastructure, and substantial investment of time and resources by both MHMD and its physicians.

Clinical Integration enables the delivery of improved quality of care by its physicians, leading to collective negotiating with health plans for contracts that return enhanced value to MHMD physicians. The compact that follows identifies a reciprocal set of commitments and accountabilities between MHMD's elected leaders and the physician members. It is designed to support the organization and its members to achieve the MHMD strategic vision and build capacity to respond effectively to future challenges and opportunities.

Compact Attributes

1 PROVIDE EVIDENCE-BASED CLINICAL CARE / GOVERNANCE

Physicians: provide evidence-based clinical care

- Practice according to current evidence and best practices
- Participate in robust, clinical educational programs and peer reviews
- Achieve and maintain competency and board certification
- Meet mutually agreed upon regulatory, quality, re-credentialing and safety goals

MHMD: provide excellent governance

- Abide by all tenets of Physician's Commitment in this compact
- Maintain primary loyalty to the member physicians, nurture their success and act consistently in their best interests including in their relationships with the health system
- Apply current knowledge and relevant best-practices to guide contract negotiations and bonus compensation models in a way that is both equitable and aligns economic incentives to improve care
- Support physicians to become knowledgeable about the issues and trends that will affect our success
- Ensure effective mechanisms are in place to foster physician involvement in the organization's work and in decisions that affect them and MHMD's success.

2 BE TRANSPARENT

Physicians: be transparent

- Share with MHMD quality data from my practice on a timely basis
- Disclose interests in entities or activities potentially detrimental to the mission, vision, and/or goals of MHMD

MHMD: be transparent

- Use a transparent, criteria-based, fair-process approach for making decisions likely to have significant impact on physician practice and MHMD's success as a physician organization
- Provide timely and clear information regarding all MHMD membership criteria
- Provide timely and clear information regarding all quality performance measures
- Provide timely and clear information regarding all agreed upon benchmarks and scoring criteria
- Provide timely and clear information regarding remediation requirements and procedures
- Provide timely and clear information regarding the status of contract negotiations with health plans, all resulting contract terms, conditions, requirements, fee schedules and pay for performance distribution methodology
- Provide timely and clear information regarding MHMD's budget and financial performance.

3 COLLABORATE

Physicians: collaborate

- With physician colleagues and other caregivers to enhance the value of our care
- With MHMD elected leaders by seeking communication, engaging in decisions, and aligning behavior with commitments made by MHMD on their behalf
- With our hospitals to improve the safety and efficiency of patient care
- With health plans to improve care and align economic incentives
- With patients and our community to improve health

MHMD: collaborate

- With physicians to provide up-to-date clinical information, education and decision support that will facilitate the implementation of evidence-based medicine in their practices
- With physicians by providing timely reports regarding their performance on agreed upon quality and efficiency programs
- With physicians to help them achieve quality and efficiency goals
- With physicians by providing services that ease the administrative burden of practice and address their practice needs
- With physicians by providing education and support to help them meet regulatory, quality and safety requirements

4 DEMONSTRATE COMPASSION AND RESPECT

Physicians: demonstrate compassion and respect
- To better understand experience and perspectives of patients, other physicians and healthcare professionals and MHMD
- To resolve any conflict that may arise in a collegial, effective manner
- To follow the MHMD professional code of conduct in all relationships with physicians, nurses, personnel and patients

MHMD: demonstrate compassion and respect
- Create clinical programs that support physicians in all practice settings
- Seek to understand and consider how the organization's decisions will impact on the practice and professional satisfaction of our physician members
- Advocate consistently for physicians in ways that advance the needs and enhance the success of all parties.

5 BE ACCOUNTABLE

Physicians: be accountable
- To integrate feedback to improve performance
- To achieve agreed upon quality and efficiency standards, thus promoting the health of the entire Houston community
- To assist colleagues to improve clinical performance

MHMD: be accountable
- Seek feedback from physicians regarding how well the board is meeting its obligations as outlined in this compact
- Provide effective practice management tools to ease the administrative burden of both clinical practice and MHMD's quality performance measures
- Maintain the confidentiality and security of the quality improvement data obtained from physician practices
- Maintain the confidentiality and security of fee information and billing data obtained from physician's practices
- Provide timely and accurate performance feedback.

6 MAINTAIN PROFESSIONALISM

Physicians: function as a member of the MHMD team
- Participate in clinical committees and leadership development
- Attend and participate in appropriate meetings
- Accept that nonparticipation in these meetings means forfeiture of direct influence on decisions and acceptance of those decisions made by MHMD physician peers

MHMD: foster a team spirit

- Implement approaches to communication likely to engage individual and small groups of doctors, including enabling meeting attendance by electronic means
- Ensure physician meetings are well planned and worthwhile expenditures of physician time
- Ensure that new members of MHMD receive a robust orientation program regarding our mission, vision, goals and compact
- Create leadership training programs for physicians desiring professional growth to enhance the MHMD vision.

7 SUPPORT INNOVATION

Physicians: support innovation

- Evaluate and implement evidence-based emerging technology including "cyber connectivity"
- Adapt to more effective ways of practicing medicine
- Exhibit creativity in seeking innovative solutions and new opportunities
- Share best practices with the organization
- Maintain openness and adaptability to change
- Participate in new studies and protocols

MHMD: support innovation

- Set an "innovation agenda" to seek, import and foster the adoption of relevant best practice innovations from within and outside our organization
- Nurture our relationship with McGovern Medical School at The University of Texas Health Science Center at Houston (UTHealth Houston) to help physicians stay current with leading practice and technology and to enable MHMD physicians to participate in clinical trials led by UTHealth Houston
- Encourage and support MHMD physicians in the evaluation and implementation of evidence-based emerging technology including "cyber connectivity"
- Encourage and support MHMD physicians in adapting to more effective ways of practicing medicine
- Develop and promote educational programs to help physicians maintain best practices
- Encourage MHMD physicians to create and share new ways of working when a significantgap exists between current and desired performance

MHMD
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