

**CHRISTUS HEALTH** strives to fulfill its mission of extending the healing ministry of Jesus Christ and to be recognized as a community of service based on its Core Values. We seek to provide effective, compassionate care to those we serve, especially to persons who are poor and under-served, in an operationally successful manner.

**ACHIEVEMENT OF THESE GOALS** depends on the development of positive relationships in the workplace and on the commitment and competence of the

physicians and Associates who form CHRISTUS Health. We work together to create an environment filled with hope, dignity and mutual respect and to be responsible, trusted partners committed to the mission of CHRISTUS Health.

**TO STRENGTHEN OUR RELATIONSHIPS**, CHRISTUS Health has established a Compact with all CHRISTUS physicians.

**RECOGNIZING OUR SPIRITUAL AND FAITH-BASED ROOTS**, this Compact is a set of commitments, rather than a contract, to guide these relationships. By consistent reinforcement of

these commitments through organizational and personal behavior, positive recognition and rewards, CHRISTUS will attract, retain and develop the competent people needed to fulfill its Mission.

**TO WORK IN A CHRISTUS FACILITY** means that the physician is a trusted partner who understands and supports the CHRISTUS Mission, Core Values and Vision, and is willing to accept responsibility and work with others to accomplish the CHRISTUS objectives.

# CHRISTUS *Physician Compact*

## PHYSICIANS' Commitment to CHRISTUS Health

**PROVIDE** health care in accord with the Catholic moral tradition.

**MODEL** behavior that is consistent with the Mission, Core Values, and Vision of CHRISTUS.

**ATTAIN** the knowledge and skills necessary to deliver quality health care and improve knowledge and skills through continuous education including proven new technologies for diagnoses, patient care, communication and record keeping.

**COLLABORATE** with the patient in care, be accessible to the patient, and help the patient, family, or friends to make informed decisions benefiting from the physician's knowledge and judgement.

**PARTICIPATE** in the development and implementation of evidence based treatment protocols appropriate to the specialty, the patient, and the location. Maintain a population-based, cross continuum view of patient care.

**PROVIDE** care in a manner that places patient safety as a priority.

**HONOR AND RESPECT** the patient's privacy.

**PARTICIPATE** in monitoring and measuring physician-specific outcomes relative to use of evidence-based medicine and applicable evidence-based protocols.

**TREAT** CHRISTUS Associates with respect and dignity.

**WORK** collaboratively with CHRISTUS to develop and implement business strategies that differentiate CHRISTUS as a faith-based system that excels in clinical quality, service, and efficiency.

**ASSIST** in creating a patient-centered learning organization and healthcare system.

**PROMOTE** wellness and preventive medicine.

**BE RESPONSIVE** to the need for timely, accurate reporting and medical record maintenance.

**MONITOR AND MENTOR**, through peer review and utilization of the CHRISTUS Health Uniform Recredentialing Elements (CURE) program, those who need assistance adhering to this Compact.

## CHRISTUS Health's Commitment to Physicians

**COLLABORATE** with physicians to provide the high quality of care as shown in objective performance and outcome measures.

**PROVIDE** sufficient and compassionate Associates to care for patients.

**PROVIDE** quality, up-to-date facilities and medical resources including proven new technologies when they are determined to be appropriate.

**PROVIDE** an environment of care in which patient safety is a priority.

**OPERATE** a fiscally responsible organization.

**PROVIDE** opportunities for physicians to achieve professional growth and excellence through their affiliation with CHRISTUS.

**ASSIST** physicians in acquiring the knowledge and skills required to treat their patients in the CHRISTUS model of a three-dimensional health delivery system.

**PROVIDE** effective medical leadership and opportunities to participate in governance and policy setting.

**PROVIDE** opportunities to design and implement practice standards relevant to the physician's specialty, patients, and location.

**COMMIT** to open, honest and timely communication with physicians.

**APPLY** this Compact fairly to all physicians.