CHRISTUS Physician COMPACT

CHRISTUS Health strives to fulfill its Mission “to extend the healing ministry of Jesus Christ” and to be recognized as a community of service based on its Core Values. We seek to provide quality, 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.

**PHYSICIANS’ Commitment to CHRISTUS Health**

**Provide** health care which respects the Catholic moral tradition
**Model** behavior that is consistent with the Mission, Core Values, and Vision of CHRISTUS Health.
**Attain** the knowledge and skills necessary to deliver quality health care and improve knowledge and skills through continuous education.
**Collaborate and be accessible** to the patient and help the patient, family or surrogate, to make informed decisions
**Participate** in the development and implementation of evidence based treatment protocols, as well as participate in monitoring and measuring physician outcomes.

**Provide** an environment of care in which patient safety is priority
**Honor and respect** the patient’s privacy.
**Treat** everyone with respect and dignity.
**Work** collaboratively with CHRISTUS to develop and implement business strategies that differentiate CHRISTUS as a Catholic, faith-based system that excels in clinical quality, service excellence, and promotes healthy communities.
**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.

**CHRISTUS Health’s Commitment to Physicians**

**Provide** orientation on the Mission, Core Values and Vision of CHRISTUS Health and the Catholic moral tradition.
**Collaborate** with physicians to provide high quality care as demonstrated by objective performance and outcome measures.
**Provide** sufficient and compassionate associates to care for patients.
**Provide** quality, up-to-date facilities and medical resources.
**Operate** a fiscally responsible organization.
**Provide** opportunities for physicians to achieve professional growth and excellence through their affiliation with 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.

**Encourage and Support** effective medical leadership and opportunities to participate in governance and policy setting.
**Commit** to open, honest and timely communication with physicians.
**Facilitate and advise** on optimization of physician alignment processes and procedures
**Apply** this Compact to all physicians.