



SCOTTSDALE
HEALTHCARE®

World-Class Patient Care

SCOTTSDALE HEALTHCARE – MEDICAL STAFF COMPACT

PREAMBLE

In these changing times it is vital for Scottsdale Healthcare and the Medical Staff to unite in the common cause of facing and overcoming the challenge of limited resources.

Recognizing that:

- **The health and welfare of our patients and our community is paramount**
- **Issues of trust have divided us in the past**
- **The enemy is not each other, but the competition for limited resources**
- **Even in difficult times we seek to foster success for both the hospital and physicians**

We pledge ourselves to this compact.

Our Joint Commitment to our Patients and Community:

- Design and implement the most effective clinical practices.
- Demonstrate accountability for the escalating costs of healthcare delivery.
- Develop systems that support safe, high quality, efficient care.
- Facilitate a collaborative approach to patient care by demonstrating respect for and among hospital associates, physicians, and administration.
- Promote a healthy Scottsdale Healthcare-Medical Staff relationship by maintaining effective communication, transparent decision making, strong participative governance and a focus on understanding all points of view.

Our Commitment to Each Other:

BEST CLINICAL PRACTICES

- **Scottsdale Healthcare** will provide quality resources that collect and distribute relevant outcome data.
- **The Medical Staff** will incorporate current evidence into clinical decision making and actively engage in Quality Initiatives and support joint decisions.

PROFESSIONAL GROWTH AND DEVELOPMENT

- **Scottsdale Healthcare** will commit resources to provide professional growth and development including Medical Education and Research.
- **The Medical Staff** will support Scottsdale Healthcare education and research.

PROMOTING OUR JOINT-VALUE

- **Scottsdale Healthcare** will promote the Medical Staff and their practices to the community.
- **The Medical Staff** will promote Scottsdale Healthcare to the community.
- **Both Parties** commit to promoting each other's long term success and financial vitality.

CITIZENSHIP

- **Scottsdale Healthcare** will co-develop, with the Medical Staff, programs that recognize physician needs for quality and patient-centric health care.
- **The Medical Staff** will demonstrate citizenship by consistently participating in organized Medical Staff activities (department meetings, Town Hall and General Staff Meetings, etc).
- **Both Parties** will actively support Scottsdale Healthcare's Mission.

ACCOUNTABILITY TO THIS COMPACT

- **Scottsdale Healthcare and the Medical Staff will hold each other accountable for fulfilling the obligations of this compact.**

SUCCESSION PLANNING / RECRUITMENT

- **Scottsdale Healthcare** will facilitate physician succession planning and recruiting to maintain the best physician talent.
- **Scottsdale Healthcare** will provide clinical and administrative talent to support excellent healthcare delivery.
- **The Medical Staff** will endorse succession planning and recruiting and will commit to working closely with Scottsdale Healthcare to maintain the best physician talent.

TECHNOLOGIC ADVANCES

- **Scottsdale Healthcare** will provide technologies that support safe, efficient and high quality care delivery.
- **The Medical Staff** will actively participate in the selection, implementation, and ongoing utilizations of these technologies.

COMMUNICATION

- **Scottsdale Healthcare and the Medical Staff** will consistently include each other, and effectively communicate all pertinent issues, from the onset, in major strategic and financial decisions (including exclusive physician agreements, etc.).
- **Both Parties** recognize that communication is a two-way street and will seek out communication both among and between entities.
- **The Medical Staff**, when appropriate, will personally communicate the plan of care to the patient, care team and each other.

ALIGNMENT

- **Scottsdale Healthcare** will create opportunities for interested physicians to align and participate in clinical programs and services.
- **The Medical Staff** will explore program development and alignment options with Scottsdale Healthcare as the preferred provider.