

TIME FOR QUALITY AGREEMENT

BETWEEN

**ASSOCIATION OF SALARIED MEDICAL
SPECIALISTS**

AND

21 DISTRICT HEALTH BOARDS

TIME FOR QUALITY

This agreement was developed between the Association of Salaried Medical Specialists (ASMS) and the 21 District Health Boards (DHBs) with the support of the Minister of Health.

Time for Quality sits within the Tripartite Process involving the Government, the District Health Boards and the Council of Trade Union affiliated health sector unions.

Reports of the Commonwealth Fund and OECD indicate that the New Zealand health system is in relatively good shape and compares well internationally. Other indicators highlight problems, including systemic failures, and disconnect in sections of the system.

We recognise we have a collective responsibility to improve the quality of healthcare delivery. We are committed to building on the current system, to transform it along a path to become a system of excellence.

We acknowledge that, central to our collective responsibility, the patient and citizen receives care of optimal quality, that is financially sustainable, and that encourages and supports trust and confidence in the health system, now and into the future.

We recognise that in some cases, a contributor to areas of underperformance in the sector is under-utilisation of the experience and expertise of health professionals which is, in part, due to the poor state of relationships between health professionals and management. This means we are not working to best effect and is something we need to work together to transform. It is essential if we are to achieve a health system of excellence. The community we serve has a legitimate expectation that we have the expertise, resource and will to do better.

We will jointly seek to achieve this transformation by making an explicit commitment to a health professional partnership founded on:

1. Recognition and acknowledgement of the problem
2. Legitimation of a new view through principles of engagement
3. A work plan of active steps.

Principles of Engagement

- Health professional–management partnerships are founded on teamwork and respect.
- Managers will support health professionals to provide leadership in service design, configuration and best practice service delivery.
- Managers will support health professionals to ensure recognised competency and credentialing standards are met.
- Managers and health professionals affirm that quality care drives the system to optimise patient outcomes.
- Managers and health professionals will collaborate to meet both the “patient test” and the “whanau test”, which means the patient experience is optimised for the patient and in a culturally appropriate way.

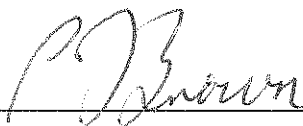
- Managers and health professionals explicitly agree that decision-making and responsibility will be devolved to the appropriate level.
- Managers and health professionals accept that there will be some services that can more appropriately be delivered regionally or nationally to effectively meet patient needs.
- Health professionals will support managers to operate services within the resources available.

Work Plan of Active Steps

- Acknowledge that participation of health professionals in quality development and service improvement is a core aspect of their roles
- Facilitate participation of health professionals and managers in conversations nationwide, within existing DHB budgets, as a symbol of commitment
- Use the Ministry of Health Sector Capability and Innovation Directorate to host these conversations on behalf of the sector
- Through these conversations, identify and animate projects for nationwide improvement, with an initial focus on five areas
- These five projects will be a combination of high risk and high gain areas (examples may include national Cystic Fibrosis services, national Paediatric services, national Intensive Care networks)
- Give life to the partnership so it becomes 'business as usual', through the spreading and sharing of progress made across the system

Agreement dated this 7th day of August 2008

Signed by:

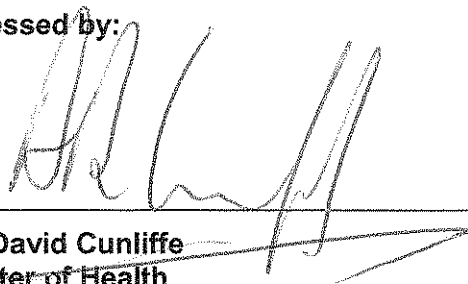


Jeff Brown
 President
 Association of Salaried Medical Specialists



Dennis Cairns
 Chair
 On behalf of 21 District Health Boards

Witnessed by:



Hon David Cunliffe
 Minister of Health