

**Pay-for-Performance Principles that
Ensure the Promotion of Patient
Centered Care—
An Ethics Manifesto**

Position Paper of the

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An Ethics Manifesto

American Academy on the Humanities and Behavioral Sciences
Abstract

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“Playing to the measure” or “gaming the system” rather than focusing on the patient

- o Comprehensive, appropriate care is not served by an environment in which care is judged based on limited measures that do not account for multiple complex chronic conditions, counseling and communications needs of patients, patient experience, continuity of care and other factors that are not as readily quantifiable as, for example, a lab result. All measures must sustain and enhance appropriate patient care and the patient-physician relationship.¹⁹
- o Performance measures should be meaningful for the patient, physician and the

By framing the discussion of P4P in terms of ethics and professionalism, both in the context of the individual patient and for society, ACP hopes to move the debate forward with a patient centered focus—one that puts the needs and interests of the patient first—as P4P programs evolve.

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