

SIGNATURE INITIATIVES EVIDENCE-INFORMED HEALTH CARE RENEWAL

EVIDENCE IN THE MAKING

MOTIVATING AND BUILDING AN EFFECTIVE TEAM

Interdisciplinary Primary Health Care – Financing, Remuneration and Governance

THE CHALLENGE:

Many aspects of primary health care rely on effective collaboration, coordination, continuity and quality (3C&Q). Previous research has produced some evidence that interdisciplinary teams provide the best means for supporting these key attributes. What is less clear, however, is how different approaches for funding teams, compensating team members and creating governance structures contribute to 3C&Q. In part, this is due to a lack of clarity around the models.

Research: Dalhousie University's Dr. Dominika Wranik is leading the 3C&Q program. The goal is to assess which models of remuneration and governance best support the goals of primary health care in interdisciplinary team settings. The first step, currently under way, is to classify the different types of models in use across Canada. Examples include the traditional model, where a physician receives fee-for-service payments and uses these to hire other team members. An example of a non-traditional model is one in which each team member receives a salary from the provincial Ministry of Health, either directly or via a health authority. In several Canadian regions, physicians or teams are eligible for additional bonus payments that may be awarded for reaching specific targets. Examples of targets include quantity targets (e.g. number of well-child visits, number of home visits), where the idea is for physicians to shift the focus of care delivery to specific types of services. The results of this research project will be directly relevant to decision makers across Canada and internationally who are seeking guidance on how best to finance, remunerate and govern interdisciplinary primary health care teams. The results will contribute to creating incentives that best support primary health care goals.

Resources: Visit the Interdisciplinary Primary Health Care Teams web page at www.primaryhealthcareteams.ca for more information on this project and about team-based approaches to primary care in general.

Visit the signature initiatives web page to learn more about CIHR's health and health system research priorities: www.cihr-irsc.gc.ca/e/43567.html.