

## Principles Established by the Leaders of AFHTO-Member Organizations

Based on the results of the Leadership survey provided to board chairs, lead MD/NP's and executive director of each AFHTO member organization, the following statement of principles have been adopted:

### Governance Principles

- FHTs and NPLCs are not-for-profit corporations in a health system mandated to provide appropriate, equitable, sustainable care. Their boards:
  - Are accountable to the patients, funders and members of their organization.
  - Ensure their organizations are appropriately managed and advocate for appropriate resources so that patients can access high-quality comprehensive care that is sustainably delivered and strives to meet patient and public expectations.
  - Ensure the culture of their organization supports development of high-functioning interprofessional teams.
  - Provide leadership to harmonize and optimize policies and practices for effective and efficient teamwork within the organization and with other entities contributing to the health and health care of the organization's patients and community.
  - Provide leadership and collaborate with other organizations to spread best practice and encourage growth in capacity so that all Ontarians can have access to high quality interprofessional comprehensive primary care.
  - Ensure that patients and community members are engaged in the development of programs and services.

### Accountability & Reporting Principles

- Financial and clinical reporting should minimize duplication in data collection and reporting.
- Accountability should be defined in terms of collectively agreed upon measures that reflect value delivered.
- Reporting requirements should place more emphasis on the work of the team to achieve outcomes and less on individual member activities and patient encounters.

### Principles for Determining Accountability Measures

- MOHLTC must engage in a collaborative process to define outcome measures to be used for reporting.
  - o Input from providers/engagement of AFHTO membership is essential.
- MOHLTC must provide adequate support so that FHTs/NPLCs have the capacity (i.e. the people and technology needed) to collect and report their data.
- Measures must be meaningful, measurable, consistent and comparable.
  - o More specifically, measures must be evidence-based, clinically important, include

process and outcome, be easy-to-track on an on-going basis, clearly defined and standardized for meaningful comparisons, and aligned with other Ministry priorities and reporting requirements.

- Measures must also incorporate patient experience, and involve patients in what the measures will be.
- The approach to accountability measurement must be sufficiently flexible to account for variation in patient complexity and their social determinants of health, in regional and rural- urban settings, and in size and maturity of teams.