

Will paying more produce better quality

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Quality and Paying More for It

My definition of quality is that everyone involved in the healthcare system that affects healthcare performance are engaged in making, monitoring, evaluating, and improving quality standards and competencies, so that patients can obtain safe, effective, patient-centered, timely, efficient, and equitable care (Kongstvedt “ Chapter 14,” 5-6). I believe that paying more will not necessarily improve quality because not all health care personnel are motivated by financial rewards alone. Some of them are more inspired to improve their quality of work through having a career route where they are growing professionally and/or socially and when they are working in an organization where there is enough staff for them to not experience burnout and stress. Nonetheless, as Sanjaya Kumar and Peter R. Kongstvedt show, quality care is a complex process and outcome that deserve innovation and development. If pay for performance (P4P) can improve care outcomes for individual doctors and hospitals, then it can be integrated into the rewards scheme for these people and organizations. However, as Kumar notes, a “ bundled payment approach” is better because it can motivate the whole system to work together in improving care (21). In addition, I agree with Kongstvedt that quality is more than higher payment, although sufficient payment is necessary to provide ample care. I confirm Kongstvedt’s discussion that quality involves quality in structure, process, and outcome, peer reviews and other evaluation means/systems, including accreditation, and continuous quality improvement measures (Kongstvedt “ Chapter 14,” 7; Kongstvedt “ Chapter 15,” 2). Accreditation is important because it follows employer mandates and stated and federal government requirements and shows commitment to quality care. Thus, quality means not only about <https://assignbuster.com/will-paying-more-produce-better-quality/>

paying more, but maximizing pay and any increases in pay, to ensure holism in approaching quality standards and competencies.

Works Cited

Kongstvedt, Peter R. “ Chapter 15: Accreditation and Performance Measurement Programs in Managed Health Care.” Essentials of Managed Health Care. 6th ed. Class PowerPoint Presentation.

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