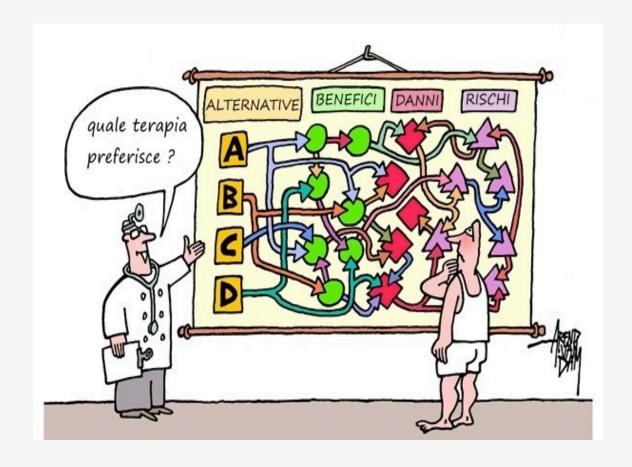


Non solo clínica 2



LA COMUNICAZIONE COL PAZIENTE E IL CONSENSO INFORMATO







CONSENSO INFORMATO E CHIRURGIA DELLA TIROIDE: ieri oggi e ... domani

Vincenzo Giammarco

A) il cancro della tiroide ieri e oggi: epidemia di cancri o abuso di ecografie ed agoaspirati?

- B) il cancro della tiroide ... domani
- è possibile fare marcia in dietro?
- il consenso informato: una "finzione legale" o una "decisione condivisa" ?

2017 Update on Medical Overuse
Daniel J. Morgan, JAMA Intern Med. Published online October 02, 2017

Un esempio è il cancro alla tiroide: è stimato che negli ultimi due decenni 500.000 persone di oltre 12 paesi potrebbero aver ricevuto "overdiagnosis", con conseguenti inutili interventi chirurgici e necessitá per molti di assumere medicamenti per tutta la vita

cosa é accaduto!





alla palpazione



prima 1994

5%

Prevalenza di "anomalie strutturali" della tiroide

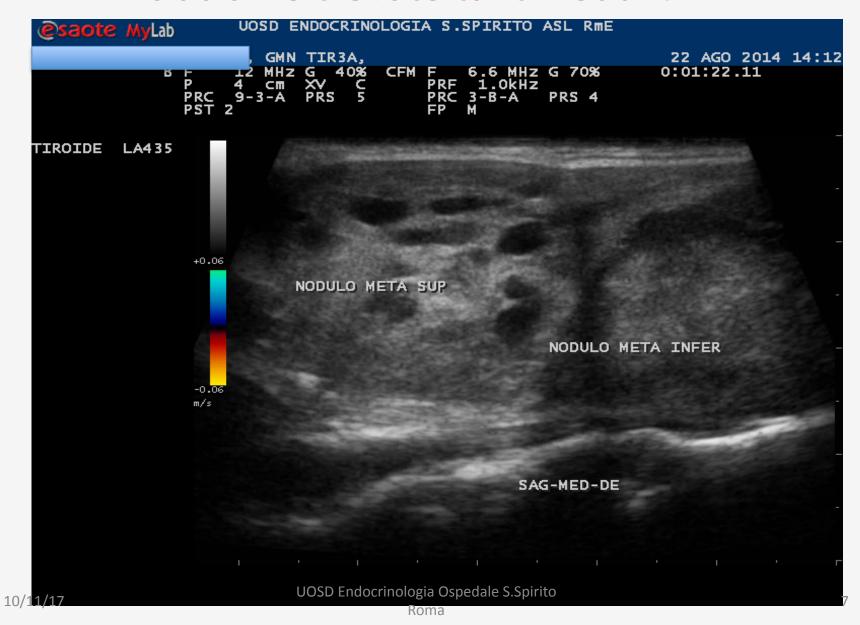
alla ecografia

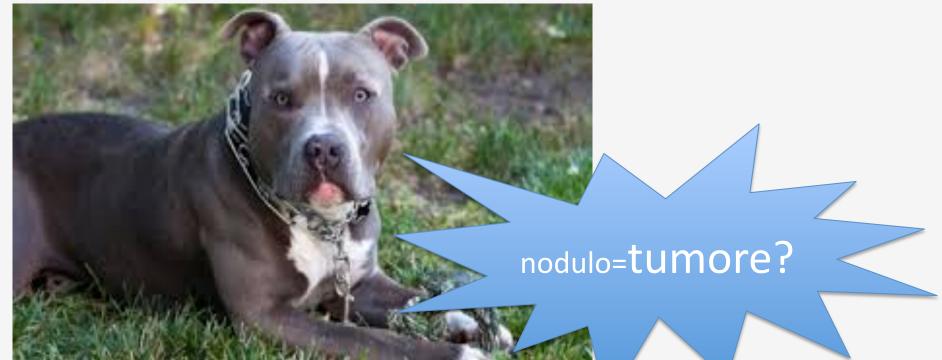


dopo 1994

60%

abbiamo trovato tanti noduli!





abbiamo punto tutti i noduli e ... sempre più piccoli!!!





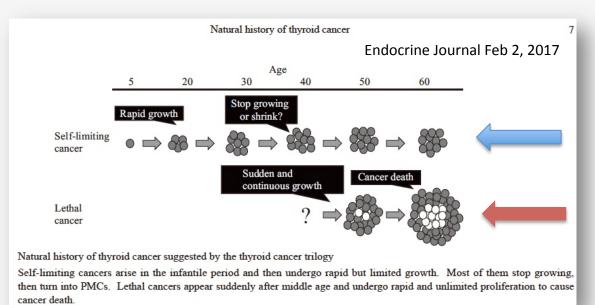
JAMA May 9, 2017 Volume 317, Number 18



How to Look for Thyroid Cancer

Anne R. Cappola, MD, ScM

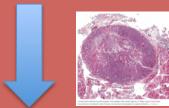
- le caratteristiche ecografiche possono essere utilizzate per definire il rischio di malignità
- l'aumento di volume non è prerogativa di malignità
- raramente noduli follicolari benigni diventano maligni
- microcarcinomi papillari (< 1,5cm) 90% dei tumori operati possono rimanere immodificati per tutta la vita



"la storia naturale del cancro della tiroide"

alcuni noduli "maligni" sono stati riclassificati come benigni – NIFTP*

encapsulated follicular variant of papillary thyroid carcinoma



Noninvasive Follicular Thyroid Neoplasm with papillary like nuclear features (NIFTP)

R. Michael Tuttle, MD

Professor of Medicine and Endocrinologist Memorial Sloan Kettering Cancer Center New York, NY

"Forse la differenza fra noduli tiroidei che richiedono la chirurgia e quelli che no risiede nelle caratteristiche del paziente, non nelle caratteristiche del tumore"



OSSERVAZIONE nei carcinomi tiroidei a basso rischio

Thyroid. 2017 Apr;27(4):518-523.

Applying Criteria of Active Surveillance to Low-Risk Papillary Thyroid Cancer Over a Decade: How Many Surgeries and Complications Can Be Avoided?

Brito JP, Griffin A, Bahl M, Hoang JK.

"quanti interventi e relative complicazioni possiamo evitare?"





CONSENSO INFORMATO E CHIRURGIA DELLA TIROIDE: ieri oggi e ... domani

Vincenzo Giammarco

A) il cancro della tiroide ieri e oggi: epidemia di cancri o abuso di ecografie ed agoaspirati?

B) il cancro della tiroide ... domani

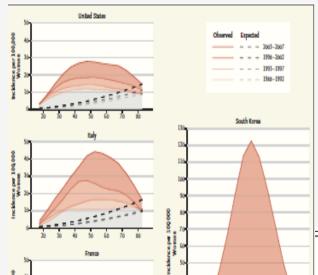
- è possibile invertire la direzione?
- il consenso informato: una "finzione legale" o una "decisione condivisa" ?

OVERTREATMENT di carcinomi differenziati della tiroide

"estimates that over 500.000 people may have received overdiagnoses across 12 countries in the past two decades, leading to unnecessary surgery and lifelong medication for many"

é possibile invertire la direzione?





South Korea's Thyroid-Cancer "Epidemic — Turning the Tide

NEJM 373;24-2015

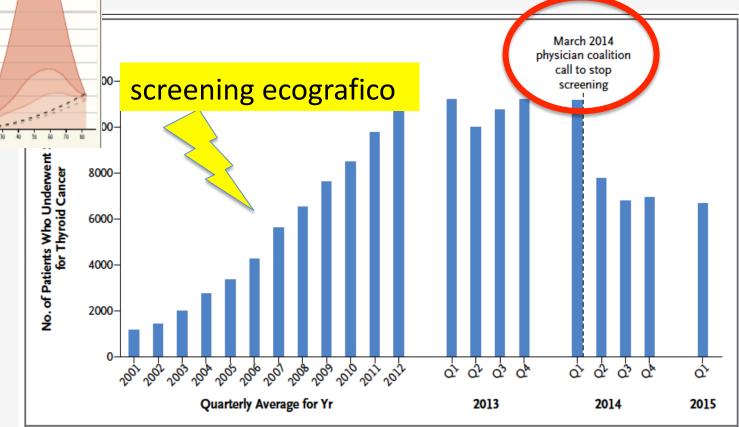


Figure 1. Trend in the Number of Operations for Thyroid Cancer in South Korea, 2001–2015.

Data are from the Prealth the criande Rieview and Ressessiment Service, South Korea.

"Our findings suggest that a small group of physicians can change the direction of medical care through public discourse.."



Beating thyroid cancer with accurate information





inversione di corrente con corretta comunicazione scientifica sui media



Korean doctor is working to create guidelines for treatment of the disease

METTERE IN PRATICA

raccomandazioni per la chirurgia dei carcinomi differenziati della tiroide (Linee Guida ATA / AME-AACE)

 sorveglianza puo essere praticabile per microcarcinomi (< 1,5 cm) papillari (diagnosi citologica) a basso rischio.

(markers tumorali possono supportare questa decisione) la lobectomia può essere una valida alternativa

 tiroidectomia totale dovrebbe essere riservata ad una minoranza di casi a medio alto potenziale aggressivo

overdiagnosis

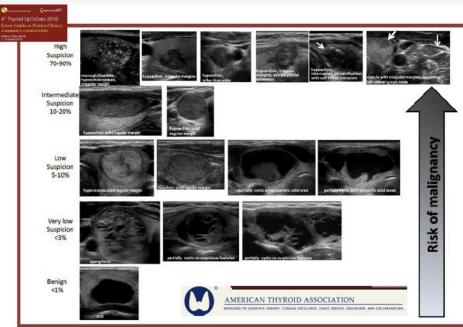


overtreatment

METTERE IN PRATICA

10/11/17

ASL ROMA 1	UOSD ENDOCRINOLOGIA Responsabile dott Vincenzo Glammarco Tel 066835 2265/7126 FAX 0668352162 vincenzo.giammarco@asiroma1.it cell 3476530630 gjammarcov@mclink.it	ricetta rosa del medico curante RECUP 803333 ORE 8-18 Visita intramoenia 06-77307447 lunedi-venerdi ore 8-18
20/09/2017	RICHIESTA FNA MEDICO PRESCRIVENTE AGOA	ASPIRATO APPROPRIATEZZA richiesta AGOASPIRATO
elazione medica	data di nascita 29/09/1955 Tel 33:	89484908
1-3-2013: esegue ec 2014>2016: mastect	to tiroide per cardiopalmo (III) con riscontro di nodulo misto a dxi diidensioni omia sinistra in due tempi per K seguita da chemioterapia (attualmente assumiil. Ha eseguito nuovamente eco tiroide (stesso operatore diplomato SIUMB) dulo con vascolarizzazione peri ed intra. Consigliato FNAB	non precisate nel referto(!?). Nel ne Femara). Assume inoltre Cardicor 2.5
eferto ecocolord	oppler tiroide/collo 20/09/2017	% INDICE NEOPLASTICO
eggermente irrego	6,3x8,5x11,2, moderatamente ipoecogena, disomogenea, con margini slari, con rinforzo posteriore, vascolarizzazione peri e intranodulare. a LC di aspetto patologico	netti ECOGRAFICO tiroide 5-10 sospetto basso Controlli ECO
		indicato
perplasia nodula erapeutiche seco	data 1º relazione re a basso rischio neoplastico . Spiegato alla paziente le indicazio ndo LG accreditate (AME/AACE) e le relative proiezioni prognost esecuzione dell'agoaspirato e rivalutare fra 6 mesi.	oni diagnostico
perplasia nodula erapeutiche seco soprassedere all'e	re a basso rischio neoplastico . Spiegato alla paziente le indicazio nodo LG accreditate (AME/AACE) e le relative proiezioni prognost esecuzione dell'agoaspirato e rivalutare fra 6 mesi.	oni diagnostico



adottare l'indice di sospetto neoplastico nella refertazione ecografica

UOSD Endocrinologia Ospedale S.Spirito Roma

METTERE IN PRATICA

raccomandazioni per agoaspirato ecoguidato Linee Guida ATA / AME-AACE



noduli inferiori a 10-15 mm

limitare l'agoaspirato a quelli con caratteristiche "particolari"

CDT Carcinomi Differenziati Tiroide

VIEWPOINT

The Optimal Practice of Evidence-Based Medicine Incorporating Patient Preferences in Practice Guidelines

Victor M. Montori. MD, MSc The Knowledge and Evaluation Research Unit, Mayo Clinic, Rochester, Minnesota, Department of Medicine, Mayo Clinic, Rochester Minnesota. and Center for the Science of Healthcare Delivery, Mayo Clinic, Rochester Minnesota.

Juan Pablo Brito, MBBS The Knowledge and Evaluation Research Unit, Mayo Clinic, Rochester, Minnesota, Department of Medicin Rochest and Cente Science of Delivery, Ma Rochester M

M. Hassan Mur The Knowledge and Evaluation Research Unit, Mayo Clinic, Rochester Minnesota. Department of Medicine, Mayo Clinic, Rochester Minnesota. and Center for the Science of Healthcare Delivery, Mayo Clinic, Rochester Minnesota.

Author Reading at jama.com

Corresponding Author: Victor M. Monton, MD, MSc. Mayo Clinic, 200 First St SW. Plummer 3-35, Rochester, MN 55905 (montortvictor @mayo.edu).

Research evidence is necessary but insufficient making patient care decisions. An effective but tox chemotherapeutic regimen is the treatment one

guideline (Adult Treatment Panel III), for ample, recommended statins for all patients with diabetes. Patients with diabetes at low cardiovascular risk were 70% less likely to opt for a statin after

Getting the evidence right-the right options, outcomes, and outcome data-is an obligatory prerequisite for considering informed patient preferences.

receiving information about the small absolute reduction in coronary risk statins could afford them than patients receiving guideline-directed care. 2 Where the use of statins in patients with diabetes is linked to quality measures or performance incentives, clinicians face the conflict of following either the guideline or the informed patient.

Challenges in the Incorporation of Preferences in Guidelines

Access to patients' preferences is complex, individuals form their preferences when they have to make a decision, in a context replete with emotional and social influences.3 This context is often absent when volunteers, not facing a decision @@@p@ferelogerilatohogia Ospedale S.Spirito

Hindsight bias, cognitive dissonance, and regret can INCORPORARE LE PREFERENZE DEL
"PRATICHE"
PAZIENTE IN LINEE GUIDA "PRATICHE" reduce the validity of surveys of preferences in patients who are living with the consequences of a

right-the right options, outcomes, and outcome data-is an obligatory prerequisite for considering informed patient preferences. For instance, in a survey of more than 2000 patients with diabetes living in Min-

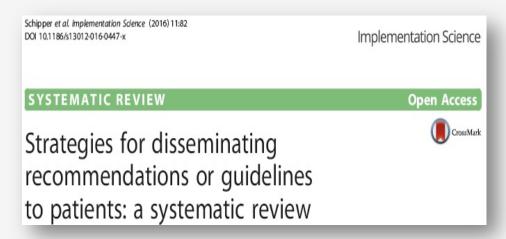
> nesota, 1 in 4 respondents considered hemoglobin A_{bo}, a measure of glycemic control, to be as important as death or major morbidity. For decades, experts, diabetes organizations, and industry have indoctrinated patients and physicians to believe that hemoglobin A., captures the beneficial effects of diabetes care, a view not supported by large randomized trials. If panels were to con-

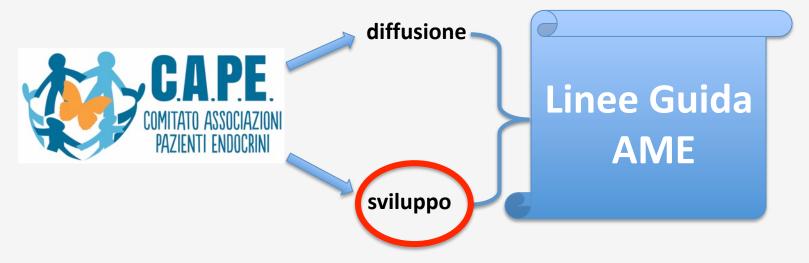
sider the preferences from these patients, in this context of inaccurate information, guidelines would probably look just like the ones produced by similarly misguided diabetes experts.

This example illustrates a key insight: the challenges intrinsic to incorporating patient preferences are the same as those involved in incorporating expert views into guidelines. These include advocacy and activism of a particular position; lack of appreciation for evidence-based medicine and its methods for the selection, appraisal, summary, and presentation of the evidence; complicated power, language, goal,7 and experience differences across panelists; and lack of respect for the rigorous methods of guideline formu-

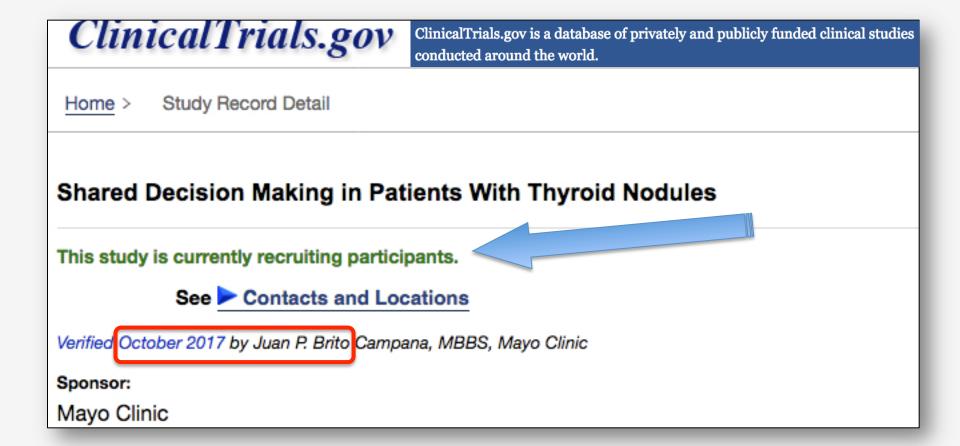
disseminare

LG ai pazienti: è possibile?





J. BRITO alla Mayo Clinic



"MEDICINA CONDIVISA" JAMA 2017

Opinion



SHARING MEDICINE

Sharing as the Future of Medicine

Sharing Medicine—A JAMA Internal Medicine Series

Robert Steinbrook, MD: Rita F, Redberg, MD, MSc

In this issue of JAMA Internal Medicine, we launch a series on "Sharing Medicine." Encompassing the mutual decisions by physicians and patients that are often referred to as "shared decision making," sharing medicine describes a broader ecology of the sharing of knowledge, data, skills, and experiences within the medical profession, with patients, and with the public and society.

The Sharing Medicine series begins with 7 Viewpoints, starting in this online issue¹ and continuing weekly online. These articles will consider such topics as the importance of understanding the goals and preferences of individual patients, the sharing of medical knowledge among physicians, and the sharing of experiences of illness and care.

The articles have been commissioned and developed for publication in collaboration with Richard Lehman, BM, BCh, MRCGP, the guest editor for the series. In the first article,

Viewpoint

Viewpoin

Related article

Lehman¹ offers a vision for sharing, writ large, as the future of medicine. Sharing medicine begins with shared decision making, which, as

Lehman notes, is not a "single act of choice," but "something more wide-ranging and complex." It is part of an ongoing dialogue between clinicians and patients, which elicits goals and preferences and continues with an exchange of knowledge that is relevant and understandable to the patient.

Also in this issue is a Special Communication from Tulsky and colleagues² that proposes research approaches to

improving the quality of communication between physicians and patients in serious illness. Starting from the premise that poor communication has a central role in the suffering of patients living with serious illness, the article considers shared decision making, advance care planning, communication about prognosis, and related topics. That improvements in the quality of communication in serious illness can help to ease the suffering of patients is a powerful concept and closely aligned with the themes of the Sharing Medicine series.

Individual patients will vary in the extent to which they wish to make shared decisions with physicians and in their ability to make them. Nonetheless, the days of paternalism and the view that "the experts" alone know best are behind us. A recent article focused attention on shared decision making, and noted that "informed patients often choose more conservative and hence less expensive medical options." ²⁶⁽²⁾ The article also summarized what was needed for successful implementation, including "common definitions, trusted certified decision aids, clinician engagement, strategies to enable successful implementation into practice, and a commitment to rigorous evaluation and improvement." ²⁶⁽²⁾

This series aims to enable sharing medicine as the future direction of medicine. The driving forces are improving medical care and making it more patient centered. We hope you find the series informative and thought provoking and a stimulus to move forward.

ARTICLE INFORMATION

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Conflict of Interest Disclosures: None reported.

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Informare

responsabilizzare

condividere

BMJ 2014;349:g5811 doi: 10.1136/bmj.g5811 (Published 25 September 2014)

Page 1 of 2

EDITORIALS

Decision aids, empowerment, and shared decision making

Each works or fails to work in patient-clinician conversations

Ian Hargraves lead designer, Victor M Montori professor of medicine

Knowledge and Evaluation Research Unit, Mayo Clinic, Rochester, MN 55905, USA

Informare

Cancer. 2013 Jan 1;119(1):189-200

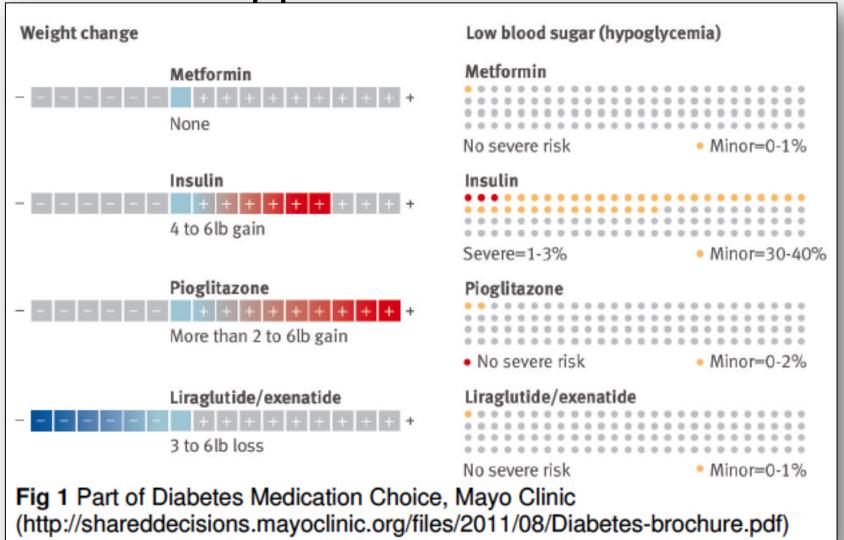
Patient decision aids for cancer treatment: are there any alternatives?

Spiegle G

aiuti decisionali comprendono

- registrazioni audio,
- schede decisionali,
- interventi computerizzati,
- interviste e opuscoli,
- diverse combinazioni di questi

"supporto decisionale"



responsabilizzare

BMJ 2016;353:i3200 doi: 10.1136/bmj.i3200 (Published 27 June 2016)

Page 1 of 5



«Una buona pratica clinica richiede di prospettare al paziente le soluzioni alternative e navigare con accortezza nei diversi contesti INDIVIDUALI



Clinical encounters in the post-guidelines era

Glyn Elwyn and colleagueshighlight the potential benefits of fast and frugal knowledge tools

condividere

bmj.com

Narrative based medicine: Narrative based medicine in an evidence based world

Trisha Greenhalgh *BMJ* 1999;318;323-325



... condividere veramente le decisioni non significa mettere il paziente davanti a una serie di opzioni, ma trovare cosa interessa al paziente, cosa è in gioco per lui e ... chiedersi qual è il miglior piano d'azione per questo paziente, in queste circostanze, a questo punto della sua malattia?"

ridurre i costi

VIEWPOINT

Erica S. Spatz, MD, MHS

Section of Cardiovascular Medicine, Yale School of Medicine, New Haven, Connecticut; and Center for Outcomes Research and Evaluation.

Prime Time for Shared Decision Making

JAMA April 4, 2017 Volume 317, Number 13

The recognition that informed patients often choose more conservative and hence less expensive medical options has made shared decision making a focus of value-based care. In 2007, Washington State passed legislation incentivizing shared decision making as an alternative to traditional informed consent procedures and forms for preference-based treatment decisions that include an elective procedure, such as joint replacement for hip or

i pazienti informati spesso scelgono opzioni conservative e quindi meno costose

to guide the implementation of high-quality and achievable shared decision making, policy makers and health systems may consider the following key steps.

Shared Decision Making to Improve Care and Reduce Costs

ti

in

D

Emily Oshima Lee, M.A., and Ezekiel J. Emanuel, M.D., Ph.D.

NEJM 368;1 nejm.6 org january 3, 2013

sleeper provision of the Affordable Care Act (ACA) encourages greater use of shared decision making in health care. For many health situations in which there's not one clearly superior course of treatment, shared decision making can ensure that medical care better aligns with patients' preferences and values. One way to implement this ap-

However, more than 2 years after enactment of the ACA, little has deci the Med beg ing to achieve three important goals: promote an ideal approach to cli-

nician-patient decision making,

than 1000 office visits in which more than 3500 medical decisions were made, less than 10% of decisions met the minimum standards for informed decision making.¹ Similarly, a study showed that only 41% of Medicare patients believed that their treatment reflected their preference for palliative care over more aggressive interventions.²

knowledge

Evidence Based Medicine

skills

- capacità di ascolto
- diagnosi razionale
- comunicazione efficace con il paziente

experiences

 condividere l'esperienza del paziente la conoscenza non basta!



NEJM 375;18 November 3, 2016

BECOMING A PHYSICIAN

Tolerating Uncertainty — The Next Medical Revolution?

Arabella L. Simpkin, B.M., B.Ch., M.M.Sc, and Richard M. Schwartzstein, M.D.

iatrogenic injury and withholding of information from patients.³ In addition, by attempting to achieve a sense of certainty too soon, we risk premature closure in our decision-making process, thereby allowing our hidden assumptions and unconscious biases to have more weight than they should, with increased potential for diagnostic error.

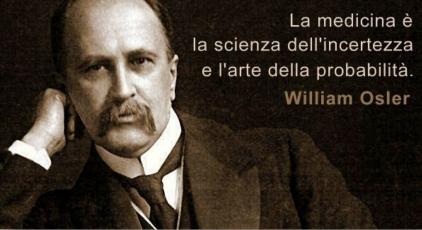
Our need to tolerate uncertainty has never been more urgent. Technology is advancing at lightning speed, and we are now able,

need to thrive in 21st-century medicine.

We believe that cultivating a tolerance of uncertainty, and addressing the barriers to this goal for physicians, patients, and the health care system, will require a revolutionary change in medicine's cultural attitude and approach to uncertainty. Our curricula (formal, informal, and hidden), assessments, and evaluations will

need to be mod size reasoning, t more than one r tivity in the illness narrative, diagnostic sensitivity and specificity, unpredictability of treatment outcomes, and our own hidden assumptions and unconscious biases, to name a few. We can then teach physicians specifically how to communicate scientific uncertainty, which is essential if patients are to truly share in decision making, and we can reduce everyone's discomfort by refram-

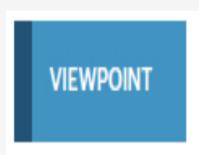
medici, pazienti, amministratori



il consenso informato

una "finzione legale" o una "decisione condivisa" ?

Se ...



SHARING MEDICINE

Sharing as the Future of Medicine

vecchio e nuovo

"richiedere la firma di un consenso scritto potrebbe insospettire il paziente e provocare la richiesta di spiegazioni per chiarire la ragione di tanta formalità "

il vicepreside della facoltà di Medicina di Harvard 1974

"è necessario ricercare la cooperazione del paziente per combattere meglio la malattia"

Ippocrate di Cos, 460 ac

rapporto medico/paziente

il medico = missionario

- guida
- decide
- sceglie

il paziente = suddito

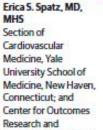
obbedisce



cultura paternalistica

The New Era of Informed Consent Getting to a Reasonable-Patient Standard Through Shared Decision Making

JAMA May 17, 2016 Volume 315, Number 19



Harlan M. Krumholz, MD, SM

Evaluation, Yale-New

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Benjamin W. Moulton, JD, MPH

Informed Medical Decisions Foundation. Healthwise Research and Advocacy, Adjunct Harvard School of Public Health, Boston, Massachusetts.

The rights of patients to be informed about care decisions in clinical practice is yet again under scrutiny, both in the United States and around the world. The well-ingrained ethical-legal process of informed consent, so fundamental to patient autonomy-or the patient's right to selfdetermination—was the subject of a 2015 UK Supreme Court case (Montgomery v Lanarkshire Health Board). In that case, a woman with insulin-dependent diabetes, claimed that her obstetrician failed to communicate the risk of shoulder dystocia during vaginal delivery (a complication associated with fetal macrosomia) that ultimately resulted in severe fetal brain anoxia. She claimed that had she received full information about the risks, she would have opted for a cesarean delivery. Yet the treating obstetrician (and other expert physicians called to trial) claimed that the ensuing risk was very small and thus appropriately not communicated because a cesarean delivery is not in the maternal interest. The obstetrician reported that "...had I raised it [the risks of shoulder dystocia] with her then yes, she would have no doubt requested a caesarean section, as would any diabetic today."1

In its final decision, the UK Supreme Court ruled that the standard for what physicians should inform patients/ about the risks, benefits, and alternatives of treatment will no longer be determined by what a responsible body of physicians deems important but rather by what a reasonable patient deems important. In rendering this decision, the court swept away decades of medical paternalism in the United Kingdom to embrace a new patient-centered standard. Perhaps more compelling, the head of the Royal College of Surgeons urged that the only way to operationalize such a substantial and needed change is through shared decision making, a collaborative communication process between clinicians and patients that integrates the Enthe checision grading process. S. Spirito best evidence available with the patients' values and preferences, to promote high-quality health care decisions.

are critical to meaningful patient decision making. Informed consent documents for procedures, surgery, and medical treatments with material risks (eg. radiation therapy) tend to be generic, containing information intended to protect the physician or hospital from litigation. These documents are often written at a high reading level and sometimes presented in nonlegible print, putting a premium on health literacy and proactive information-seeking behavior.3

Moreover, informed conse minutes before the start of tients are most vulnerable a hardly consistent with wh deem acceptable. In the Ur of 1 state, Washington, that cision making as an alterna consent process,4 the law that truly supports a reason through shared decision r

Informed Consent and Patient-Centered Care

According to the US Cente vention, more than 50 m inpatient procedures are p patients, informed conse the patient-physician relat municating information at

attendant risks, benefits, and alternatives, patients have an opportunity to reflect on their preferences, values, and goals; to learn more about their prognosis; and to signal concerns about safety and rehabilitation. Reasonably, patients may request more information, a second opinion, or support from a family member or friend in

What would a high-value, patient-centered process for informed consent look like? A comprehensive, trans-



"Con questa decisione la Suprema Corte inglese ha spazzato via decenni di paternalismo per avviare un nuovo modello di rapporto medico/ paziente"

VIEWPOINT

Donald M. Berwick MD, MPP Ireditate for Healthcare Improvement. Cambridge. Manuschanetts.

Editorial page 1330

Viewpoints pages 1331, 1333, and

20 University Rd. Cambridge, MA 02'08 (donberwick@grad)

Era 3 for Medicine and Health Care

Constant conflict rolls the health care landscape, including issues related to the Affordable Care Act, electronic health records, payment changes, and consolidation of hospitals and health plans. The morale of physicians and other clinicians is in jeopardy1

One foundational cause of the discord is an epic collision of 2 eras with incompatible beliefs.

Era 1 was the ascendancy of the profession, with roots millennia deep-back to Hippocrates. Its norms include these: the profession of medicine is noble; it has special knowledge, inaccessible to larry it is beneficiant; and it will self-regulate. In return, society conceded to the medical profession a privilege most other work groups do not get: the authority to judge the quality of its own work.2

However, the idealism of era I was shaken when researchers examining the system of care found problems, such as enormous unexplained variation in practice, rates of injury from errors in care high enough to make health care a public health menace, indignities, injustice related to race and social class, and profiteering. They also reported that some of the soaring costs of care were wasteful-not producing better outcomes.

These findings made a pure reliance on trusted professionalism seem naive. If medical professionals were scientific, why was there so much variation? If they were beneficant, how could they parmit so much harm? If they self-regulate, how could they waste so much?

The inconsistency helped birth era 2, which dominates the present. Exponents of era 1 believe in professional trust and prerogative; those of era 2 believe in accountability, scrutiny, measurement, incentives, and markets. The machinery of era 2 is the manipulation of contingencles: rewards, punishments, and pay for performance.

The collision of norms from these 2 eras—between the romance of professional autonomy on the one hand, and the various tools of external accountability on the other-leads to discomfort and self-protective reactions. Physicians, other clinicians, and many health care managers feel angry, misunderstood, and overcontrolled. Payers, governments, and consumer groups feel suspicious, resisted, and often helpless. Champions of era 1 circle the wagons to defend professional prerogatives. Champions of era 2 invest in more and more ravenous inspection and control.

This conflict impedes the pursuit of the social goals of fundamentally better care, better health, and lower cost. The best route to these goals is the continual design and redesign of health care as a system. When the othes of professionalism clashes with the othes of markets and accountability immersers ources get diverted from the crucial and difficult enterprise of re-creating care.

The tactics of eras 1 and 2 reflect deeply held beliefs. The clash will continue unless and until those beliefs change and stakeholders act differently as a result.

It is time for era 3-guided by updated beliefs that reject both the protectionism of era 1 and the reductionism of era 2. Era 3 requires 9 changes, at least.

First, Reduce Mandatory Measurement

Era 2 has brought with it excessive measurement, much of which is usakes but nonetheless mandated. Internperate measurement is as unwise and irresponsible as is intemperate health care. Purveyors of measurement, including the Centers for Medicare & Medicaid Services (CMS), commercial insurers, and regulators, working with the National Quality Forum, should commit to reducing (by 50% in 3 years and by 75% in 6 years) the volume and total cost of measurements currently being used and enforced in health care. The aim should be to measure only what matters, and mainly for learning.

With that focus, all health care stakeholders could know what they need to know with 25% of the cost and burden of today's measurements enterprise. The CMS has, to its credit, removed many process measures from programs, but progress toward amuch smaller set of outcome measures needs to be faster. Such discipline would restore to care providers an enormous amount of time wasted now on generating and responding to reports that help no one at all.

Second, Stop Complex Individual Incentives

Aligning payment systems and incentives with triple aim goals for organizations makes sense, but payers and health care executives should declare a moratorium on complex incentive programs for individual clinicians, which are confusing, unstable, and invite gaming. The CMS should confine value-based payment models for dinidanstolarge groups. Amoratorium would require placing more trust in the intrinsic motivation of the health care worldorce and putting more effort into learning and less into managing carrots and sticks. For many, if not all, clinicians, the best form of individual payment to support a focus on need is, simply, salaried practice in patient-focused organizations.

Third, Shift the Business Strategy From Revenue

Maximizing revenue continues too much to dominate the business models of health care organizations. That reflects short-term thinking. A better, more sustainable route to financial success is improving quality. This requires mastering the theory and methods of improverequestrations and the paper continue to a c

Le 3 ere di Berwick JAMA 2016

ERA 1 paternalismo professionale

ERA 2 controllo contabile e legale

ERA 3 sia l'era MORALE

beneficio e rispetto



The Ethics of Disclosure and Counseling of Patients With Thyroid Cancer



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The ethical basis for the interactions between physicians and patients is primarily grounded in the principles of beneficence and respect for persons. Beneficence emphasizes the importance of acting in such a way that patients will benefit from the interaction. The principle of beneficence is central to patients' expectations of their physicians. Patients expect that their physicians will make recommendations that are in the patient's best interests rather than primarily in the physicians' best interests. In previous generations, physicians were given wide latitude to make choices on behalf of their patients because, based on their education and ex-

natur men Dproa vill gaine alla persona: le basi allow be psyc ne etiche del rapporto is pla ing f bimedico/paziente cious inform status of a known lesion can be distressing and may be

a driving force to perform a biopsy.2

Arcispedale di S. Spirito in Saxia Un ritorno al passato sulle orme di Giovanni Maria Lancisi a cura del Dott. Vincenzo Giammarco grazie