

# TRILLIUM PSA NEWSLETTER

Issue 7, Summer 2019

## PSA Newsletter

Well, another year has passed - as we head into the summer months, we reflect on a great year! We finished with a fantastic AGM highlighted by Dr. Brian Goldman's talk on "The Power of Kindness". The PSA executive is encouraged by the increased attendance this past year. Our first off-site meeting last September set the standard. It was a highly positive meeting and we were able to use the momentum from that night as we planned and executed events for the remainder of the year. We will continue to carry this momentum forward and have already started preparing for the upcoming year.

Our mission is to have a healthy and engaged PSA who care for patients and their families in order to provide the best possible health care. We want to continuously contribute to the wellness of our PSA membership.

## Summary of May 23, 2019 PSA AGM Meeting

### President's Report

Dr. Melanie Binnington gave her final President's Report. The PSA executive wants to thank Melanie for her two years of service as President on the PSA. She has worked very hard to support the Professional Staff and has done a fantastic job setting us up for a greater future. We will strive to keep her energy and passion moving forward.

Melanie outlined all the work the PSA has done this past year including restructuring of the CMARS application consent form, the huge success of the offsite "Back to School" event, recognition by the Foundation for our past and ongoing commitment to donate \$150,000 over 5 years, work on payments for uninsured patients, success of this Newsletter, and finally the best ever attended Long Service Awards Gala. Quite a year! It is a testament of Melanie's hard work and leadership. Thank you Melanie!

### Speaker: Dr. Brian Goldman

The PSA wants to thank Dr. Brian Goldman for speaking on "The Power of Kindness - why empathy is essential in everyday life". A timely and thought provoking talk we can all apply to our clinical and daily lives. The concept of empathy and personal awareness are attributes we can all strive to embrace. Have you thought about how you could use empathy more? It's the subtle interactions with our patients and colleagues that can mean so much. It was truly inspirational. If you missed the talk, we have posted a copy of his slide deck on the thpHUB.



### Budget

Dr. Catherine Grenier presented the year-end budget, and we are happy to announce we were on budget while improving food, location and speakers for our meetings. These were key feedback items from the 2017 PSA member survey. Due to projected increase in cost of UptoDate and more off-sites events to further engage the PSA we will be reviewing the budget over the summer and will present an updated budget for the new year at September's Back to School meeting.

### Treasurer Update

The PSA announced our incoming Treasurer, from the Credit Valley Hospital Site, Division of Internal Medicine, Dr. Milan Barboza. Milan will bring his energy and passion to the PSA. We are looking forward to a great year!



### HIS Report

Dr. Chris Hayes gave us an update on the HIS project. Implementation of Epic is a huge project and is going to affect each and every Professional Staff member at THP. As such, for the next year, a member of the HIS team will give a brief update and will be available to answer questions at each PSA meeting. Here are the Physician Design Leads who you can reach out to with any questions:

Ayman Al-Habeeb	Lab Medicine
Anik Rawji	Emergency
Anita Rao	Anaesthesia
Asheer Sharman	Critical Care
Ben Fine	Diagnostic Imaging
Jane Healey	Paediatrics
Katherine Enright	Oncology – Medication Management
Kim Rogers	Obstetrics
Lorne Small	Medicine – Clinical Documentation
Milan Ernjakovic	Surgery
Minh Nguyen	Patient Care Orders
Shelley Fine	Oncology – Ambulatory & Transitions
Terence Tang	Medicine – Patient Access and Flow

## Upcoming Meetings

Back to School will be held off-site once again at Lakeshore Convention Center on Monday, September 16, 2019. We are working on finding an interesting speaker for you. Plan on attending!

## Did You Know

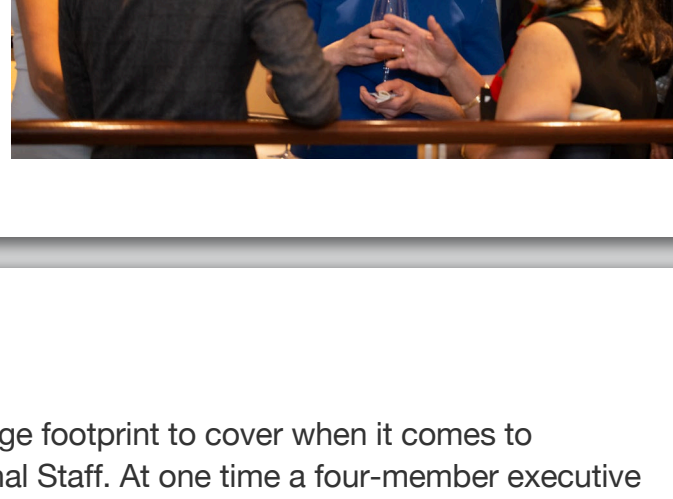
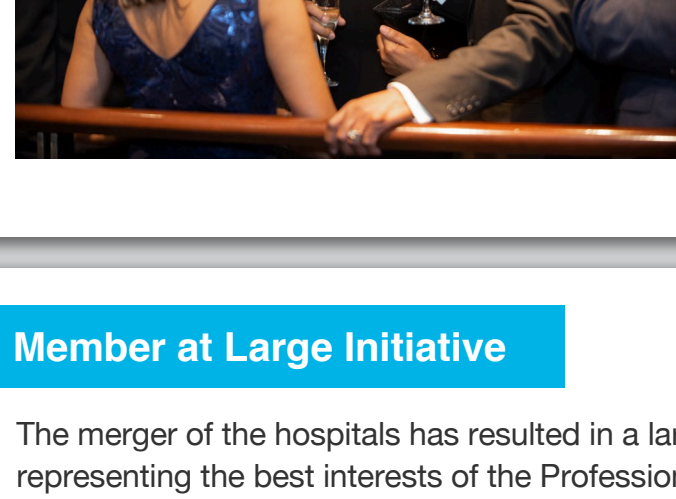
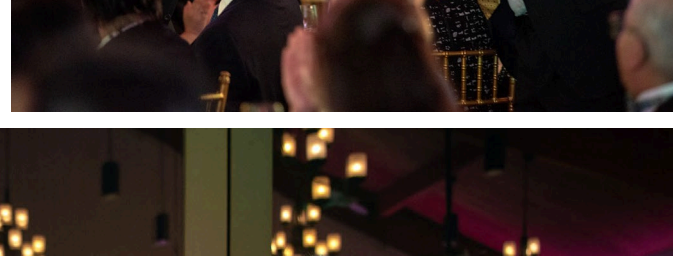
Under the Public Hospitals Act, each Ontario Hospital must have a Professional Staff Association. We are not a union, and we cannot support individual grievances, but will represent the Professional Staffs' perspective and advocate on your behalf on decisions the hospital is making.

Other aspects of our role are often given less attention, but are equally, if not more important. That is, to help create and sustain a positive environment for the Professional Staff. We will do our best to represent you, but ultimately, YOU are the Professional Staff and we must all work together to support each other and strengthen each others voices on matters important to us. We are stronger together.

## Long Service Award Gala

This year we enjoyed the largest crowd at our Long Service Awards Gala! This event, which takes place at the Credit Valley Golf and Country Club, recognizes the dedicated service of Professional Staff over the years.

### Gala 2019



## Member at Large Initiative

The merger of the hospitals has resulted in a large footprint to cover when it comes to representing the best interests of the Professional Staff. At one time a four-member executive was able to keep a close pulse on what was happening at a given hospital.

In an attempt to improve representation and communication to and from the PSA Executive, we tried to recruit a member from each division as a Member at Large. Unfortunately, due to difficulty in recruiting a sufficient number we are going to revisit this initiative at a future time.

We are working hard to strengthen our Professional Staff Association. We want to facilitate better communication and understanding of the challenges and successes of the PSA and will explore other ways to engage the PSA membership.

## OMA Update

Spring OMA council weekend took place on May 3-5 in Ottawa, and the predominant theme was that of organizational renewal and an improved member focus. As you will read, work is being done on many fronts to address areas of concern for physicians.

Outgoing president Dr. Nadia Alam received a lengthy standing ovation for her tremendous leadership and commitment. Dr. Sohail Gandhi took over as President and Dr. Samantha Hill was elected as President-Elect.

### The OMA Governance Transformation Task Force 2020 (GT2020)

This task force will spearhead council and board structure reform in preparation for the new Ontario Not for Profit Corporations Act (ONCA). The plan is in its early stages and further input will still be sought before a final plan is presented in the fall of 2019. The plan can be viewed here: <https://www.oma.org/wp-content/uploads/private/04-OMA-PPT-May-3rd-Council-v24.pdf>

### CPSO Task Force

This task force presented on significant changes at the CPSO, including a streamlined and improved complaints and an alternate dispute resolution process. There will be a move away from peer assessments and a significantly revised physician-friendly website has been launched.

### Negotiations Committee Update

#### Phase I was reviewed

For the term April 1, 2017 to March 31, 2021, as specified by Binding Arbitration Framework, there will be NO hard cap on the Physician Services Budget. The payment discount of approximately 4% was eliminated on April 1st, 2019 and there will be normative fee increases of 3.5% over the contract in the amounts of 0.75%, 1.25%, 0.5% and 1% for years 1 to 4 respectively.

#### Phase II (Agreement in principle)

The Negotiation Committee has reached an agreement "in principle" for the distribution of normative increases for years 1-3 of the PSA (2017/18-2019/20). These will be a series of one-time payments based on your physician's billings in that year and the normative increase that your specialty receives (specialties will receive an allocation proportional to their hybrid relativity score). Calculations are still being finalized and details of when money will flow, is forthcoming.

A formal bilateral fee setting body will determine allocation of Year 4 increases into the Schedule of Benefits as well as other intra-sectional funding allocations. Details are available here: <https://www.oma.org/wp-content/uploads/private/Agreement-Principle-for-Years-1-to-3.pdf>

### Relativity Review Committee (RAC)

All sections will be consulted over the summer as the RAC tries to come up with a new approach to relativity. Any questions can be direct towards your section representative. Details can be viewed here: <https://www.oma.org/sections/billings-and-agreement/research-analytics/relativity/>

### Charter Challenge

Continues and addresses the unilateral changes imposed for the period between April 1, 2014 and March 31, 2017. The first hearing is scheduled for June 2020.

### CMA Presidents Update

Dr. Gigi Osler addressed council and fielded questions on the \$2.6 billion proceeds of the sale of MD Management and stated that a plan is being developed. There will be a shift in tone back to rededicating the CMA towards physicians and multiple council members advocated for increasing the relevance of the CMA.

For any questions or comments, we encourage you to reach out to your section or district representatives.

## PSA Executive Contacts

Please feel free to contact any one of us with questions or concerns regarding professional life at THP. We welcome any feedback or ideas on how to improve your PSA experience.

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**Dr. Nick Scampoli – Secretary**

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**Dr. Catherine Grenier – Treasurer**

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**Dr. Milan Barboza – Incoming Treasurer**

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