

TRILLIUM PSA NEWSLETTER

Issue 11, Fall 2019

Introduction

The PSA Executive would like to welcome all of you back from the summer holidays. The summer months always seem to fly by, giving way to September and its increasing commitments, both professional and personal. **This year, we are going to focus on and promote Professional Staff Engagement within the organization and advocate for our members' well being.** We will also keep a close eye on how the implementation of our new Health Information System, OneTHP, will affect the Professional Staff and how we can best be best prepared to adopt this change into our daily work.

In light of the growing evidence around provider burnout, we want to work with our members and make sure that we provide you with all the support that you deserve. As always, we will continue to promptly address any concerns our Professional Staff have as they arise.

Upcoming Meetings

We have started planning our meetings for the upcoming year and are looking forward to seeing you at our **QIPS approved Back to School Professional Staff Association Meeting on Monday Sept 16th, at the Lakeshore Convention Centre.** We had a great turnout last year and, based on your positive feedback, we have decided to return to the same venue. Dinner will be at 5:00 pm with a complimentary drink ticket and cash bar. The meeting will begin at 5:30.

Our keynote speaker, Dr. Shawn Whatley, past president of the Ontario Medical Association, will talk to us about Leadership and Physician Engagement. We believe the topic is timely and that it will provide perspective and tools for us to respond to upcoming changes and demands that could impact us. After the presentation, we hope to have a healthy discussion. We will follow with our quarterly meeting, which will include this year's budget and the current issues the PSA Executive is actively working on.

Trillium Health Partners' Professional Staff are invited to attend a special speaking engagement



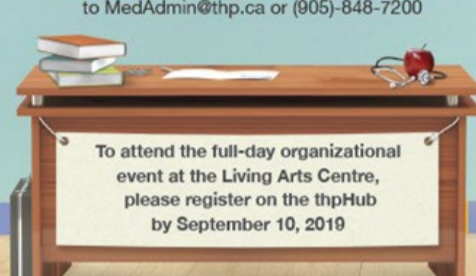
Dr. Shawn Whatley,
Past President, OMA

Dr. Shawn Whatley is well known as a medical authority and author, and a leader in Canadian healthcare. He served as the 198th President of the Ontario Medical Association (2017-18) and played an important role in leading the changes in Governance and modernization of the OMA. He has held various positions including Medical Director and Chief of one of the largest emergency departments in Ontario and is a board member of the Canadian Medical Association.

Monday, September 16, 2019
5:00 p.m. – 7:00 p.m. at Lakeshore Convention Centre
Dinner will be provided at 5:00 p.m.

The session will be followed by a Professional Staff Association Meeting

RSVP by Monday, September 9, 2019
to MedAdmin@thp.ca or (905)-848-7200



Save the Dates

Wednesday, November 13, 2019 – Dr. Paul Healey - Physicians Helping Physicians Achieve Financial Health: Locations MH & CVH Auditoriums.

Late November – The PSA Executive is organizing a fall Members' Social Night where the Professional Staff can come together for an informal get-together promoting collegiality and friendship while having a great night out. Please keep an eye out for more details. We look forward to seeing you there.

Feb 6, 2020 – Quarterly PSA Meeting

April 19, 2020 – We have started to plan this year's Long Service Gala and we are excited to announce that we are rebranding it as the Service Recognition Awards Gala. We want to emphasize that the gala is to recognize all Professional Staff, not just long standing commitment to the organization. Pictures from the 2019 Gala have been uploaded for everyone's enjoyment on the THPhub.

May 26, 2020 – PSA Annual General Meeting

Did You Know?

The Senior Leadership Team is launching a **Pulse Survey** on September 17th. It is a 5-minute questionnaire focused on gathering information regarding communication, workload and quality of work life.

This is an important opportunity for the Professional Staff to provide feedback to our leadership team on what is being done well and what needs improvement within the organization.

The **survey is anonymous** and the hospital uses the feedback to focus on areas in need of improvement and the things that are working well. The survey is administered by Metrics@work, a 3rd party company and a certain number of respondents from each area are required to produce meaningful results. **This is your chance to voice your views and influence change within the organization.** You will have the opportunity to complete the survey during our PSA meeting, or electronically at your convenience.

Professional Staff Progress

We continued to work hard on your behalf over the summer and we are back with renewed energy and focused on further engaging our members.

We have had a few recent meetings with our CEO, Michelle DiEmanuele and were able to express some of our concerns. As a result, we are happy to report that the impact of initiatives on Professional Staff will be receiving greater focus at the level of Senior Leadership and Board meetings. A few months ago, Michelle also agreed to commission a group to address the large amount of email sent to our hospital accounts, which has led to email fatigue and decreased efficacy of communication. We were part of this working group and are happy to report that more information will be following regarding reductions in hospital-related emails to staff inboxes. Additionally, at the PSA Executive request, Michelle has agreed to update the C-Site physician lounge with minor renovations including additional lockers and a larger refrigerator. Functional spaces are an important part of work quality of life and we are pleased to announce that the restoration project is progressing rapidly.

Lastly, we have highlighted the vital need for better bilateral communication with the Professional and frontline staff and earlier involvement in changes that impact our work. We will continue to work together on this issue over the coming months.

Communication And Social Media

We want to explore new ways in which to communicate with each other. Social media is a powerful tool for sharing thoughts and ideas. For **Twitter** users, we have started the hashtag **#ProfessionalStaffTHP** to provide a way to organize and follow posts related to our Professional Staff. We encourage our Professional Staff to follow each other and use the hashtag along with **#BetterTogetherTHP.**

Professional Staff Committees

Member at Large Initiative

In the past year, we have laid the groundwork to increase our communication and reach our members more effectively. We hope to increase the presence of the PSA within the organization and make our voices clearly heard as we collaborate with the THP Senior Leadership Team. One of the ways in which we will accomplish this goal is the member-at-large initiative, for which we are hoping to recruit a member from each division to participate in a few executive meetings per year, primarily via teleconference. We are hoping to better understand specific issues within departments where the PSA could possibly be of value. We are still recruiting for members in the following programs: Neurology/MSK, Oncology, Mental Health, Cardiac Health, Lab Medicine and Diagnostic Imaging. We plan to have a teleconference in early October. This initiative will:

- Increase awareness of ideas, concerns and issues impacting other programs
- Provide an avenue to promote meetings and events to programs in a more personal way
- Allow for better engagement and representation in hospital-wide initiatives such as OneTHP, Trillium's Ontario Health Team and redevelopment
- Encourage greater engagement in the PSA and encourage and develop future leaders to consider joining the PSA Executive.

Additionally, to further Professional Staff engagement, we propose to set up working groups for selected issues. This will be a great way for members to get involved and help strengthen our Professional Staff. We would like to have an organization-wide social committee where members would help come up with ideas and plan social events. We are also exploring the implementation of a member engagement committee, which would help reach frontline staff and seek ways to increase the feeling of belonging.

Social and Member Engagement Committee

We are looking for volunteers to get involved in the planning and promotion of PSA social events and to help increase member engagement.

OMA UPDATE

The OMA and section leaders have been busy over the summer.

The Relativity Advisory Committee has been in contact with each section to hear their thoughts on relativity and how it should be addressed. If you are interested in more information on this, we encourage you to reach out to your section representatives.

Work also continues surrounding Governance Transformation, which must occur before next year. The size and role of council will be reduced and redefined and it is expected that there will also a reduction in the number of board members. The changes will result in a leaner, more responsive OMA.

Updates on progress on both of these projects will be presented in Toronto at the Fall Council Meeting in November.

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.

President	Rohit Kumar (Anesthesia)	Rohit.Kumar@thp.ca
Vice-President	Nick Scampoli (Emergency Medicine)	Nick.Scampoli@thp.ca
Secretary	Catherine Grenier (Emergency Medicine)	Catherine.Grenier@thp.ca

Treasurer	Milan Barboza (General Internal Medicine)	Milan.Barboza@thp.ca
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