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I have a new philosophy: I am only going to dread one day at a time”.

~ Charles Schultz

Important Dates:

December 18 and 19: Tour of sites in Central Zone

• Doctors NS and the Department of Health and Wellness reached an agreement with funding for a new Hospitalist model. While this was a very positive development, it has raised concern about the gap in payment for family physicians doing similar work. A new payment model for family physicians is being worked on by Doctors NS and Department of Health and Wellness and hopefully we will be hearing more about that in the near future.

• The NSHA Executive team has been holding Leadership Forums in each of the Zones to provide an opportunity to hear from staff and physician leaders around the province about their concerns and ideas for improvements. The Executive team will be making a concerted effort to meet regularly as a group with staff and physicians around the province to share information about the good work that is being done and to hear about issues and opportunities.

• NSHA is forming a new Recruitment and Retention Advisory Committee with multi-stakeholder representation including Doctors Nova Scotia, College of Physicians and Surgeons of Nova Scotia, Department of Health and Wellness, Dalhousie Faculty of Medicine, Maritime Resident Doctors, Union of Nova Scotia Municipalities, Nova Scotia Health Care Foundations as well as physician representatives from both Specialty and Family Medicine from each Zone. A member of the public will also sit on the committee. An initial meeting will be held in December with a plan to meet monthly. For full Terms of Reference see HTTPS://LIBRARY.NSHEALTH.CA/MEDICALAFFAIRS/DOCUMENTS

• HAMAC had a conversation to clarify the confusion about one’s ability to recruit and the New and Replacement MD process. The greatest success in our ability to recruit is to involve physicians with recruitment and in many cases physicians are responsible for finding their own replacements through their own connections. Recruitment requires cooperation between many stakeholders including the communities, physicians and the recruitment office in order to provide the best opportunity for physicians wanting to work in Nova Scotia. Our recruitment office provides a service for those who require help, but is not solely responsible for recruitment.

• NSHA has two incentive programs: Site Visit and Relocation reimbursements and we have increased the amount of money spent on these over the last year. We have been in discussion with DHW regarding the other incentive programs to look at what works and what doesn’t. We will soon be coming out with a different approach to how we apply the Return of Service incentive program.

• There have been changes in Primary Care such that overlap is allowed for up to three years for physicians wanting to slow down in their practice prior to retirement while mentoring a replacement. We are working to address conditions where Specialists could do the same; but that is not yet available.

• Update from Western Zone: Working on ways to address anticipated ER closures over the holidays • May have a physician for the site lead role for South Shore Regional • More family physicians are planning to stop inpatient care which is increasing the demand for hospitalist coverage

• Update from Eastern Zone: The Zone hosted a very positive Physician Leadership retreat recently which provided an excellent opportunity for networking, leadership training and information sharing • Issues with Psychiatry coverage and ER closures

• Update from Northern Zone: Ongoing issues with Psychiatry coverage • A temporary solution has been put in place for Anesthesia coverage • Preparations are underway for the North Nova Family Residency Program.

• Update from Central Zone: Dr. Maria Alexiadis is the new Department Chief of Family Practice • Expecting two new Departments Heads next year (Critical Care and Radiation Oncology) • Family Medicine recruitment challenges continue • Planning to address service delivery issue with the Pain Clinic in Dartmouth

• Update from Dalhousie: Approval for a new version of longitudinal integrated clerkship. This will allow medical students to spend 48 weeks in one community during their third year. The two sites are North Sydney and New Waterford with a planned start date of 2019.