

Regional Medical Specialty Lead, Surgery, WRHA

The Winnipeg Regional Health Authority (WRHA) is accepting applications for Regional Medical Specialty Lead, Surgery.

The Regional Medical Specialty Lead (RMSL), Surgery reports to the Regional Chief Medical Officer (CMO), WRHA, and will be appointed in consultation with the Shared Health Provincial Medical Specialty Lead, Surgery (PMSL).

The RMSL, Surgery shall assist the Regional CMO as appropriate in carrying out the Regional CMO's responsibilities as set out in the Provincial Medical Staff By-Laws. The RMSL of Surgery is responsible for ensuring models and standards of care are communicated to all medical staff in Surgery across the region, and monitoring adherence. He or she works closely with site administration, site surgical leadership and the surgical staff to create a harmonious, patient-focused, health-care system for the community. He/she also works closely with the Regional CMO, the RMSL for Anesthesia and surgical specialists to provide leadership advice on regional surgery related strategies, staffing policies and standards of care. The RMSL, Surgery is recognized as a member of the regional leadership team and will be actively involved in the development of regional planning including strategy, financial management, and beyond.

Qualifications

- A medical practitioner, qualified to practice surgery in the Province of Manitoba and in good standing with the College of Physicians and Surgeons of Manitoba.
- A member of the active Medical Staff of the Regional Health Authority.
- Strong communication skills.
- Demonstrated leadership and management skills inclusive of coaching/mentoring and performance management skills, in a health services delivery organization. Willingness to participate in ongoing training related to enhancing leadership/management skills.
- Demonstrated ability to work respectfully and harmoniously with all members of the health care team and external partners and agencies.
- Understanding of current evidenced-based trends in surgery related to health care.
- Possesses a sound vision of a reformed health care system and an ability to promote teamwork within a rapidly changing environment.

Specific Duties and Responsibilities of the Regional Medical Specialty Lead, Surgery:

Professional Leadership

- Will take the lead on local investigation of complaints and occurrences involving Surgery Staff.
- Collaborates with the Site Medical Leads (i.e. Site CMO) and Regional CMO in identifying and implementing ways to correct performance. If disciplinary action is required, it is first escalated to the Site Medical Lead, who may escalate to the Regional CMO. The RMSL provides key clinical expertise to guide investigations and discipline of Surgical Staff. The RMSL may provide assistance to those individuals involved in a standards review or critical incident/occurrence review.
- To advise the Regional CMO in situations concerning unethical/negligent behavior of a physician(s) for non-compliance with the By-Laws, and Rules and Regulations.
- Ensures appropriate physician engagement as needed. Facilitates the removal of barriers that lead to success.

Physician Recruitment

- Collaboratively leads the regional process of recruitment, retention, and distribution of surgeons within the region.
- In collaboration with the Site Medical Lead (Site CMO), ensures adequate orientation as to surgical staff responsibilities, practice procedures, and physical facilities by all new surgeons, including locums prior to their assuming duties within the facility.
- Manages the Surgical team physician complement for the sites and plans for appropriate surgeon coverage. Engages and negotiates applicable contract service provisions, orients and monitors competencies, and assists the site Medical Director of Surgery in performance appraisals.

Medical Administration

- Will oversee allocation of the surgical workforce across the region to ensure optimal staffing and service delivery. Will work with the surgery site directors and the RMSL for Anesthesia, to redistribute coverage at times of physician shortage.
- Will vet the appointments, re-appointments, and privileges in surgery as part of the regional process.
- Provides input to the Site Medical Lead, and when necessary the Regional CMO, for performance evaluation of surgical staff.

Service Design & Continuous Quality Improvement

- Will work with the Shared Health Provincial Medical Specialty Lead in Surgery and, as part of a Provincial Clinical Network, will contribute to:
 - Development of provincial models and standards of care for the surgery service.
 - Development and monitoring metrics to assist in the equitable allocation of surgical resources and evaluation of physician performance and productivity.
 - Development and implementation of quality improvement, risk management and patient safety initiatives for all surgical sites, and ensure that ongoing metrics are collected in order to support these initiatives.
- Will liaise, as needed, with the Shared Health Provincial Medical Specialty Lead in Surgery, and participate in provincial health system initiatives.
- Participates in the design, support, and delivery of regional quality improvement initiatives
- Acts as a clinical resource to all staff within the regional surgical program and to other service providers as appropriate.
- Champions surgical services and participates in the development of regional policies and guidelines.
- Participates in planning and delivery of educational sessions regarding surgical services to care providers and learners across multiple settings.
- Participates in planning activities to address service delivery issues within the site(s), inclusive of quality management and supports surgery patients.
- Acts as a resource for complaints related to surgery services within the region.

Service Transition

- Will support implementation of provincial clinical models and standards of care for surgical services across sites in the region.
- Will collaborate with the RMSL for Anesthesia and other medical specialties to facilitate smooth transition through transformation, consolidation, and other system changes.
- Will work with site surgical leaders to develop and disseminate evidence-based surgical practices, efficient patient streaming and coordinated service delivery plans.

- Encourages surgeons to adhere to the Clinical Practice Guidelines.
- Works in conjunction with other members of the health care team to promote various new initiatives, projects, and practices/processes with a continuous quality improvement framework in mind.
- Provides leadership in supporting full integration of surgical services within all site programs.

Service Operations

- Will work on optimizing care delivery for patients within the surgery program.
- Will work collaboratively with the regional Patient Flow Team Members, the RMSL for Anesthesia and other clinical leadership to address access block, and with other services' operations leaders to ensure that capacity meets any surges in demand.
- Will meet regularly with site medical leaders to review operations, metrics, physician workload, and other relevant issues.
- Will work with Provincial Specialty Lead to review service performance, metrics, physician workload and other relevant issues to contribute to the provincial clinical network activities.
- Responsible for the professional conduct of all surgical staff and promoting a collaborative and respectful workplace environment.
- Provides support and cooperation to the other professional team members to ensure quality of care.

Education and Research

- Promotes and acts as a catalyst in encouraging members of the surgery staff to actively participate in continuing education and other professional activities.

Executive Management

- Will promote the strategic direction, goals and objectives of the regional surgery team, while ensuring the efficient operation of all surgical units within its purview.
- Participates on appropriate committees and planning sessions as required.
- Will take direction from Regional CMO on setting personal goals and performance objectives annually that aligns with the strategic direction, goals, and objectives of the region.

External Relationships

- Maintains a good working relationship with the Provincial Specialty Lead.
- Will attend to other duties as deemed appropriate by the WRHA CMO.

Term

- Standard term of 12 months for first appointment with offer of renewal to be determined by the CMO.

Contact:

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