



Involving Family Physicians in Health Reform

Tips for Ontario Health Teams

Family physicians (FPs) see more patients than any other part of the healthcare system and know first-hand where the system has fallen short and where more help is needed. The evidence is clear: organizations that effectively engage physicians in health system design, change processes, and leadership development opportunities are more likely to experience improved outcomes.

As you involve FPs in your Ontario Health Team (OHT) efforts, here are some tips for success.

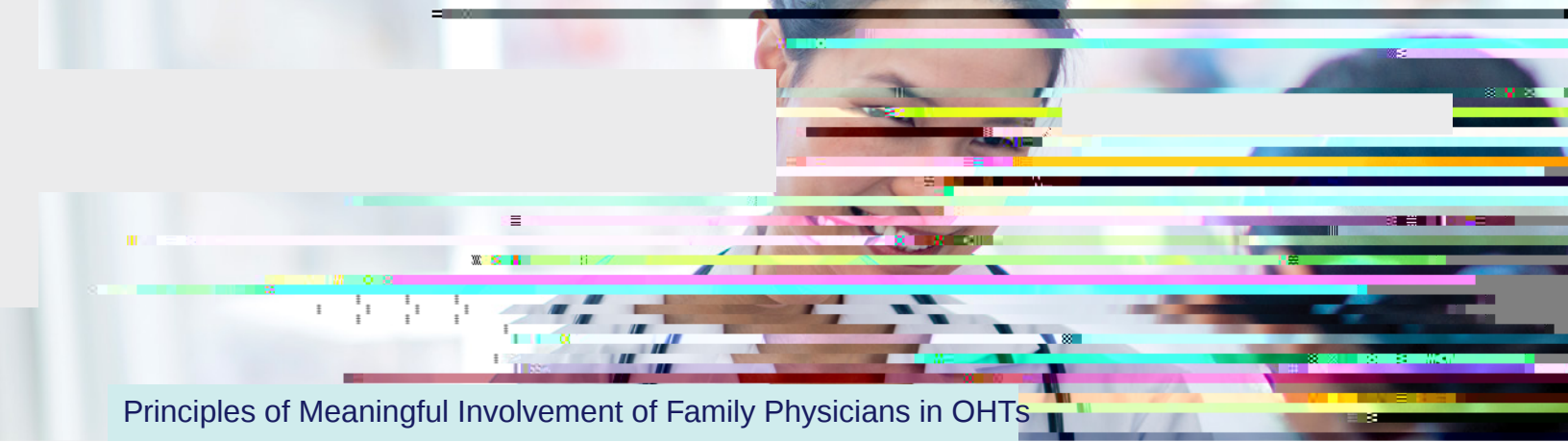
Many communities rely on FPs, who are also hospitalists or who also work at the Emergency Department, to staff their hospitals and to be on call.

- Most FPs view meetings as time away from patients and from their personal lives; finding replacements for clinical duties can be challenging.
- FPs are more likely to engage if they are asked by a peer, especially around health system changes.
- % of FPs are primarily paid fee-for-service, so time away from their clinic is direct income lost. While the financial

impact is less for those practising on a capitation basis, they still have their patient responsibilities that must be done by others or otherwise delayed. Often the FP is one of the few around a meeting table who is not being paid to be there.

- With experience and training in population health and community-based medicine, FPs are highly qualified and uniquely positioned to inform health system change. Thus, engaging FPs for their valuable insights will enhance and enrich the work of your OHT and benefit the patients you seek to serve.

So how can you best engage FPs in OHT work? See next page for considerations



Principles of Meaningful Involvement of Family Physicians in OHTs

- Planning and Preparation
- Present a solid value proposition