

**MEDICAL ADVISORY COMMITTEE
GOALS AND OBJECTIVES
Draft Work Plan for Fiscal Year 2009/10**

OBJECTIVE	We will know that we are successful with respect to this objective by March 31, 2010 when we have achieved ...	Committee	Senior Responsible Person	Timeline for Completion
1. Medical Bylaws	Approval of new Medical Staff By-laws in two phases (details of phases to be discussed and prioritized by Committee)	By-Law & Leaders sub-committee of MAC – representation from Board, MAC, MSA and Senior Team	Interim COS, CEO	Phase 1-May 2009 Phase 2-Fall 2009
2. Medical organization structure:				
Reduce size, minimize site roles, clarify reporting relationships	New medical staff structure approved	By-Law & Leaders sub-committee of MAC – representation from Board, MAC, MSA and Senior Team	Interim COS, CEO	May 2009
Implement dedicated administration day(s) for Program Chiefs	Increased participation in critical hospital committees and enhanced ability to complete duties as described in job description	Not applicable	Interim COS, CEO	May 2009
Expand membership of senior team to include Program Chiefs	Improved participation in decision making and enhanced communication to medical staff	Not applicable	Interim COS, CEO	May 2009
Extend existing terms of MAC by one year pending completion of By-Law Review	Continuity of Leadership during transition	Board of Trustees	Board Chair	February 2009
Recruit Interim COS	Interim Chief of Staff recruited by March 2009	Board Interim COS Selection Committee	CEO, Acting COS	March 2009
Clarify role of COS versus VP, Medical Affairs	Final job descriptions and reporting structure for COS and VP, Medical Affairs	By-Law & Leaders sub-committee of MAC – representation from Board, MAC, MSA and Senior Team	Interim COS, CEO	April 2009
Recruit permanent COS and VP Medical Affairs	Start dates confirmed for COS and VP Medical Affairs by Fall 2009	Board Selection Committee – COS and VP Medical	Interim COS, CEO	Fall 2009

OBJECTIVE	We will know that we are successful with respect to this objective by March 31, 2010 when we have achieved ...	Committee	Senior Responsible Person	Timeline for Completion
		Board members tbd		
Medical staff remuneration	Medical staff remuneration finalized and approved by Board, based on new medical staff organization structure, with implementation plan	Resource and Audit Committee	Interim COS, CEO	June 2009
Recruit Chief of Oncology	Chief of Oncology recruited with committed start date	Chief of Oncology Search Committee (established as per By-Laws)	Interim COS and VP Clinical	June 2009
Recruit Chief of Psychiatry	Chief of Psychiatry recruited with committed start date	Chief of Psychiatry Search Committee (established as per By-Laws)	Interim COS, VP Clinical	June 2009
Recruit Chief of Family Practice	Chief of Family Practice recruited with committed start date	Chief of Family Practice Search Committee (established as per By-Laws)	Interim COS, CNE/VP Clinical	June 2009
3. HIP implementation	Targets determined for Year 1 of HIP, as defined in negotiated Hospital Service Accountability Agreement	Joint board advisory committee	HIP Implementation Steering Committee and Sub-Committees	March 31, 2010
4. SILC's	Agreement as to requirement, form and function of site medical operational committees (SILC)	By-Law & Leaders sub-committee of MAC – representation from Board, MAC, MSA and Senior Team	Interim COS, CEO	May 2009 (in conjunction with rewriting of By-laws)
5. NHS designation (regional vs sites)	Strategic plan to rebrand NHS as the regional hospital, providing services on multiple sites	Communications and Relationships Committee of Board of Trustees	Chief Communications Officer	March 31, 2010
6. Medical Staff Association (review role; retreat)	A definition for a meaningful and productive role for the medical staff association	Dr. Carruthers to facilitate one day retreat	MSA President, Interim COS, CEO	May 2009
7. Code of Conduct Policy	Approval of a physician code of conduct	Credentials Committee Quality Committee of Board, and Medical Advisory Committee	Interim COS VP HR CNE	June 2009

OBJECTIVE	We will know that we are successful with respect to this objective by March 31, 2010 when we have achieved ...	Committee	Senior Responsible Person	Timeline for Completion
12. Physician human resources	Approval of a 3 year medical manpower plan, informed by HIP	Quality Committee of Board	Permanent COS	Fall 2009
13. Physician education	Develop appropriate education plan and budget for physician leaders and succession planning	Resource and Audit of Board	CFO Interim COS	September 2009
14. Program physician heads	Program physician head titles match medical staff bylaws and new medical staff organization structure	By-Laws and Leaders Sub-Committee of MAC – representation from Board, MAC, MSA and Senior Team	Interim COS, CEO	May 2009
15. Position descriptions	Clear Job descriptions for all medical staff positions under the new medical organization structure, with defined annual evaluation process	By-Laws and Leaders Sub-Committee of MAC– representation from Board, MAC, MSA and Senior Team	Interim COS, CEO	May 2009
16. Information technology	Physicians understand and participate in decision making with respect to investments in information technology	Clinical Informatics and Records Committee (CIRC)	VP Clinical	June 2009
17. Reappointment process	Streamlined, comprehensive reappointment process reflecting best practice, completed on an annual basis aligned with fiscal year – March 31	Communication and Quality of Care Sub-Committee of MAC	Interim COS, CEO	Phase 1- Sept 09 (process approved) Phase 2- Mar 10 (first cycle of for new annual process)