

# Dalhousie Family Medicine Clinics

## Proof of Concept

A Dalhousie Family Medicine and Nova Scotia Health collaborative initiative



## Weekly Newsletter

May 6, 2022 | Issue 4

### Project Overview

Nova Scotia Health and Dalhousie Department of Family Medicine have partnered on a “Proof of Concept”. This project will test and try a novel practice environment that will simultaneously enhance access to integrated primary care for Nova Scotians and promote recruitment and retention of healthcare professionals.

The project continues to progress well and we appreciate the efforts made by everyone to ensure its success. As you will note below, the hiring of the administrative support and onboarding teams are nearing completion, and all of the working groups are up and running. These activities are laying the groundwork to onboard new patients and optimize scopes of practice.

If you have any questions regarding the key developments or would like to provide feedback, please do not hesitate to contact us. The input of clinic teams is critical to the success of this initiative. Our email is [dfminnovations@nshealth.ca](mailto:dfminnovations@nshealth.ca)

Dr. Joanna Zed and Graeme Kohler

### Key Developments

#### Human Resources

- Skills testing for the 4.0 FTE Secretary D positions at the Mumford clinic will be occurring over the next several weeks.
  - This process is being led by Camilla Watkins.
- Skills testing for the 3.8 FTE Secretary D positions at the Spryfield clinic will be occurring over the next several weeks.
  - This process is being led by Camilla Watkins.
- Onboarding Team job postings (2 RNs, 2 LPNs, 1 Admin) have closed.
  - The RN interviews were held April 28-9.
  - Interviews and skills testing for the LPN positions and the Secretary D position were held this week.
  - The hiring process for the Onboarding Team is expected to be completed by mid-May.
  - This process is being lead by Lisa Bedford.

### **Clinical (Scope of Practice)**

- The name of the Scope of Practice Working Group has been changed to Clinical Working Group to better reflect its activities.
- The focus for this group is the planning and implementation of new and existing clinical providers working to top of scope as well as the exploration of interface between new and pre-existing processes on the clinical delivery model.
- The hard work of this group is greatly appreciated as the conversations are complex and the outcome is critically important.
- This week the focus has been on team functioning and the optimization of the scope of new providers.
- This group is being led by Dr. Joanna Zed and Dr. Tara Sampalli.

### **Education**

- The working group held its first meeting this week. An initial definition of its objectives was developed and will be finalized at the next meeting.
- Its focus is on learners, residents and faculty.
- Because training and education of residents is a key aspect of the project's mandate, the Education and Clinical working groups will work closely to plan processes. These efforts will be reviewed by the Research & Evaluation working group.
- This group is being led by Dr. Daralynne Debaie.

### **Evaluation and Research**

- The Research & Evaluation Working Group has initiated their weekly meetings.
- During last week's meeting, the draft evaluation framework was presented to the Dalhousie Research Team. This framework was also sent to the working group for asynchronous review and comments.
- During this week's meeting, the group will be reviewing the Dalhousie Research Team's comments on the draft evaluation framework and revising accordingly.
- The group is also in the process of defining a patient engagement strategy.
- This work is being led by Tara Sampalli.

## **Key Progress Indicators**

Dal Family Medicine- NSH Proof of Concept  
Implementation Process Updates



**12**  
**Engagement Sessions**  
**held since March 2022**  
DFM Faculty, staff, Health  
Leadership Team, key  
stakeholder groups



**50+**  
**# of providers engaged in**  
**planning to date**  
Ongoing engagement in  
planning meetings, through  
surveys, interviews



**6**  
**# Working Groups**  
Weekly meetings  
HR, Onboarding, Clinical, Research  
and Evaluation, Communications,  
and Education



**3**  
**# Weekly Newsletters**  
**since April 2022**  
To key stakeholders  
including Dal Family  
Medicine Clinic Staff



**200+**  
**# of patients to be**  
**engaged**  
As patient advisors, to  
inform planning

