

Regional Medical Director (no RDH resp)

< program name >

Role overview

The Regional Medical Director (RMD) provides regional leadership to support the successful delivery of a care and service program within Fraser Health from a medical staff perspective. This senior leadership position is accountable for defining medical care and practice standards, supporting standardization across the program and monitoring performance against standards. The program may be situated on designated hospitals, residential & assisted living facilities and in the community.

This position reports to the EMD Medical Performance.

Key areas of involvement**Quality, Standardization and Performance**

The RMD will support Medical Staff members within the program to effectively meet quality and standardization deliverables. Specifically...

1. Ensure appropriate regional standards of care and practice are developed and implemented across the program for Medical Staff.
2. Ensure effective quality improvement, patient safety and risk management activities in relation to Medical Staff members are in place and are achieving intended results
3. Establish effective communication mechanisms (quality and performance improvement network) across Medical Staff members within the program to allow sharing of best practices and strategies for adoption of best practices.
4. Advocate for resources and other supports across FH including but not limited to professional practice, quality, Health and Business Analytics.
5. Work closely with FH leaders and HAMAC to ensure alignment to FH quality and patient safety priorities.
6. Support the development and adoption of information systems and information management systems within the program that effectively support the standardization and quality of care.
7. Involve Medical Staff members in the development of performance measures and reporting of outcomes for the program. Monitor and ensure compliance with program based quality targets.
8. Meet regularly with the SMD and RDH regarding ongoing issues of patient care impacting the performance of the program. Develop actions plans for issue resolution.

Recruitment and development

1. In collaboration with the RDH and SMD conduct physician resource planning for the program.
2. Work collaboratively with EMD Physician Partnerships and Development to ensure that all contracts with physicians are managed effectively and in compliance with FH policies and procedures credentialing and discipline of members of the medical staff
3. Ensure that Medical Staff members within the program understand and comply with the Medical Staff Bylaws, Rules, and Regional Department and FH policies.

4. Oversee/supervise work of the Regional Department Head (where relevant), responsible for quality and utilization management.
5. In collaboration with and in support of the RDH address standards of medical practice including issues regarding performance and behaviours of Medical Staff members aligned to the program.
6. Ensure new Medical Staff members are adequately oriented to the program performance objectives, policies and standards of practice to allow their smooth integration into the inter-disciplinary team.

Research and Teaching

1. In collaboration with the RDH and other senior leaders in FH promote an environment that actively supports teaching and research activities.

Leadership and Regional Coordination

1. Provide leadership through mentoring, coaching, and modeling a collaborative working style and leading by influence and respect.
2. Maintain a high degree of visibility by regular visits to each hospital, residential & assisted living facility and community office in which the program is active.
3. Meet with inter-disciplinary clinical leaders, administrators, and program team members to support the alignment of Medical Staff practices with other activities and initiatives/activities of the inter-disciplinary program team.
4. Ensure that the activities of relevant Medical Staff members are consistent with the overall strategic and operational direction of programs and aligned with FH strategies.
5. Liaise with the other PMD and RMD to ensure the program's services are coordinated to support a spectrum/continuum of care and service to the patients/residents/clients of FH.
6. Assist when required in the investigation of complaints regarding care provided by Medical Staff members within the program, in collaboration with the RDH and relevant Local Department Head.
7. Represent the program in public relations initiatives as requested on issues of medical staff policies, procedures, and quality of care.

Strategic and Policy Advice

1. Provide senior medical administrative leadership and decision making, in relation to professional and strategic matters related to the program.
2. Provide Medical Staff leadership for the planning and development of policies that support the integration and standardization of the program; ensure a systems perspective to link individual program needs to the wider health system.
3. Attend HAMAC and provide advice and consultation on strategic and policy matters.
4. Advise RDH and Local Department Heads of any concerns relating to the granting of privileges to Medical Staff members for practice within the facility.
5. Provide advice and recommendations regarding cancellation, suspension, restriction, non-renewal, or maintenance of the privileges of members of the Medical Staff practicing in the program.

Performance Reviews

Participates in the formal performance reviews of RDHs based on the service requirements and performance expectations.

Where relevant, make recommendations to the EMD Medical Performance for regular renewal of RDHs.

Dispute Resolution

Mediate disputes involving members of the Medical Staff, including other medical leadership as appropriate.

Medical Legal Issues

Identify potential liability issues and legal concerns and provide advice for specific cases/files to appropriate medical leaders and/or FHA legal counsel as required.

Leadership Development

Actively participate in professional development activities in management and leadership as agreed with the EMD Medical Performance.

Performance Evaluation

Establish leadership goals and role performance objectives consistent with the *PerformanceLink* process.

The RMD's performance shall be evaluated via *PerformanceLink* by the VP Medicine and Regional Programs and may include inter-disciplinary peer input from, but not be limited to:

- EMD Medical Performance
- Medical Directors (Sites, Regional, Program, Executive)
- Executive Directors
- Medical Staff

Qualifications and Experience

- Eligibility for membership on the FH Medical Staff
- Five (5) years leadership experience within the healthcare sector
- A Master's degree in health administration or business administration is preferred and experience in program leadership is highly desirable
- Additional leadership training is preferred
- Experience with budgetary and operational planning is desirable.

Leadership Competencies

- General
 - Possesses excellent interpersonal skills and can work effectively with a diversity of personalities, being approachable and showing respect for others
 - Demonstrated ability to interact with and lead the broader physician community.
 - Demonstrated leadership in roles to lead and move forward complex organizational change issues across health service programs to support broad transformational objectives.
 - Demonstrated ability as an effective consensus builder able to work through influence rather than formal authority.
 - Demonstrated leadership abilities to incorporate program/site needs within the broader context of the health delivery system and multiple program requirements.
 - Demonstrated ability to work and lead within a matrix reporting structure.
 - Sound working knowledge of planning concepts related to service delivery, budgetary, staffing, quality and strategic initiatives.
 - Proven verbal and written communication and presentations skills within a senior leadership capacity.
 - Proven proficiency leading practice of the field of health program leadership.
- LEADS Competencies
 - Leading People: acting with integrity and trust; building a team environment; communicating clearly; and fostering the potential of others.
 - Leading Change: striving for personal mastery; leading with Vision; inspiring and engaging; and, promoting innovation.
 - Partnering: focusing on customers and engaging stakeholders.
 - Achieving Results: understanding and demonstrating accountability.
 - Business Acumen: managing resources; possessing health environment and political awareness.

Time commitment

It is expected that the role will require _____ FTE (____ hours/wk) and a presence in the role over _____ days per week.

Compensation

Based on HEABC **Medical Leadership – Profiles & Compensation for FFS Physicians** the compensation for this role will be XXXX

Term

The term of appointment as RMD shall be for three (3) to five (5) years, renewable upon the recommendation by the EMD Medical Performance. In recommending renewal of a RMD consideration shall be given to the results of performance reviews.

