

CHIEF PROGRESS REPORT- Laboratory Medicine

February 2022

Morbidity and Mortality (M&M) Framework

The mission of our integrated Hospital Laboratories is to provide high quality, cost effective and harmonious Lab services. In keeping with this mission the department has a well-organized and structured pathology professional quality management committee (PPQMC) to provide oversight with regards to quality assurance and quality improvement. Membership of this committee includes: department chief (chair), all pathologists, regional lab director, quality management coordinator, technical coordinator, IT and clerk staff as the need arises. The morbidity and mortality rounds are incorporated into our PPQMC framework, as all cases that meet M&M standards are reviewed in the monthly meetings of our quality committee, with escalation to Hospital QPC if there is a potential patient harm or multidisciplinary approach is required.

The Lab also has been involved in other QI projects, examples are:

1. Implementation of choosing wisely Canada recommendations in testing and blood utilization (Windsor Regional Hospital is designated as a Using Blood Wisely Hospital by Choosing Wisely Canada and Canadian blood services)
2. Patient specimen safety and integrity project as part of corporate inter-disciplinary team approach.
3. Surgical pathology requisition-mandatory fields to be completed and signed by physicians. This was a patient safety initiative and part of inter-disciplinary team approach.
4. Laboratory chemistry transformation project with changing from conventional cardiac troponin-I test to a high sensitivity troponin-T

Professional Staff Engagement

The collaboration among staff members to foster a culture of practice is experienced at multiple levels, ranging from intradepartmental case reviews to sharing presentations at Departmental CME rounds and discussion at departmental meetings. Working in a regional lab with different lab sections requires the staff members to have continuous engagement with the lab technical staff to create a productive team working environment.

Members of the department have been encouraged to participate in hospital committees, and over the years the department was represented on different committees including but not limited to: research & ethics committee, quality practice committee, and recruitment and retention committee. Furthermore the department had been working with the patient representative office to support QCIPA meetings through the department chief and other staff members.

Recruitment and Retention

Lab physician recruitment is one of the department's high priorities, and our goal remains always to recruit physicians with appropriate skill sets and who are the right fit for our department and organization. We have a transparent recruitment process, facilitated by feedback from all members and conducted in coordination with medical affairs and recruitment and retention committee. Vacant positions are usually advertised on pathology association websites, and all applicants are reviewed by the department members to be shortlisted for interview before final selection. Recently, we have been approved for an additional pathologist FTE based on the increase of our workload over the last few years and benchmarking. The recruitment for this position will start after final Ministry approval of the additional funding to the current uniform minimum level of compensation.

Performance and Leadership Evaluations

The performance of the department is measured through a variety of metrics which are continuously monitored and reviewed at our monthly quality committee meetings. The department chief performance evaluation is done annually by open communication with the Chief of Staff to review goals / objectives and achievements. The department clinical leadership framework also includes clinical leads of different Lab sections to assist the department chief in ensuring comprehensive medical leadership. The department chief is working closely with staff members to develop and implement performance improvement plan, and the staff evaluation is incorporated into the annual review of Hospital re-application.

Academic and Research Vision

The department supports undergraduate and postgraduate medical education, and most of our staff have academic appointment with Schulich School of Medicine. Our staff are involved to facilitate small group learning sessions, and to supervise medical students rotating through the department. Few department members have been involved in collaborative research projects and publication of case reports.

Examples of the most recent publications:

1. C. Hamm, K. Naismith, **P. Allevato**. Rare case of factor VII inhibitor in a patient presenting with primary splenic marginal zone lymphoma. American Journal of case reports, 2021.
2. I. Woldie, **P. Allevato**, others. Unusual presentation of chronic myeloid leukemia. Journal of medical cases, 2020.
3. R. Atikukke, **A. Elkeilani**, S. Misra, others. P-370 Comprehensive targeted genomic profiling and comparative genomic analysis to identify molecular mechanisms driving cancer progression in young onset sporadic colorectal cancer. Annals of Oncology, vol 31, July 2020.