

CHIEF PROGRESS REPORT- Medicine

October 2021

Morbidity and Mortality (M&M) Framework

Many subsections of the Department of Medicine have been doing Morbidity and Mortality Case reviews for years; for some, this is a new undertaking. For the latter group we are seeing the benefits of continued assessment of our practice for improvement. Recently, General Internal Medicine (GIM) have started monthly case reviews and Cardiology is in the process of developing a Cardiology Quality Committee,

Professional Staff Engagement

Perhaps the most exciting area in a Department that has a wide variety of medical subspecialties, from predominantly ambulatory specialties like endocrinology to the inpatient-only critical care, to the contributions of our nuclear medicine group who are cross-appointed to Diagnostic Imaging. The Department has greatly expanded over the last year or so, with the addition of formal rheumatology, geriatrics, palliative medicine, and hematology divisions. Through a needs assessment of our emergency and surgical colleagues we have developed the Admissionist program at Met as well as the thrombosis service at both campuses.

Recruitment and Retention

All recruitment of new physician team members in the Department is facilitated by the input of the members of each division that is recruiting. The Chief has a good sense of HR needs of the subsections, informed by the heads/medical directors, and recruitment decisions flow through the Chief to the Recruitment and Retention Committee.

We have brought in recruits who “wear multiple hats,” doing for example endocrinology and GIM work, thrombosis and GIM work, nephrology and GIM, as well as members who are cross appointed in different departments, for example the Departments of Oncology and Family Medicine. Recruitment to the Department of Medicine at WRH is truly a team sport!

Performance and Leadership Evaluations

The Chief of the Department is involved at the subsection level and has routine meetings with the medical directors and heads. In turn, the Chief and Medical Directors liaise closely with the Chief of Staff to ensure seamless implementation of the vision.

Academic and Research Vision

The strong ties of many Department members to academia have facilitated the involvement in research works ranging from the publication of case reports to the involvement in national and multinational randomized controlled trials. Most recent examples include:

- CONCOR-1 Study: evaluation of the use of convalescent plasma in COVID-19
- ACT-2 Study: evaluation of an antithrombotic (ASA/rivaroxaban) and anti-inflammatory (colchicine) strategy in COVID-19