



HOSPICE CARE AVON MAITLAND (HCAM)

POSITION TITLE: Medical Director (MD); Rotary Hospice Stratford Perth
(8 hours per week, plus on-call duties)

REPORTS TO: HCAM Board of Directors

POSITION SUMMARY:

The Medical Director (MD) works as an independent contractor in conjunction with a multi-disciplinary team, and in accordance with the Mission, Vision, Values, and strategic priorities of Hospice Care Avon Maitland (HCAM), the operator of Rotary Hospice Stratford Perth (RHSP). The MD provides medical administrative leadership, medical delegation, and supervision, and ensures the credentials of medical staff practicing at RHSP.

The Medical Director will monitor the medical quality of care provided by physicians at RHSP. The MD will work closely with the Director of Resident Care (DRC) and/or the Clinical Resource Nurse (CRN) to oversee hospice services and care to promote, plan, and monitor the clinical operations of RHSP and the care provided to hospice residents.

ESSENTIAL FUNCTIONS

MEDICAL SERVICES

Clinical care provided in the role as an attending physician is separate from their role as Medical Director and such duties are not included as part of the role description, time allotment or compensation.

ADMINISTRATIVE DUTIES

- In collaboration with the DRC or designate, participates in admission, reassessment, and discharge decisions for RHSP when required.
- Provides input into resource allocation decisions and acquisitions of medical supplies and equipment as required.
- Adhere to all policies of HCAM/RHSP, including our policy on Medical Assistance in Dying (MAID).
- Understands and promotes the culture of philanthropy at RHSP and serves as a philanthropic ambassador within the organization and in the community.

CARE COVERAGE

- The MD is ultimately responsible for the medical care of all residents while under RHSP care.

- With assistance from the DRC, develops and maintains 24/7 medical coverage for RHSP residents and provision of on-call coverage.
- Recruits qualified and appropriately licensed physicians to provide medical coverage at RHSP as required.
- Promotes and fosters an interdisciplinary, family-centred, and holistic approach to care by all physicians and medical residents practicing at RHSP, promoting a regular on-site presence for all physicians acting as Most Responsible Physician (MRP) for RHSP residents.
- Provides performance feedback to all physicians practicing at RHSP.
- Ensures all physicians acting as MRP for RHSP residents and medical residents are aware of and adhere to relevant policies of HCAM/RHSP.
- With RHSP staff and leaders, monitors and recommend changes to the medical model for the provision of care for all RHSP residents as required.

QUALITY ASSURANCE AND IMPROVEMENT

- Ensures compliance with relevant provincial and federal legislation governing care provided at residential hospices.
- Provides input in the development of medical protocols, policies, and directives.
- Participates in weekly interdisciplinary team rounds for Hospice residents.
- Clinical Lead member for RHSP/HCAM Quality & Program Committee.
- Represents the interests of the committee with the HCAM Board of Directors, providing reports and suggesting quality improvement initiatives as required.

EDUCATION

- Provides input to identify educational needs for RHSP employees and volunteers.
- Liaises with relevant health care faculties and assists in the provision of educational opportunities as required for medical and allied health professional students and provides oversight of medical residents and students in the hospice.

RESEARCH

- Where appropriate, facilitates the development of medical, health services or other research in hospice palliative care settings with other agencies and health professionals.

EXTERNAL AND SYSTEM RELATIONS

- Where appropriate, serves as a spokesperson for RHSP on medical care issues.
- With RHSP staff and leaders represents RHSP to outside agencies and committees including but not limited to: Home & Community Care Support Services (HCCSS), the Ministry of Health (MOH) and the Huron Perth Palliative Care Outreach Team (HP PCOT).
- Maintains collegial relationships with Medical Directors within the region.

JOB SPECIFICATIONS

EXPERIENCE AND KNOWLEDGE:

- Licensed and in good standing with the College of Physicians and Surgeons of Ontario.
- Demonstrated training, clinical abilities and experiences in palliative care.
- Experience in coaching, mentoring, and training regulated health care providers.
- Working knowledge of the palliative care system and partners within the region.
- Demonstrated communication and collaborative team skills, including the ability to interact with other medical disciplines, health care professionals and managers in the development of multidisciplinary clinical policies and programs.
- Experience and knowledge of quality care measurement and improvement as well as accreditation processes.
- Knowledge of pertinent legislation including the Narcotics and Controlled Drug Acts and Facilitated Access to Palliative Care Drugs.
- Methadone for Analgesia Exemption.
- Working knowledge of the Model to Guide Hospice Palliative Care (2002).
- Cultural competency training preferred.
- Effective problem-solving skills with the ability to make decisions with limited resources.
- Conflict resolution training or experience (e.g., Crucial Conversations), preferred.
- Follows privacy and confidentiality policies under the Personal Health Information Protection Act, (PHIPA).

WORKING CONDITIONS AND EXPECTATIONS

- Provision of Police Record and Vulnerable Sector Check.
- Provision of Tuberculin (TB) Skin Test results (Mantoux Test).
- Work is performed in a patient care setting and may involve exposure to waste gases and blood and body fluids and hazardous materials. Ability to function in the presence of each of the following commonly encountered environmental factors:
 - Noxious smells; chemicals
 - Disease agents
 - Noise and distraction
 - Frequent exposure to water and chemicals used in disinfection/sterilization process.
 - Unpredictable behaviour of others

PHYSICAL REQUIREMENTS

- Standing, squatting, bending, pulling, pushing, twisting and repetitive movements.
- lifting up to 30lbs unassisted.



- Ability to provide transfer assistance and mechanical lifting to residents or varying ability using appropriate body mechanics.
- Combinations of walking around the facility and sitting at a desk, or in front of a computer for extended periods of time.

NOTE: This position description is not implied to be exhaustive. Contracted Agents may be requested to perform other related duties as assigned to meet the ongoing needs of RHSP.

Rotary Hospice Stratford Perth is an equal opportunity employer that strives to create a respectful, accessible, and inclusive work environment. Upon individual request, hiring processes will be modified to remove barriers to accommodate those with disabilities. Should any applicant require accommodation through the application, interview or selection processes, please contact Human Resources for assistance.

Interested applicants should submit a cover letter and resume outlining their interest and experience to humanresources@rotaryhospice.ca

This position will remain posted until filled.