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DNS Physician Leadership Development Program

Project Title: Physician Engagement with the Nova Scotia Health Authority

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Project Sponsor: Dr. Lynne Harrigan

Research Sources: Literature Review, Physician Survey, Physician Interviews

Issue: Evidence shows that “engaged physicians are essential to high performing health care systems”.

Findings: Nova Scotia physicians AGREE

- Our Nova Scotia data shows that doctors believe that physician satisfaction and patient outcomes are improved with physician engagement with the NS Health Authority.

(insert graphs on slides 4 and 5)

- We asked Nova Scotia physicians to identify the barriers for engagement with the health authority.

(insert table on slide #7)

- Survey respondents suggested the following strategies to overcome NSHA engagement barriers:

-Meet physicians where they are

-Ongoing, meaningful dialogue – early, involve the front-line

-Develop a process that allows local decision-making authority

Broad Stroke Recommendations:

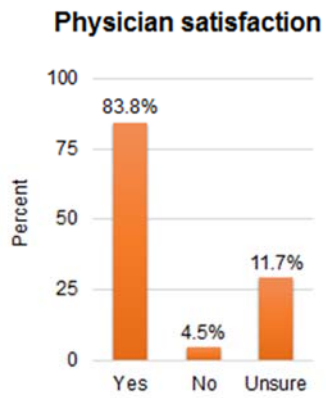
1. Make physician engagement a priority
2. Clarify and simplify NSHA structure to facilitate communication
3. Partner with front-line physicians early in health system change
4. Timely responsiveness to issues raised by physicians
5. Develop a culture to allow physicians to deliver quality health care

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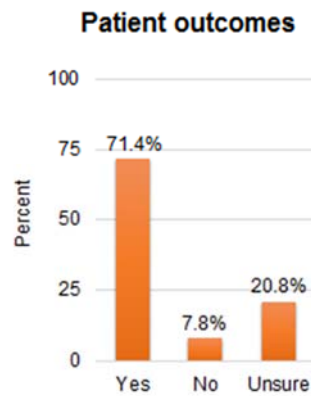
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Graphs from pages 4 and 5 (to be combined in one table)

Which of the following would be improved by better Physician engagement with the NSHA?



Which of the following would be improved by better Physician engagement with the NSHA?



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Table on slide 7

Barriers for engagement with the NSHA identified by Physicians

Barrier	Response
Lack of perceived value	68%
Confusion around who and how to contact key decision makers within the NSHA	67%
Poor communication	60%
Timing of meetings	42%
Financial compensation	34%
Geography	9%
Other*	14%

*Other barriers included lack of time, lack of trust, attitude of senior management, lack of opportunity, and lack of regular dialogue.

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