



## Help Shape Our Local Health System

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### Understanding Physician Assignment to Ontario Health Teams (OHT)

Dr. Michael Hirsh

In September 2019, [the Ontario Medical Association sent letters to physicians](#) advising them of which OHT they were attributed to. Most of us deleted these letters. We want to try to re-explain what being assigned to an OHT means.

The Ministry of Health, using a methodology from the Institute for Clinical Evaluative Sciences (ICES), looked at where people got their health care. Not where they lived, but how they accessed care. So OHT boundaries are not geographic. Similarly, they looked at referrals, patient utilization patterns and hospital linkages to assign physicians to OHT's. The data used was from 2015-17. So, practically speaking, there is fine tuning still to be done (patients move, new data may become available). However, most physicians will have been assigned to one OHT.

Are there risks of participating or not participating? Or, what's in it for me?

**First, participation in OHT's is voluntary. Again, participation is voluntary.**



At maturity, OHT's will be responsible for the full continuum of care. If you participate, you will learn more about OHT's and be better placed to advise our OHT via the Primary Care Partner Table. Our mandate is to represent community physicians, so you can contribute to system change, you can drive system change. We need engaged voices for community family medicine. Join us today!

The OMA has also created [this fact sheet](#) highlighting some of the possible benefits of getting involved with your Ontario Health Teams.

### “Burnout” a Not-So-Novel Epidemic

Dr. Alykhan Abdulla and NP Hoda Mankal

On August 18, 2021, the OMA Burnout Task Force released a 48 page document titled [‘Healing the Healers: System-Level Solutions to Physician Burnout’](#). In it, burnout is defined as a “work-related syndrome; it is characterized by emotional exhaustion, depersonalization, feelings of detachment/cynicism toward people and work, as well as a reduced sense of personal accomplishment”. In order to address physician and nurse practitioner burnout, we need to [quit multiplying by zero](#) (2) in order to build [health care provider resilience](#) (3).

There is a simple equation (2) to illustrate a shared responsibility model for Physician and NP Wellness. Physician and NP **health** (H) is the product of **individual** practitioner factors (I), the **culture** of medicine (C), and the **system/organization** (S).

$$H = I \times C \times S$$

All of these factors combined have an effect on the outcome of overall clinician health and wellbeing. Changes must occur at the system and organizational level to address this epidemic. In the meantime, how can we change ourselves to improve our own health? Dr. Mamta Gautam, the chair of the OMA Burnout Task Force recommends the [5 C's of](#)





### Physician and NP Resilience (3):

1. **Confidence** — having the self-awareness to understand our strengths, weaknesses and limits.
2. **Commitment** — understanding our balanced sense of commitment to our work and our own personal priorities and ensuring that it continues to bring us joy.
3. **Caring connections** — identifying the important people in our personal and professional life who support and sustain us and making concrete steps to maintain and enhance these relationships.
4. **Calming** — recognizing when we are not feeling calm and identifying strategies to allow our feelings, burn off negative energy, and regain a sense of calm.
5. **Care of self** — recognizing the need to care for ourselves on an ongoing basis, so we can regularly invest in ourselves to be available to those who count on us.

Your ESO OHT colleagues are here to support you with a series of short practical articles and resources. Let us build a community of physician and NP wellness champions. We are in this together!

Please reach out to us if you want to learn more.

#### REFERENCES:

1. <https://www.oma.org/newsroom/news/2021/aug/ontarios-doctors-report-increased-burnout-propose-five-solutions/>
2. <https://cjpl.ca/zer.html>
3. <https://cjpl.ca/fivec.html>

#### NEXT:

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## GET CONNECTED – BE INVOLVED

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Looking forward to working with you!

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