

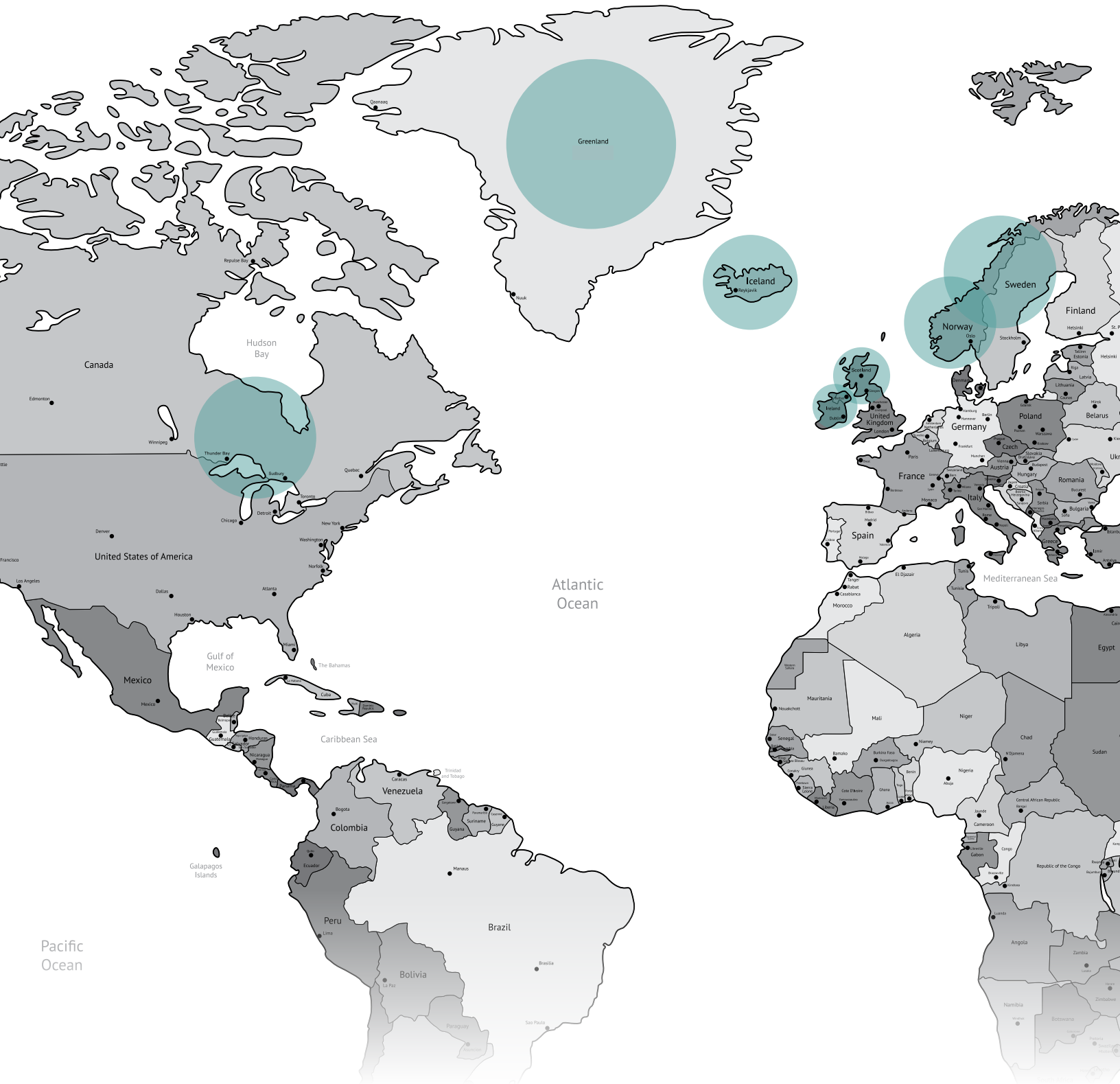


The Canadian Recruit and Retain Conference

Thunder Bay, Ontario, Canada
January 15-17, 2014



RECRUIT
& RETAIN



RECRUIT
& RETAIN



European Union
European Regional Development Fund



Northern
Periphery
Programme
2007-2013



Conference Host



The Canadian Recruit and Retain Conference is part of the European Union funded project known as Recruit and Retain (recruitandretain.eu) of which the Northern Ontario School of Medicine (NOSM) is the only non-European partner. The focus of this project is on the recruitment and retention of health workers and other public sector workers in the remote and rural parts of the far north of northern countries in Europe. Most project partners are agencies equivalent to the regional health authority partners in the Canadian Foundation for Healthcare Improvement (CFHI) Northern, Rural or Remote Collaboration. Participating countries are Sweden, Norway, Iceland, Greenland, Scotland, Northern Ireland, and the Republic of Ireland.

The Northern Ontario School of Medicine is the first medical school to open in Canada in over 30 years. Since its official opening in 2005, the School has developed and delivered a distinctive model of distributed, community-engaged, socially accountable medical education and research. NOSM has campuses at Lakehead University in Thunder Bay and Laurentian University in Sudbury, with over 70 teaching and research sites across Northern Ontario. NOSM is a made-in-the-North solution that is attracting attention from around the world for its innovative model. In a very short time, NOSM has become a world leader in community-engaged medical education and research, while staying true to its social accountability mandate of contributing to improving the health of the people and communities of Northern Ontario.

nosm.ca



The Northern Ontario School of Medicine is the host of the Canadian Recruit and Retain Conference.

Agenda

Thursday, January 16, 2014

Best Western Nor'Wester Hotel and Conference Centre

07:30	BREAKFAST			
	Kaministiquia Room			
08:15	Opening Remarks/Dignitaries			
Opening Addresses	Kaministiquia Room			
	Keynote Address <ul style="list-style-type: none"> • Dr. David Snadden — Has the University of British Columbia's Northern Medical Program made any difference? 			
	Kaministiquia Room			
09:30	BREAK			
10:00	<ul style="list-style-type: none"> • Dr. David Marsh — Community-Engaged Medical Education as a Means to Physician Recruitment and Retention • Dr. Nick Busing — Future of Postgraduate Medical Education in Canada • Jeff Goodyear — Improving Evidence Informed Physician Human Resource Planning • Helga Bryant and Erin Leith — Northern, Rural or Remote Collaboration Initiative 			
	Kaministiquia Room			
11:00	Community Engagement	Improving Evidence Informed Physician Human Resource Planning	Northern, Rural or Remote Collaboration Initiative	Future of Postgraduate Medical Education in Canada
Breakout Discussions	Kaministiquia Room	Amethyst Room	McGillivray Room	Point du Meuron Room
12:00	Plenary Group Report Back			
	Kaministiquia Room			
12:30	LUNCH			
13:30	<ul style="list-style-type: none"> • Dr. Andrew Sim — Northern Periphery Programme • Deanne Gilbert — Recruit and Retain • Dr. Roger Strasser — Canadian Contribution to the Recruit and Retain Project 			
	Kaministiquia Room			
14:00	<ul style="list-style-type: none"> • Dr. Sigurður E Sigurðsson and Barbara Isaacs — Survey of Rural Health Workers and Interview Results • Barbara Isaacs — Introduction into Products and Services • Dr. Mante Hedman — Webtool and Marketing • Wesley Henderson — Education and Training • Marianne Vanem — Urban and Rural Partnerships and Exchanges • Barbara Isaacs — Professional and Social Support • Niclas Forsling — Strategic Management Group 			
	Kaministiquia Room			



Agenda

Thursday, January 16, 2014
Best Western Nor'Wester Hotel and Conference Centre

15:00	BREAK			
15:30	David Heaney - Analysing and Interpreting the Survey Kaministiquia Room	Thomas Lund Johansen - Personal and Professional Supports Amethyst Room	Roland Gustafsson - Recruitment through the Web Tool McGillivray Room	Wesley Henderson, Bernie McCrory, and Tom Daly - Broader Public Sector Point du Meuron Room
16:30	Plenary Group - Report Back			
17:00	END OF DAY			
19:00	CONFERENCE DINNER Aboriginal Dancers			

Agenda

Friday, January 17, 2014
Best Western Nor'Wester Hotel and Conference Centre

07:00	BREAKFAST
08:00	Board buses by 08:30 and arrive at sites by 09:00.
09:00	<ul style="list-style-type: none"> Hospital/OTN — Tour of the Thunder Bay Regional Health Sciences Centre and demonstration of Ontario Telemedicine Network NOSM — Tour of the Northern Ontario School of Medicine at Lakehead University St. Joseph Health Care Group — Tour of addictions and mental health, long-term care or apartments for seniors Mushkiki Aboriginal Health Access Centre
13:00	LUNCH
14:00	Recruit and Retain Workshop (for European delegates only)
15:00	BREAK
15:30	Recruit and Retain Workshop (for European delegates only)
17:00	END OF DAY
19:30	<p>Hockey Game (<i>Optional</i>) The Lakehead University Thunderwolves play the Ryerson University Rams Friday, January 17, 2014 at 19:30 at Fort William Gardens thunderwolveshockey.com/schedule.asp</p>

Keynote



Has the University of British Columbia's Northern Medical Program made any difference?

Dr. David Snadden

Dr. David Snadden earned his MB ChB from the University of Dundee in 1977 and completed family medicine residency training in Inverness, United Kingdom. He earned a Master's in Family Medicine from the University of Western Ontario in 1991 and a doctorate from the University of Dundee in 1998. He is a fellow of the Royal College of General Practitioners and the Royal College of Physicians of Edinburgh.

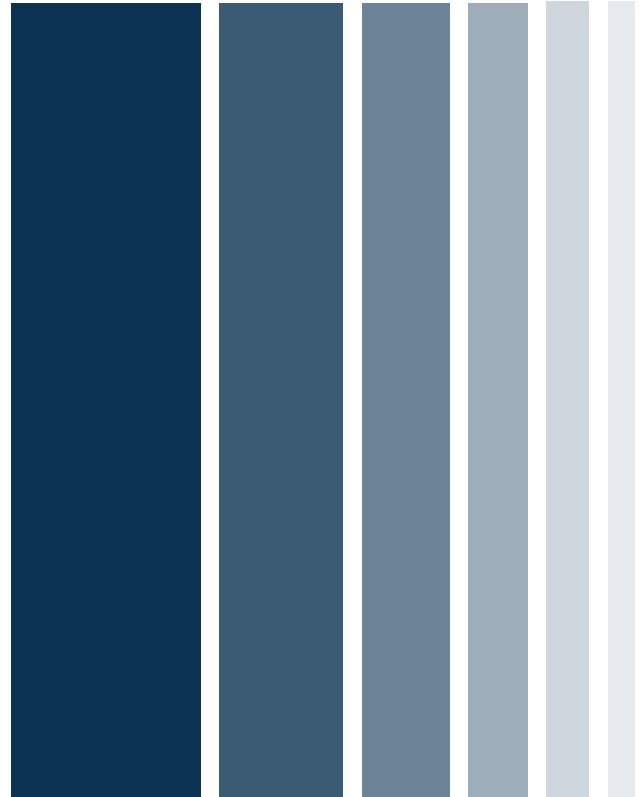
During his time at the University of Dundee, Snadden initially worked on the development of the General Practice undergraduate program, developed a collaborative Master's in Primary Care and helped develop the first integrated postgraduate and undergraduate Department of General Practice in the UK. He became Director of Postgraduate General Practice Education in 1996, and jointly led the integrated department until 2003. Snadden also worked with the teaching hospital sector as Acting Postgraduate Dean.

Having joined UBC in July 2003 as Associate Dean, Northern Medical Program, in 2008 Snadden took on the role of Regional Associate Dean, Northern BC. In these roles, Snadden worked in partnership with the University of Northern British Columbia and Northern Health to develop and implement the Northern Medical Program which has now graduated four classes, and led the expansion of postgraduate medical education in the north. He has been Co-Executive Associate Dean, Education since August 2010. Snadden is also a member of the Department of Family Practice and Co-Chair of the MD Undergraduate Program Curriculum Renewal Task Force.

Dr. David Snadden is the Executive Associate Dean, Education, University of British Columbia Faculty of Medicine.



Plenary Speaker

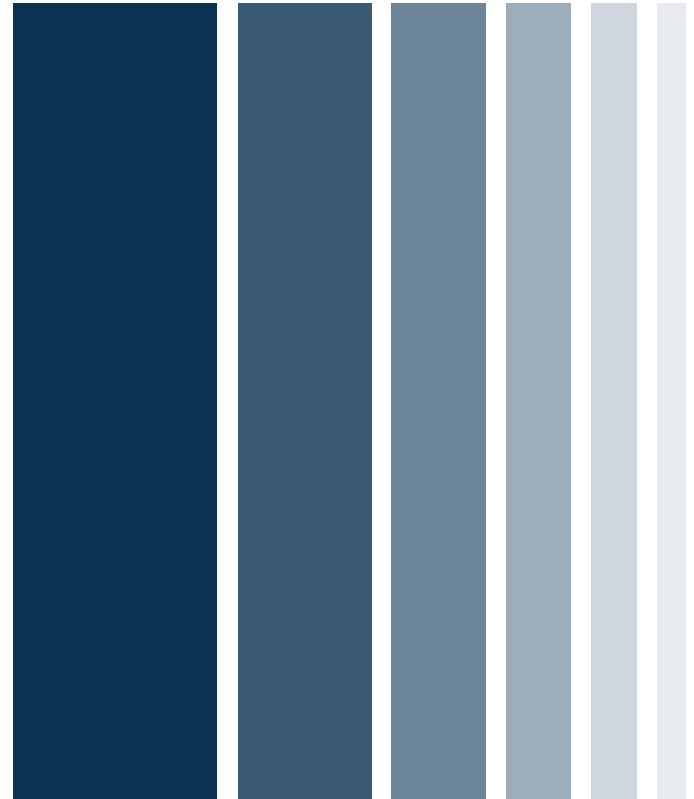


Community-Engaged Medical Education as a Means to Physician Recruitment and Retention

Dr. David Marsh

Dr. David Marsh graduated in Medicine from Memorial University of Newfoundland in 1992, following prior training in neuroscience and pharmacology. In July 2010, Marsh joined the Northern Ontario School of Medicine (NOSM) as Associate Dean, Community Engagement. He brings skills and experience with health-care administration, strategic planning, community-based research, and social accountability as well as a personal background of Aboriginal ancestry to this role. Prior to moving to NOSM, Marsh served as the Physician Leader, Addiction Medicine with Vancouver Coastal Health and Providence Health Care and Clinical Associate Professor in the School of Population and Public Health, Faculty of Medicine at the University of British Columbia from 2004 to 2010. Previously, he held leadership roles at the Addiction Research Foundation and the Centre for Addiction and Mental Health in Toronto from 1996 to 2003. Author of over 40 peer-reviewed papers, book chapters and government reports, Marsh's research interests focus primarily on withdrawal management, methadone maintenance, heroin-assisted treatment, and harm reduction interventions such as supervised injection. In 2004, Marsh received the Nyswander-Dole Award from the American Association for the Treatment of Opioid Dependence in recognition of his contribution to this field.

Plenary Speaker



Future of Postgraduate Medical Education in Canada

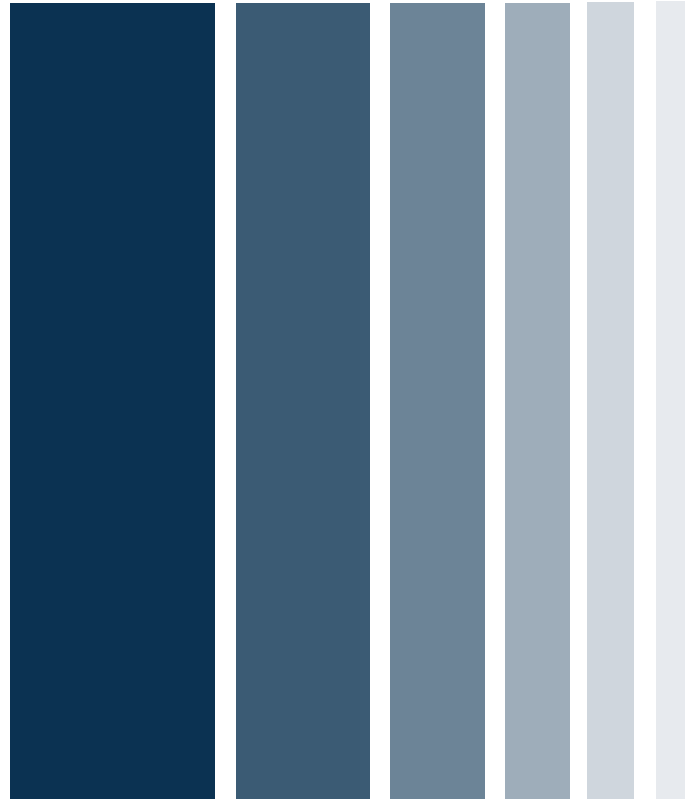
Dr. Nick Busing

From 2005 to 2013 Dr. Nick Busing, MD, CCFP, FCFP, was President and CEO of the Association of Faculties of Medicine of Canada (AFMC). AFMC represents the 17 faculties of medicine in Canada and promotes excellence in health education and research to optimize the health of Canadians. Prior to joining AFMC, Busing spent 20 years at the University of Ottawa's Faculty of Medicine in a number of positions including Program Director in Family Medicine (1988-1992), Assistant Dean of Postgraduate Medical Education (1993-1996) and Chair of the Department of Family Medicine (1996-2005). Busing is a past President of the College of Family Physicians of Canada (CFPC) and a past chair of the Canadian Medical Forum. He has chaired national task forces and committees examining ways to ensure Canada has an effective health human resource strategy.

Busing served as secretary to the Committee on Accreditation of Canadian Medical Schools and the Committee on Accreditation of Continuing Medical Education from 2005 to 2011. He led a process of expansion at AFMC, with an increased emphasis on advocacy on behalf of Canada's faculties of medicine in areas of medical education and health research. In addition to his advocacy work for AFMC and responsibilities relating to accreditation, Busing led a Health Canada-funded project entitled "The Future of Medical Education in Canada: MD." Ten recommendations for change to medical education in Canada have been endorsed by the AFMC Board of Directors and implementation activities are underway (afmc.ca/fmec). Currently, Busing, as a representative of AFMC, in collaboration with partners from le Collège des médecins du Québec, the CFPC and the Royal College of Physicians and Surgeons of Canada (RCPSC), leads a project relating to the future of postgraduate medical education in Canada. Busing has published and presented in a wide number of areas, with a particular focus on physician resource issues, social accountability of medical education, and the development of effective accreditation processes for medical education.



Plenary Speaker

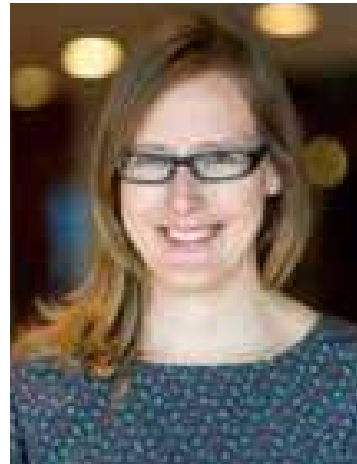


Improving Evidence Informed Physician Human Resource Planning

Jeff Goodyear

Jeff Goodyear is the Director of the Health Workforce Policy Branch for the Ministry of Health and Long-Term Care. In this role, Goodyear the lead for policy and planning related to the human resources that support patient care in Ontario. He has been involved in supporting NOSM and rural health education, improving evidence informed planning, and expanding health provider education capacity.

Plenary Speakers



Northern, Rural or Remote Collaboration Initiative

Helga Bryant

Helga Bryant has been a registered nurse since 1974 and continues to be proud of this professional designation. Through 19 years of clinical practice at Brandon Regional Health Centre, Bryant developed a passion for patients, their families, and the communities in which they live. Opportunities became apparent in nursing leadership and Helga began specializing in nursing management as firstly a Nurse Manager and then Director at Brandon Regional Health Centre, or Brandon General Hospital as it was known then. When regionalization occurred in 1997, Bryant became the first Vice-President of Acute Care and Diagnostics for the newly formed Brandon Regional Health Authority (RHA). Four years later, Health Sciences Centre came calling, and Bryant assumed the position of Vice President and Chief Nursing Officer from 2002 to 2009. A year as Executive Director for the College of Registered Nurses of Manitoba was followed by an attempt at retirement. This did not last long as Northern Manitoba came calling, first for the CEO of the NOR-MAN RHA; then amalgamation and yet another opportunity. In May of 2012, Bryant became the CEO of the Northern Health Region. Throughout her career, a love of change, an ability to inspire a vision, and therapeutic caring and encouragement have been hallmarks of her leadership practice.

Erin Leith

Erin Leith, BScN, RN, MHSA is the Director of Collaboration for Innovation and Improvement, at the Canadian Foundation for Healthcare Improvement (CFHI) in Ottawa, Ontario. Currently, Leith manages several of CFHI's regional partnerships for health system improvement, including the NWT Chronic Disease Management Collaboration in partnership with the Department of Health and Social Service as well as a new collaboration with the Ontario North Shore Tribal Council focused on developing a community-driven and evidence-informed primary health service delivery model. In 2010, Leith led the design and delivery of the national Picking Up the Pace conference which showcased primary health-care innovations from across Canada and abroad, and, at the time, was lead of the CADRE program, which built capacity for applied health services and nursing research. Leith has a background in nursing and health administration, and prior to joining CFHI worked as a Registered Nurse with the Capital District Health Authority in Halifax, Nova Scotia.



Plenary Speaker



Northern Periphery Programme

Dr. Andrew Sim

Dr. Andrew Sim was a consultant surgeon with NHS Western Isles in Stornoway from 1998 until 2011; for five years he was Professor of Remote and Rural Medicine with the University of the Highlands and Islands. For the past two and a half years he has lived in Dubai where he works as an adviser to the United Arab Emirates Minister of Health. He is the Project Director for the Recruit and Retain project.

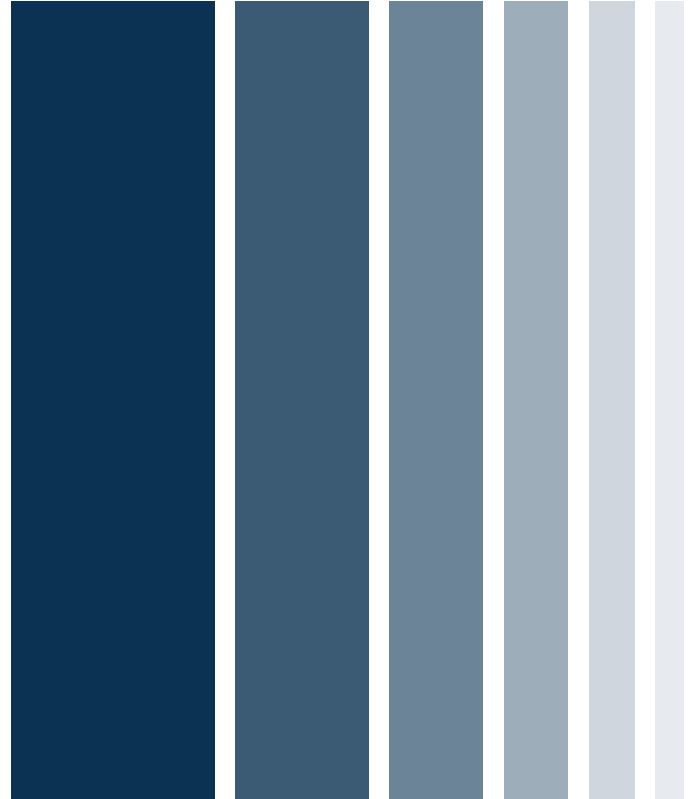


Recruit and Retain

Deanne Gilbert

Deanne Gilbert works for NHS Western Isles, in Scotland, as a Human Resources professional, specialising in Workforce Planning and Development. Gilbert is also currently working as the project manager for the Recruit and Retain project.

Plenary Speaker



Canadian Contribution to the Recruit and Retain Project

Dr. Roger Strasser

In September 2002, Dr. Roger Strasser was selected as the Founding Dean to lead creation of the first new medical school in Canada for over 30 years - the Northern Ontario School of Medicine (NOSM). The School is a joint initiative of Lakehead University in Thunder Bay and Laurentian University in Sudbury, which are over 1,000 kilometers apart. Prior to his appointment with NOSM, Strasser was Professor of Rural Health for Monash University and Head of the Monash University School of Rural Health, in Australia. Between 1992 and 2004, Strasser also had an international role as Chair of the Working Party on Rural Practice of Wonca, the World Organization of Family Doctors. In November 2002, he was awarded Honorary Fellowship of the Royal College of General Practitioners in recognition of his world leadership in the field of rural health and in March 2003, Strasser received the Louis Ariotti Award for excellence and innovation in rural and remote health in Australia. Strasser is also the recipient of the prestigious award, Fellow of Wonca, presented in October 2004, in recognition of his outstanding service to Wonca and family medicine around the world. In April 2005, Australia's Monash University held a special ceremony to re-name its Auditorium in Strasser's honour. The Roger Strasser Auditorium at the Latrobe Regional Hospital pays tribute to Professor Strasser's contribution to the development of rural medical education programs in Australia and around the world. In 2006, Strasser was named the inaugural winner of the Small, Rural and Northern Award of Excellence by the Ontario Hospital Association in Canada and also received the Australian College of Rural and Remote Medicine Life Fellowship Award for outstanding and meritorious service to Rural and Remote Medicine in Australia. On Australia Day 2011, Strasser was appointed a Member in the General Division Order of Australia (AM). The Order of Australia recognizes the achievements and service of Australian citizens, with nominations submitted directly from the community. The honour bestowed on Strasser is specifically for service to medicine, through improving the health care of people living in rural and remote communities in developed and developing nations as an educator, researcher, and practitioner. In October 2011, Monash University bestowed on Strasser the award of Monash University Fellowship, an honour awarded by the Council of the University in recognition of the achievements that alumni have made and continue to make through their professional distinction and outstanding service.



Plenary Speakers



Dr. Sigurður E Sigurðsson

Dr. Sigurður E Sigurðsson represents the Icelandic team. He is a specialist in anesthesia and intensive care but for the past three years has been as the medical director of Akureyri hospital in the northern part of Iceland.



Barbara Isaacs

Barbara Isaacs is the Project Development Worker for the Highland team. She has coordinated work for the products and services group who ensure the consistent progress of each solution. Isaacs' presentation will discuss the progress the team has made, and describe solutions developed by the project. With a background in human resources and project management, Isaacs has been ideally placed to work on Recruit and Retain in Highland and be part of this international group.

Plenary Speakers



Dr. Mante Hedman

Dr. Mante Hedman represents the Swedish team and is currently working on products and services related to rural project database and cooperation between rural health centres and academic institutions. He will present the Swedish web tool created within the Recruit and Retain project. Hedman is a general practitioner working in a rural setting with “extended generalism” in Storuman in Västerbotten County, Sweden. Hedman is also an adjunct lecturer with the Department of Family Medicine at Umeå University and be part of this international group.



Wesley Henderson

Wesley Henderson is the Project Manager for the Ireland team and has a background in key projects including the design, construction, and commissioning of a major acute hospital in Northern Ireland, which opened in June 2012. Henderson has experience working with various categories of health service professionals, as well as other public sector agencies. His presentation will update listeners on progress the team has made on education and training solutions developed within the project.

Plenary Speakers



Marianne Vanem

Marianne Vanem is the National Project Manager for the Norwegian team in Recruit and Retain. She has an urban background from the culture sector and project management and moved to Finnmark to work with Recruit and Retain. Vanem has collaborated closely with the other work package leads on the coordination and development of products and services.



Niclas Forsling

Niclas Forsling is the coordinator of the Strategic Management Group (SMG) within the Recruit and Retain project. Prior to joining the Recruit and Retain team, Forsling was Head of Secretariat for the EU transnational programme "Northern Periphery Programme 2007-2013" for nine years. Forsling has a wide range of experience working in fields from private banking as well as innovation development. Forsling is self-employed with a consultancy business Competencor, and founder and co-owner of European Project Back Office.

Acknowledged With Thanks

Conference Partners



Northern Ontario
School of Medicine
École de médecine
du Nord de l'Ontario
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European Union
European Regional Development Fund



RECRUIT
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Northern
Periphery
Programme

2007-2013

Innovatively investing
in Europe's Northern
Periphery for a sustainable
and prosperous future



Canadian Foundation for
Healthcare
Improvement

Fondation canadienne pour
l'amélioration des
services de santé

Tour Hosts



Anishnawbe Mushkiki
Aboriginal Health Access
Centre

Conference Organizing Committee

- Dr. Roger Strasser
- Dr. David Marsh
- Dr. Behdin Nowrouzi
- Grace Vita
- Erin Leith
- Kirby Kirvan
- Nicole Lauzon
- Vin Auld

The conference partners would like to thank the Northern Periphery Programme under the auspices of the European Commission's Territorial Cooperation Objective for funding this project.





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