



THE ORGANIZATION OF CARE, IT NEEDS TO BE DISCUSSED AND THAT IS WHAT WE ARE DOING



More and more physicians are realizing that professionalism offers a way forward for improving the health care system.

Even while they are still studying medicine, some also want to learn more about this topic, as I was able to observe recently by talking to about 50 of our future colleagues at a training session organized by the QMA's students committee. Like many of their practising peers, in addition to wanting to develop their medical skills, these young people feel that physicians have a collective social responsibility and are already asking themselves how they can get involved with their profession. It is inspiring.

Like the current debate on the organization of health care in Québec, which brings us to the QMA's primary mission and the reason we are here: professionalism. It is exciting to see the results of several years of work helping to move the debate forward.

Since 2013, the QMA has given a lot of consideration to the health care issues

that led it to identify numerous challenges faced by the health care system, whether they were related to organization, appropriateness or medical leadership. By focusing on optimizing clinical practice, the QMA found that reducing overdiagnosis made it possible to free up human and economic resources in order to offer better quality care and greater access to this care. In 2015, we started a consultation on the social contract, which revealed that the credibility of our profession was being increasingly called into question and that we had to show leadership if we wanted to keep our professional autonomy.

We thus came to the conclusion in 2016 that it was necessary to convey a new medical leadership that was more receptive to integrated interprofessional collaboration and clinical governance in which managers and physicians shared responsibilities. It is now time to move up a gear, and to get out of the stranglehold of negotiation. Fees and compensation are negotiated and that is the role of the federations. Organizational changes are discussed, and to do this, the QMA must be at the discussion table with the other players in the health care system. The medical profession knows what patients need and has the tools

to improve the organization of services, namely through the intervention of physician executives.

Far from confrontation, the QMA has already proven that it can make positive changes, on the appropriateness of care, when it comes to medical leadership, and also by joining more or less natural partners (15 solutions movement with the CSN, ACSSSS and Alliance des patients) to present constructive solutions that will benefit both physicians and the population.

The debate has been started among physicians and the public. It is up to us to keep it going through our actions and our professionalism.

Dr. Hugo Viens, B.Sc., M.D., FRCSC
President of the Québec Medical Association

Medical Students and Medical Professionalism

Medical professionalism is not just for practising physicians and residents. It is also for medical students. On February 24, 2018, over 50 of them attended training on the topic organized by the very dynamic QMA Students Committee. These medical students were able to learn more about Claude Castonguay's current perspective on the health care system.

"The system is not bad, its foundations are not bad, but it does not work the way it should," pointed out the father of health insurance.

Partly because physicians are self-employed, which gives them a certain freedom of action with respect to hospitals and the health care system, but which has also led the governments to streamline the services due to increasing costs.

However, health is "essential because it is a guarantee of financial security and freedom," reminded Mr. Castonguay, who feels that holding general assemblies on health is the only way to agree on the main orientations needed to re-establish the broken social contract with the population.

Despite very different ministers who have tried to take action, the population is making growing demands for significant changes.

Medical Professionalism

For his part, Dr. Hugo Viens, president of the Québec Medical Association, proposed focusing on medical professionalism to rebuild the trust between the population and physicians.

With the access problems that have become increasingly urgent while physicians were being given pay increases, people have the



impression that they are not getting value for their money.

To avoid the adverse impacts that could result from a breach of the social contract, as professionals, physicians have a commitment to society and must act.

Thus all physicians, in addition to practising professionalism with patients, must also have a collective approach to meet population-based health care needs. Furthermore, Dr. Viens talked about how important it was for physicians to support and develop medical leadership. He felt that physicians should also ensure to maintain clinical governance and redefine medical organization.

The full training report is on the QMA's Web site, www.amq.ca, main menu PUBLICATIONS and QMA-INFO

QMA's Annual Day and General Meeting on April 20

As members of the QMA, you are graciously invited to the QMA's annual day being held around the theme of professionalism, and to our association's general meeting. The event will take place at the McCord Museum in Montréal on Friday, April 20, 2018.

Dr. Isabelle Samson, who is responsible for the professionalism component and the QMA's Québec tour, and Dr. Laurent Marcoux, president of the Canadian Medical Association, will present the conclusions of the Québec and Canadian tours on professionalism, which set out the key findings of the QMA and CMA consultation tours on physicians' perception of and involvement in medical professionalism. Note that this conference will be given in French.

Following this, lawyer Anne-Marie Savard, an associate professor at the Faculty of Law at Université Laval, will talk about the breach of the social contract among lawyers. Just like the practice of medicine, the practice of law is subject to a tacit understanding with the population. This presentation will highlight the similarities between the professional issues of physicians and lawyers by describing the efforts made by lawyers to refocus their practice around the social contract. Note that this conference will be given in French.

Afterwards, Dr. Carl Nohr, past president of the Alberta Medical Association and member of the CMA's Board of Directors, will discuss the experience of the Alberta medical community that recently saw a profound change in its relationship with the government and the population.

The annual day will close with the annual general meeting, followed by a cocktail, to which you are invited.

Register soon because space is limited!

www.congresamq.ca/inscription

4th Symposium for Physician Executives, Friday, November 30, 2018

Once again this year, the Québec Medical Association is inviting physician executives to its annual gathering. The symposium consists of presentations, along with theoretical and, especially, practical training workshops developed to meet the current needs of physician executives. Participants will be

welcomed at the Hotel Vogue in downtown Montréal on Friday, November 30, 2018.

Write this date in your agenda now. To receive the symposium program as soon as it becomes available, write to admin@amq.ca.

Launch of the Community of Practice on Clinical Pertinence



On February 13, 2018, the Directors of Professional Services (DPS) of RUIS McGill

launched the Community of Practice on the topic of Clinical Pertinence. This community offers its DPS members and their clinical pertinence teams a virtual place for consultation, personal development and sharing in order to aim for the best practices in our network. McGill University and the MUHC are very involved in clinical pertinence projects. The Québec Medical Association attended the launch,

along with Dr. Emily McDonald, a Board member of Choosing Wisely Québec, who gave a presentation on a pertinence project related to blood transfusions at the MUHC.



Successful Tour on Professionalism

Since last fall, the QMA has been travelling around Québec to meet with you to discuss medical professionalism.

Some 300 physicians, specialists, general practitioners and residents have participated in 21 training-consultation workshops so far. The bond of trust between physicians and their patients, breach of the social contract, obligations and privileges, autonomy, accountability, and self-regulation are just some of the many topics that gave rise to animated discussions among the physicians who attended these meetings.

The QMA will present the conclusions of the tour on April 20, 2018, as part of its annual day (see the article *QMA's Annual Day and General Meeting on April 20*). But this does not mean the end of these meetings, because four others have already been planned in the next few weeks. **Are you interested in discussing these issues with your colleagues? Let us know and we will organize a workshop for you. Write to admin@amq.ca.**

QMA-CMA Recruitment Campaign

On March 7, 2018, the QMA-CMA launched a recruitment campaign on social media. Watch for it and share our video with your contacts to help restore the prestige of our profession.

Join the movement!

As a QMA-CMA member, you know that your voice is stronger when it is carried by the voices of the 11,000 members of the two associations in Québec.



The QMA-Info is reinventing itself

The Québec Medical Association is more active than ever. And to show you just how dynamic your organization is, *QMA-Info* will be getting a makeover with its next edition. To maintain closer contact with its members, the QMA has decided to increase the publication frequency of this tool, which will be issued monthly starting in April 2018. The new version will have a more digitized presentation with a word from the president, the latest QMA news, videos, blogs, training and member services, upcoming events and other information starting next month. This March edition is the last one to be published in print form. This choice is also part of the decision to "go green" and become more environmentally friendly. Henceforth, only the digital version will be published and circulated. Happy reading!

COURSES AND CPD

"Pour une pratique éclairée" Program offered in Québec City on May 2, 2018

"*Pour une pratique éclairée : une utilisation judicieuse des examens et des traitements*", the French-language counterpart of the *Practising Wisely* program developed by the Ontario College of Family Physicians (OCFP), will be offered in Québec City on May 2, 2018, as a pre-conference session at the 33rd Congrès annuel de médecine de famille, the annual convention of the Québec College of Family Physicians (CQMF). This six-hour training course, which is worth 18 Mainpro+

credits, is intended for physicians who want to introduce solutions for overmedicalization in their practice. Participants will learn how to identify opportunities to practise wisely to limit overdiagnosis and overtreatment, and also to communicate with patients to engage them in reaching this objective.

To register, go to the Web page of the 33rd Congrès annuel de médecine de famille, www.cqmf.qc.ca/formations. For any questions, write to admin@amq.ca.



The CMA wants your opinion

- On its new code of ethics and professionalism

As technology and social changes alter our way of practising medicine, it is more important than ever, 150 years after the first draft of the CMA's code of ethics, to take a collective look at the way we see our profession. Please tell CMA if its revisions meet your expectations.

(It will take about 20 minutes to respond)

- On the issues and causes that matter to the profession

There are many major issues for physicians, patients and the population. To be able to stand up for the ones that are most important to you, CMA would like to know your priorities.

(It will take about 10 minutes to respond)

Access the surveys at www.amq.ca/CMA-surveys. You have until April 6, 2018, to respond. Thank you.

Upcoming Courses offered by the QMA



TOUR ON PROFESSIONALISM

Free session in Saint-Jérôme – April 18, 2018

Struck by the situation of medical professionalism, the QMA is moving on this issue and going out to meet with physicians to offer a 3-hour training workshop that proposes potential solutions for a new vision of professionalism.

SERVICES FOR PHYSICIAN EXECUTIVES

Solutions lab for FMG/institution co-management – May 11, 2018

Based on principles and a specific methodology, a solutions lab is a space for innovation in a real context that is focused on the participants. It is about establishing a collaborative link between the physician who manages the FMG and the manager of the institution, and how they function together to manage the human resources and activities.

To find out more and to register, go to www.amq.ca/formation or write to admin@amq.ca. Please note that these courses will be offered in French.

MEDICAL LEADERSHIP TRAINING – PLI



Dépenses, sens et bon sens (dollars and sense) in Trois-Rivières – May 7 to 9, 2018

How is the health care system funded? What parameters guide funding? Based on which strategic priorities? This course helps to understand the different funding aspects and issues of the health care system. This understanding gives the medical establishment an opportunity to exercise more prominent leadership in improving the quality-performance of the system.

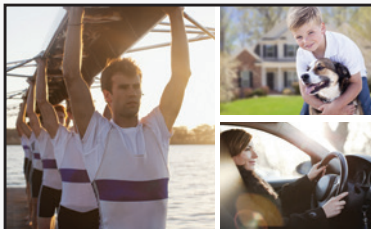
Mobiliser les autres (engaging others) in Montréal – May 23 to 25, 2018

How to succeed in an environment that encompasses different functions and cultures? This course aims to improve your ability to influence and engage others in order to gain their cooperation and commitment to reach a given organizational vision in the health care setting.

Social Media: #AMQ

The QMA is more and more present on social media and has a growing following. Our Twitter community now has over 1100 followers and

Facebook has more than 1275. Join us at [@amquebec](https://www.facebook.com/amquebec) and www.facebook.com/AMQ.QUEBEC



QMA IS PROUD TO JOIN WITH INTACT INSURANCE

to offer you a great new home and automobile insurance program

Here are just some of the many benefits you can enjoy

- **Discount** off your insurance premium
- Reduced deductibles
- **No Deductible** in case of a hit-and-run or total loss
- Intact Insurance Assistance (housekeeping or nursing, assistance, legal information service and more)
- 24/7 claims service

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1 855 747 6873
amq@groupedpa.com

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