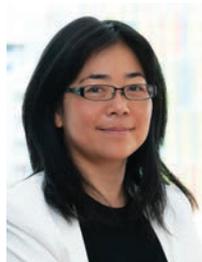




## 2015: A PIVOTAL YEAR



**This past year has brought many changes to Quebec's health care system. The adoption of Bills 10 and 20 also made it a pivotal year for the medical**

**profession, which is facing, now more than ever, important challenges.**

For every problem there is a solution and the QMA is proud to have actively participated in developing solutions for the problems faced in 2015. The issue of additional fees has given us the opportunity to continue the fight against overdiagnosis and overtreatment, and also redefine the service basket in hopes of optimizing public resources. In particular, the QMA will submit, at the request of the Health and Welfare Commissioner, a report addressing this very issue.

The transformation of the health care system is also making it possible for more physicians to participate in redefining how health care is structured in Quebec. Notably, the first QMA/CMA symposium

for physician executives—during which a group of physician executives was created—marked the start of work to develop a new form of clinical governance. Both the symposium and the group's creation sought to emphasize the important role that physicians and physician executives play in ensuring effective health administration. Likewise, our April 15 and 16 convention in Montreal will examine solutions based on collaboration and efficiency by exploring the theme *Clinical Governance: Time to Decide!*

In 2015, physicians' compensation was criticized in the public space. Despite this, it is important to remember the takeaway message from our last convention, which examined the social contract: as physicians we must continue efforts to regain the public's trust and improve the quality and appropriateness of care. This objective remains within the reach of our profession.

Furthermore, the issue of end-of-life care, which goes far beyond physician-assisted dying, presents an opportunity to work on improving access to palliative care. Note that the QMA is in favour of Quebec's

end-of-life law and will continue to support its application. We will monitor the issue closely pending a final decision at the federal level.

2015 has been a pivotal year and we are now at a crossroads. Given the challenges facing the medical profession we can choose, as a group, to give up or we can show leadership and be part of the solution. We can make a difference.

Physicians, I hope that you will continue to take on a leadership role in your communities in 2016!

Wishing each and every one of our members health and happiness this holiday season,

Yun Jen, MD, FRCPC  
President

## Major Overhaul of Quebec Fee-for-service Billing System Underway

Quebec is in the process of revising its billing system for physicians. Recent agreements between Quebec's health ministry and the two groups representing physicians in the province has prompted the Régie de l'assurance maladie du Québec (RAMQ) to set up a new fee-for-service billing system, SYRA, which will be introduced as of April 2016. The QMA recommends using the billing solutions offered by Facturation.net, an up-to-date web and mobile platform, to meet SYRA requirements.

SYRA brings long-awaited changes that will streamline the information required to pay claims, eliminating over 900 modifiers and replacing them with 120 contextual elements.

Claims will be processed individually, in real time, and the system will immediately indicate the claim amount approved.

QMA members who want to make a smooth transition can turn to Facturation.net, the leading billing solution in Quebec, used by nearly 4,000 health professionals. Facturation.net works closely with physicians to offer them custom products and services that truly meet their needs.

Furthermore, Facturation.net Web requires no installation or software updates and provides an interface to enter medical services and diagnoses. For more information, visit [www.facturation.net](http://www.facturation.net).

## Physician Executives Group

QMA's physician executives group is now up and running! The purpose of the group is to support physician executives by offering relevant activities to meet their needs.

As of January 2016, meetings will be held

to begin developing well-structured services for physician executives.

To join the group or for more information, email us at [medecinsgestionnaires@amq.ca](mailto:medecinsgestionnaires@amq.ca).

## Become a Better Leader with the Self-Awareness and Effective Leadership Course

The **Self-Awareness and Effective Leadership** course is designed to help you identify your values, strengths and personality traits in order to analyze your leadership style and its effects. By the end of the course, you'll be able to identify areas for improvement, adapt the way you communicate with others and better exercise physician leadership in complex situations when under pressure.

The **PMI Leadership Program** offers five courses designed to help physicians throughout Quebec develop the skills to become medical leaders.

Want to take this course? **There's still time to register for the January 27 to 29, 2016, session in Quebec City (Hôpital du Saint-Sacrement) or for the March 16 to 18, 2016, session in Montreal (location TBA).** For more information, visit [amq.ca/en/formation](http://amq.ca/en/formation) or contact the QMA at 1-800-363-3932 or [admin@amq.ca](mailto:admin@amq.ca).

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\*Average based on the home and auto premiums for active policies on July 31, 2014 of our Quebec clients who belong to a professional or alumni group that has an agreement with us when compared to the premiums they would have paid with the same insurer without the preferred insurance rate for groups and the multi-product discount. Savings are not guaranteed and may vary based on the client's profile.

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## QMA IN ACTION

## Save the Date: 18<sup>th</sup> QMA Convention on April 15 and 16, 2016!

The QMA is pleased to invite you to attend its 18<sup>th</sup> annual convention on **April 15 and 16, 2016, at the Hyatt Regency Montreal**. This year's theme is *Clinical Governance: Time to Decide!*

The passage of Bills 10 and 20 has sparked major changes to the health care system. Resources have changed, needs are evolving and the public expects access to better care. The noose is tightening around the medical profession: We must create a new unifying model that is more realistic and effective. The time has come for clinical governance.

Be a part of history and join us for an event that is sure to shape the future of our profession. Register now by visiting the "convention" section, under "QMA in action" on [www.amq.ca](http://www.amq.ca).

## 2016 EXCELLENCE AWARDS



The QMA is pleased to launch the 2016 edition of its Excellence Awards in recognition of physicians who have made outstanding contributions to the advancement of health care in Quebec. Awards will be presented at the April 15 to 16, 2016, convention held at the Hyatt Regency Montreal.

Has a health colleague's work or initiative caught your attention this year? Does it deserve to be recognized? We're now accepting nominations!

It's easy: Carefully read the submission guidelines and fill out an online nomination form on our website. The deadline for nominations is **February 26, 2016**, at 5:00 p.m. The official awards ceremony will be held at the 2016 QMA convention.

## MEMBERSHIP

## Savings on Reliable Clinical Resources!

Your QMA/CMA membership includes access to quality clinical information and resources, when and where you need it. A wide array of resources—including Clinicalkey, DynaMed and CPS on the

bilingual RxTx Mobile App—will help you make the most of your time. Take advantage of this offer and save up to \$2,000 a year!

## Calling all Future Residents: Polish Your Skills with Mock CaRMS Interviews

The QMA is pleased to offer, for the third consecutive year, mock interview workshops for fourth year medical students who have completed a Canadian Resident Matching Service (CaRMS) application. This year's workshop will be offered, in both French and English, in Montreal, Quebec City and Sherbrooke.

The workshop, which costs \$50 (taxes included), will be held on Saturday, January 9, 2016. Register online at <https://www.amq.ca/secure/carms/inscription.php>. Hurry! Spots are limited.

## COURSES AND CPD

## New Professional Development Opportunity: One-day Seminars!

The QMA is pleased to announce that it will be launching a series of one-day seminars in 2016. This new, affordable offering in medical leadership has been developed for your specific needs and is based on current issues.

***New Governance and Medical Leadership (February 3, 2016)*** proposes new ways of assuming positive, strategic medical leadership that meets the challenges of network reform.

***Exercising Shared and Inclusive Leadership in an Interdisciplinary Setting (March 22, 2016)*** promotes an understanding of the human dynamics related to shared and inclusive leadership.

Finally, ***Using psychology to Deal with Difficult Personalities (May 13, 2016)*** will provide participants with sound persuasive techniques for dealing with dysfunctional behaviour in people with difficult personalities.

The seminars will be held at l'Académie CHUM in Montreal. A request for accreditation will be submitted to an authorized accrediting organization (Category 1 credits – Mainpro-M1/Section 1). For more information and registration, visit [amq.ca/en/formation](http://amq.ca/en/formation) or contact the QMA at 1-800-363-3932 or [admin@amq.ca](mailto:admin@amq.ca).



## First QMA/CMA Symposium for Physician Executives Draws a Crowd

Held in Montreal on November 19th, 2015, the first joint Quebec Medical Association (QMA)/Canadian Medical Association (CMA) symposium for physician executives was a huge success thanks to the participation of 117 physicians and health network managers. The event led to the creation of the first physician executive group in Quebec.

Speakers David Levine, former CEO of the provincial health and social services agency of Montreal, and Dr. Annie Léger, director of professional services at the health and social services centre (CISSS)

in Abitibi-Témiscamingue, both agreed that physician executives must play a leadership role in transforming the healthcare system and reminded participants of the importance of recognizing the work of these leaders. They also emphasized that it is important for physician executives to have proper training in health management and sufficient support when implementing a new care delivery model.

Throughout the convention, participants also tried to identify components of the “medical genome” that distinguish physician executives. During a discussion on the role of the physician executive in clinical governance, Dr. Yun Jen, President of the QMA, invited QMA and CMA members to engage other physicians so that they also get involved in health management. Along with Dr. Denis Roy of L'Institut national d'excellence en santé et en services sociaux, she reiterated the importance of continuing education in management.

Dr Roy placed great emphasis on the need for physicians and managers to work together. Despite their very different professional cultures, they must strive to reconcile medical and administrative logic.

Participants applauded the QMA and the CMA for having taken the initiative to organize the symposium for physician executives, which laid the foundation for a new physician executive group.

## Elsewhere in the system!

**What** Colloque *Santé au pluriel: conjuguer public et privé*

**When** Jeudi 4 février 2016  
08 h 00 à 14 h 00

**Where** Montréal

**Info** [polesante.hec.ca](http://polesante.hec.ca)

**What** 5<sup>e</sup> conférence bilingue biennale de la Société canadienne de sociologie de la santé

**When** 5 au 6 mai 2016

**Where** Ottawa

**Info** [cssh-scss.ca](http://cssh-scss.ca)

**What** Provoquer des solutions pour la santé des populations – Des recherches pour assurer un avenir en santé (sommet international)

**When** 25 au 28 avril 2016

**Where** Ottawa

**Info** [sparkingsolutions.ca/fr/](http://sparkingsolutions.ca/fr/)



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