



Physician Well-Being

Transition into Practice Services (TiPS)

HealthForceOntario Marketing and Recruitment Agency

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Introduction

HealthForceOntario Marketing and Recruitment Agency (HFO MRA) gratefully acknowledges its health-care partners and colleagues' contributions to the information contained in the Transition into Practice Service (TiPS) modules. The Physician Well-Being module offers medical residents, graduates, and practising physicians information on resources and strategies for maintaining work-life balance. More detailed and comprehensive information on many topics can be found in specific Transition into Practice Service (TiPS) modules:

Finding Your Ideal Practice

Offers medical residents, relocating physicians, and practising physicians information and resources to assist with the job search and employment process.

The Business Side of Medicine

Offers medical residents and new graduates information on professional, practical, and personal considerations when setting up a practice in Ontario.

Providing Locum Coverage in Ontario

Offers physicians best practice tips and resources for providing locum coverage in Ontario.

Teaching as Part of Your Practice

Offers information on how to integrate teaching and mentorship into your general or specialty practice in Ontario.

Countdown to Practice

Offers medical residents a step-by-step guide for transition into practice.

Physician Resources

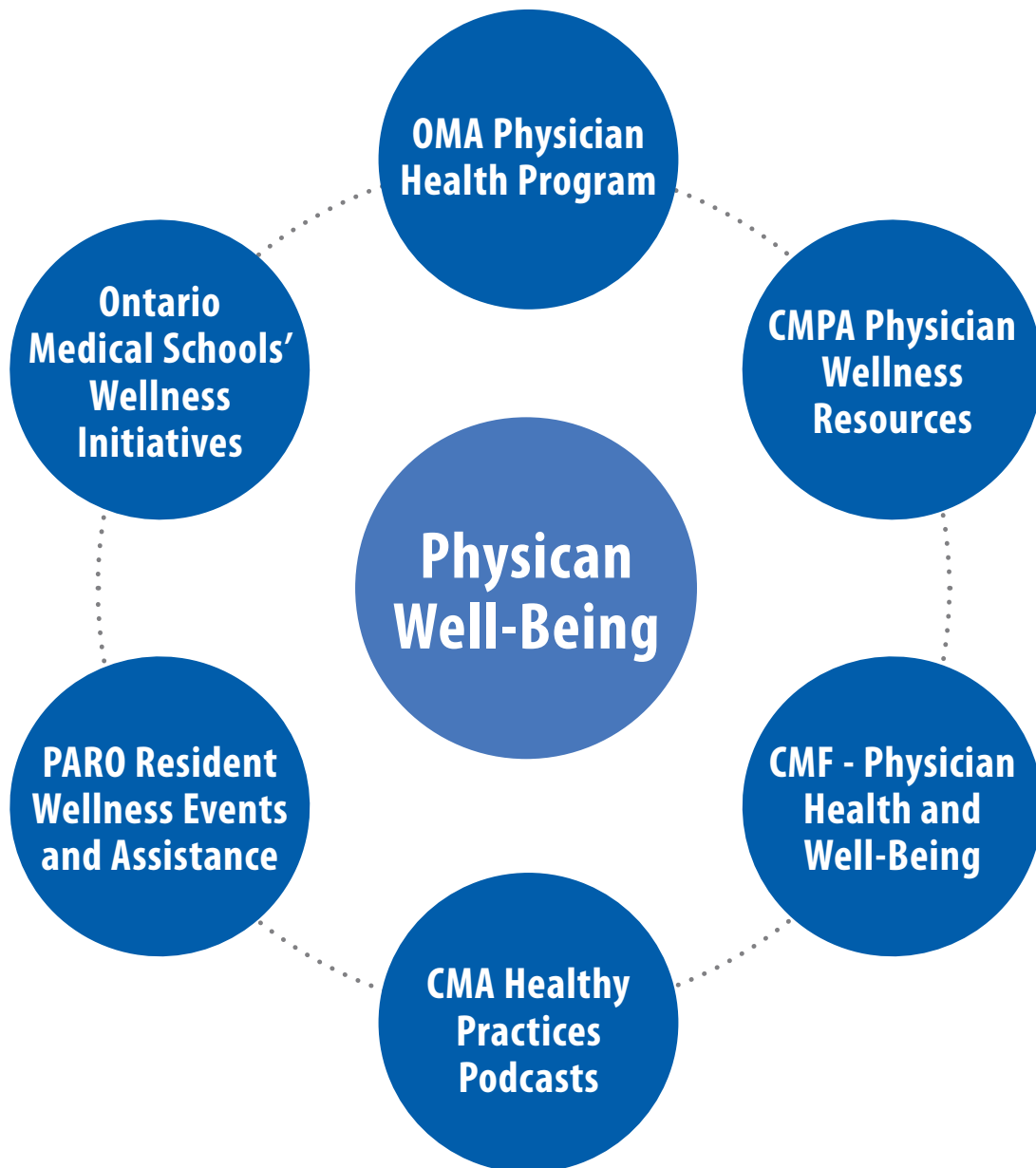
This module is a compilation of physician resources from a wide variety of topics that are relevant to practising medicine in Ontario.

Compensation, Incentives and Benefits

Provides medical residents, graduates, and practising physicians information on the various primary care and specialty payments offered to physicians practising in Ontario.

Overview

Practising medicine is inherently demanding. The increasing pace and complexity of medical practice can add to the existing pressures of providing the best medical care to patients. Many individuals and programs promote physician well-being. Below, we highlight resources available to Ontario physicians.



OMA Physician Health Program

The Ontario Medical Association's (OMA) **Physician Health Program (PHP)** provides a range of direct services to support the health, well-being, and resilience of its clients: physicians, residents and medical students. The PHP works with individuals, families, and workplaces experiencing difficulties with substance abuse and addiction, psychiatric and mental health concerns, stress, burnout, work-related conflict, and a variety of marital or family life issues.

The program provides:

PHP meets the confidentiality requirements of the *Personal Health Information Protection Act (2004)*, and can be contacted at its confidential, toll-free number: **1-800-851-6606**.



CMPA Physician Wellness Resources

The Canadian Medical Protective Association (CMPA) understands the toll medico-legal matters can have on its members and offers supports and resources to help deal with the stress associated with these matters. Physicians can review different practice scenarios and engage in forum discussions on various medico-legal matters, sharing coping strategies with each other. Medical officers are available to assist members with the psychological and emotional stress associated with medical practice and medico-legal matters.

For further details on the types of resources available, see CMPA's [Physician Wellness Resources](#).

CMF – Physician Health and Well-Being

The [Canadian Medical Foundation \(CMF\)](#) provides funding for physician health and well-being initiatives, which support physicians in need. It offers two major initiatives:

1. **The Canadian Physician Health Institute (CPHI):**
The CPHI is a joint program between the Canadian Medical Association (CMA), Canadian Medical Foundation (CMF), and the various provincial physician associations (i.e. OMA in Ontario). These groups collaborate with other national health organizations to promote physician health and wellness, encourage knowledge sharing amongst physicians, and increase capacity to address issues associated with physician mental health in Canada.
2. **ePhysicianHealth.com:** ePhysicianHealth.com is an online physician health and wellness resource designed for practicing physicians and medical trainees. It offers links to physician health experts, evidence-based information, and tools for self-help. Topics discussed include: substance use; weight, nutrition and fitness; depression, burnout and suicide; anxiety; and more.



CMA Healthy Practices Podcasts

The Canadian Medical Association's (CMA) [Healthy Practices Podcasts](#) feature topics on what makes a healthy physician, building resilient medical communities and physicians as patients. The podcast series offers advice and insights from experts on how physicians can maintain a healthier lifestyle, become more resilient and thrive in the ever-changing world of medicine.

PARO Resident Wellness Events and Assistance

Resident well-being is becoming increasingly recognized as an area to which medicine does not devote enough time. Although physicians are experts at caring for the health of patients, they often forget to apply the same healthy living standards to their own life.

Professional Association of Residents of Ontario (PARO) wellness events and assistance help residents manage stress and promote a healthy lifestyle:

Event	Description
Social Events (organized by PARO General Council members)	Each university elects a site Chair from among its PARO General Council representatives who is responsible for planning local events for PARO members. Funds are set aside for this purpose and PARO encourages General Council members to organize a variety of social events for residents within their local communities.
PARO Resident Well-Being Half Days	Held at each of the universities yearly and feature topics related to residents' lives.
Resident Awareness Day	An event that better educates the public as to the roles of residents and allows other hospital workers and peers to say "thank you" for all the work residents do.
Assistance	Description
<u>Helpline</u>	A 24-hour Helpline at 1-866-435-7362 is a confidential support service for residents, medical students, their partners and families. PARO has partnered with The Distress Centres of Toronto because of their expertise and commitment to providing crisis intervention support.

Learn more about resident wellness at **PARO**.

Ontario Medical Schools' Wellness Initiatives

All of Ontario's medical schools have resident wellness initiatives to provide residents with support systems.

- **McMaster University**
- **Northern Ontario School of Medicine (NOSM)**
- **Queen's University**
- **University of Ottawa**
- **University of Toronto**
- **University of Western Ontario.**



For more information, contact your **Regional Advisor** or email practiceontario@healthforceontario.ca.

Conclusion

Now that you have an understanding of the supports available to increase your well being, be sure to review our additional TiPS resources to assist you in your transition to practice:

- **Countdown to Practice**: Offers medical residents a step-by-step guide for transition into practice.
- **Finding Your Ideal Practice**: Offers medical residents, relocating physicians, and practising physicians information and resources to assist with the job search and employment process.
- **Compensation and Incentives**: Offers information on the compensation and financial incentives available to physicians practising in Ontario.
- **Providing Locum Coverage in Ontario**: Offers physicians best practice tips and resources for providing locum coverage in Ontario.
- **Teaching as Part of Your Practice**: Offers information on how to integrate teaching and mentorship into your general or specialty practice in Ontario.
- **The Business Side of Medicine**: Offers medical residents and new graduates information on professional and personal considerations when setting up a practice in Ontario.
- **Physician Resources**: A compilation of important resources and links related to practising medicine in Ontario.

You may also wish to contact your local Regional Advisor at HFO MRA for further information on physician well-being.

Available in accessible format upon request: www.healthforceontario.ca/acs