



NEWFOUNDLAND AND LABRADOR
MEDICAL ASSOCIATION



2021 ANNUAL REPORT



Mission Statement

The Newfoundland and Labrador Medical Association represents and supports a united medical profession and provides leadership in the provision of excellent health care in Newfoundland and Labrador.

In Memoriam

The Newfoundland and Labrador Medical Association recognizes the members who have passed away since the publication of the last Annual Report.

| | | |
|--------------------------------|-----------------|--------------------|
| Dr. Ronald Francis Whelan | St. John's, NL | September 18, 2020 |
| Dr. Albert John Davis | St. John's, NL | October 15, 2020 |
| Dr. Frederick William Woodruff | St. John's, NL | November 24, 2020 |
| Dr. Gheorghe Stefan Roxin | Burgeo, NL | January 08, 2021 |
| Dr. Valentine Conway | St. John's, NL | April 16, 2021 |
| Dr. Henry John Manson | Harrow, ON | April 21, 2021 |
| Dr. Padmavathy Guntamukkala | St. Anthony, NL | April 29, 2021 |

A donation in memory of each member has been made to the Physician's Legacy Foundation of Newfoundland and Labrador.

TABLE OF CONTENTS

| | |
|--|----|
| IN MEMORIAM | i |
| | |
| CONDUCT OF ANNUAL GENERAL MEETING | 1 |
| | |
| PROCEEDINGS OF THE 95 TH ANNUAL GENERAL MEETING | 2 |
| | |
| ACTIONS ARISING OUT OF THE 2020 ANNUAL GENERAL MEETING | 9 |
| | |
| STEWARDSHIP REPORT | 11 |
| | |
| NOMINATING COMMITTEE REPORT | 27 |
| | |
| APPENDICES | |
| | |
| APPENDIX 1: FINANCIAL STATEMENTS | 28 |
| | |
| APPENDIX 2: BUDGET | 29 |
| | |
| NLMA BOARD OF DIRECTORS, STAFF, CMA REPRESENTATIVES | 30 |
| | |
| NLMA COMMITTEES | 31 |
| | |
| PHYSICIANS' LEGACY FOUNDATION OF NEWFOUNDLAND AND LABRADOR | 34 |

CONDUCT OF ANNUAL GENERAL MEETING

It shall be the responsibility of the Speaker to decide upon the relative order of all business to be presented to the meeting.

An agreed time limit will apply, per speaker or per agenda item, as determined prior to the start of the meeting.

Voting shall be by a method to be decided by the Speaker with the meeting's approval.

Decisions and voting shall be reached on the basis of merit after hearing the discussion.

The Chair will try to recognize speakers in their turn.

The best authority for the Speaker is the judgment of the meeting.

REPORTS

After the presentation of reports, there will be an opportunity to ask questions.

MOTIONS

A speaker can speak once to a motion and once to any proposed amendment to a motion.

The mover of a motion may speak a second time and in so doing will close debate. A brief remark or answer to a question put will not be considered a second speech by the mover.

Only a member in attendance can speak to a motion. A proxy does not convey a right to the holder to speak a second or greater number of times.

PROCEEDINGS OF THE 95th ANNUAL GENERAL MEETING

Virtual Zoom Meeting

SEPTEMBER 12, 2020 | 2:00 p.m. NT

Virtual AGM

Due to the unprecedented impact of the global pandemic, the NLMA's 2020 AGM was postponed from its normal schedule of June to September. Additionally, to accommodate the ongoing public health measures in place, the AGM was held virtually for all members who wished to take part. The normal activities associated with the annual meeting were scaled back to core business to accommodate the virtual format.

1. Official Opening

NLMA Board Chair Dr. Art Rideout officially opened the 95th AGM at 2:00 p.m. on Saturday, September 12, 2020. The details of participation in the virtual format were outlined. The meeting was called to order.

2. AGM Agenda

It was moved by Dr. Susan MacDonald and seconded by Dr. Francis Acevedo to approve the AGM agenda as circulated.

PASSED

3. Minutes of the 2019 AGM

It was moved by Dr. Norah Duggan, seconded by Dr. Yordan Karaivanov that the minutes of the 2019 AGM be approved as circulated.

PASSED

4. Actions on Resolutions Arising from the 2019 AGM

It was moved by Dr. Maureen Gibbons and seconded by Dr. Jared Butler that actions arising from the 2019 AGM be approved.

PASSED

5. President's Address – Dr. Charlene Fitzgerald

Dr. Fitzgerald began her address by recalling the beginning of her term when the NLMA launched the Virtual Care Strategy, which also helped develop the negotiations proposal on virtual care. During her President's Tour, 15 communities were visited across the island and Labrador which raised for her the many concerns and issues physicians face in delivering care, especially the topic of retention. This led the NLMA

to commission a family physician human resource forecast for the province which confirmed an extraordinary deficit of family physicians to address the medical needs of the population. From this a strategy to raise physician negotiation priorities in public was started. However, this push forward was met by the reality of COVID-19 and the global pandemic which put an entirely new set of priorities at the forefront of the health care system. Once the gravity of the pandemic began to take hold, the NLMA focused its efforts on supporting members with securing personal protective equipment, establishing a virtual care code, providing daily updates on the constantly changing information and safeguarding a pandemic work disruption policy for affected physicians – the first province in Canada to do so. Dr. Fitzgerald also focused on the crucial role that physicians played in keeping patients healthy at home, as well as responding to and treating patients who had contracted the virus. The NLMA, as a show of support, developed a TV ad campaign focusing on physicians and all other health system workers involved in the pandemic response. Website and social media ads were also developed to educate the public on the importance of keeping their appointments and awareness about virtual care options. Dr. Fitzgerald noted that public polling commissioned by the NLMA revealed that physician reputation was the highest it had ever been. In addition, as part of its ongoing advocacy and internal consultation processes, the NLMA launched a new member online engagement platform called Your Voice to give members an opportunity to get advice to the government on the reopening of the health care system; held three news conferences, two of which focused on the need for the Minister of Health to publicly release the plan for the reopening of medical services across the province and the third on physician negotiations and the strained relationship with the Minister. It was also noted that through an ATIPPA release, fee-for-service billings had been released for the first time, and the NLMA worked diligently to inform the media and public on the intricacies and complexities of these numbers. Dr. Fitzgerald also focused on a number of other positive steps led by the NLMA to support physicians and improve the health care system for patients including a program to transition hospital-based services to community offices, which has first focused on cataract surgery; the continued growth and use of the EMR program which had seen nearly 400 physicians enroll and nearly 75% of the province's population have a digital patient record; the continued progress with the Family Practice Renewal Program which had grown to 367 members; ongoing success of the Practice Improvement Program which offered education in a variety of clinical areas, such as Care of the Older Adult, COPD, Substance Abuse, and was planning for significant program offerings in Setting up a Family Practice and Palliative Care; the MyQ Initiative that will train and support physicians and staff to achieve improved clinic processes, optimize patient care, and improve physician satisfaction; and, various financial programs aimed at supporting family physicians in adoption of technology for better functionality in their clinics.

6. Canadian Medical Association - President's Address - Dr. Ann Collins

CMA President Dr. Ann Collins addressed the meeting noting it has been almost 20 years since the CMA had a president from New Brunswick and committed to representing all Atlantic Canadians, smaller towns and provinces on the national stage. Dr. Collins noted the current challenges for all physicians, with focus on how the pandemic has highlighted and exacerbated many of the weaknesses in the health care system and how it has been a challenge for patients to the access care they need. Dr. Collins went on to discuss how virtual care is something that is new for many, but it is already clear how it can address some of the access barriers in the system, reduce isolation and keep people safe at home. Dr. Collins recognized the need for coordination and consistency across the country, and highlighted the CMA's pandemic work that focused on publishing how-to guides and resources, building on the recommendations from the taskforce report, and ensuring that there is no fragmentation to care, that patients are receiving equitable access and that physicians are receiving appropriate compensation. She also noted that the Atlantic region and CMA were developing compensation structure recommendations to put forward. When talking about access to care she also highlighted the need to talk about access to seniors' care. Dr. Collins noted that Newfoundland and Labrador was extremely fortunate to have few cases of COVID-19 in long-term care homes, noting how other provinces were not so lucky, which brought home the need for urgent and immediate action. This led to recommendations to the Federal Government for better support, seniors funding and a seniors care strategy, as well as funding to modernize long-term care models across the country, and more support for seniors to age at home. She noted that she was incredibly proud how physicians and learners have stepped up to care for Canadians often at the risk to their own health. She noted that the CMA launched the wellness connection for peer support and wellness training. Dr. Collins recognized the risks faced by physicians and the struggle to access PPE. This is something the CMA raised with the Federal Minister of Health. She noted that the CMA was proud to provide funding to the NLMA and other PTMAs to help and support members on the ground, new health and wellness protocols for COVID-19 and online training modules. In conclusion, Dr. Collins highlighted how physicians and learners contribute every day to colleagues and communities and have been there for one another during these trying times. She committed to lending her voice and using her experience to support all physicians at the national level and to support change that will benefit everyone.

7. Finance Report – Dr. Lynette Powell

Dr. Lynette Powell, Chair of the Finance & Administration Committee presented the audited financial statements for the fiscal year ending December 31, 2019. She noted that the Finance & Administration Committee, in conjunction with senior staff, reviewed the statements which the Board of Directors subsequently approved on June 6. In her

report, she noted that the NLMA experienced a surplus of \$151,000 from operating activities in 2019. A \$269,000 surplus had been forecasted, but several unplanned initiatives were undertaken, including \$79,000 to produce a report on virtual care and \$42,000 to host a virtual care summit in June; \$66,000 was also spent on a family physician HR forecast. Dr. Powell went on to note that the NLMA invested \$92,000 in the development of a physician leadership program through the Office of Professional and Educational Development at the Faculty of Medicine. Dr. Powell also highlighted that the NLMA continues to have a healthy reserve of over \$2.8 million, meeting and exceeding the one-year-operating-expenses target. Revenue from membership fees, which made up 88 per cent of the NLMA's total revenue in 2019, increased slightly to \$2.3 million. The NLMA Parental Leave Allowance provided \$371,000 in benefits to 30 eligible members. In addition, the NLMA's charity, the Physician's Legacy Foundation, awarded \$29,000 to 21 student and resident members of the Association under seven different scholarships. Dr. Powell noted that the NLMA also experienced a large increase in the number and amount of donations to the Foundation. From less than 100 donors the year before to over 200 donors this year, and from \$7,400 in donations to almost \$18,000, noting this was likely due in part to an enhanced membership renewal and donation platform. In her concluding remarks, she pointed out that \$446,000 was invested in projects to address a wide range of health system issues under the Clinical Stabilization Fund; \$3.1 million in total since 2012.

8. Appointment of Auditors

Moved by Dr. Lynette Powell, seconded by Dr. Paul Johnson, that the auditing firm of Deloitte be appointed NLMA auditors for the fiscal year 2020.

PASSED

9. Installation of New President

CMA President Dr. Ann Collins introduced Dr. Lynette Powell as the new President. Dr. Collins led the ceremony, virtually, as Dr. Powell put on the Chain of Office.

10. Incoming President's Address – Dr. Lynette Powell

Dr. Powell opened her remarks as the new President of the NLMA by thanking Dr. Collins of the Canadian Medical Association, noting the honour and privilege to be stepping into this position at this time in history. She went on to highlight a number of challenges being faced by the Association and its members including the financial situation of the province, overdue negotiations, a crisis in primary care; and, the global pandemic. Looking ahead, Dr. Powell focused on the NLMA's efforts to ensure physicians are supported and safe in their work environments as they manage the reality of COVID-19, and advancing the NLMA's negotiations to secure a fair and competitive contract that will entice new physicians to come to Newfoundland and Labrador. Dr. Powell went on

to acknowledge the realities that the province is facing - a difficult fiscal position, the collapse of the province's finances, increased unemployment, a reduced demand for oil and a decline in income tax, sales tax and gasoline tax. Dr. Powell noted that in moving forward with the NLMA's agenda, all members will need to be realistic in their expectations and focus our energies on areas that will have the greatest success. Dr. Powell highlighted the her disappointment over the state of the NLMA's relationship with government that has accumulated over several years. She reported that the NLMA had called on Premier Furey to commit to a constructive relationship and cited NLMA's willingness to immediately begin the hard work required to address the issues facing physicians. Other issues identified included amending the 811 virtual care service, engaging in an HR planning process for all disciplines, reforming the recruitment and retention process, as well as continued support and expansion of e-health innovations. Dr. Powell went on to note the importance of physician leadership during times of crisis, such as during the pandemic and highlighted that physician expertise and knowledge of the system were critical to safely navigating the challenges of first slowing, and then reopening our health care system. In comments directed to her colleagues, she recognized the work of family physicians, specialist colleagues in rural and tertiary care centres, noting significant issues for each discipline that need to be tackled in a united front. Dr. Powell went on to thank outgoing President, Dr. Charlene Fitzgerald for the exceptional work she did during her term and also acknowledged and thanked the Board of Directors. Dr. Powell also recognized Dr. Janice Fitzgerald and Dr. Proton Rahman and their teams, along with many other specialists and family physicians who worked tirelessly to manage COVID-19 in the province. In her concluding remarks, Dr. Powell pledged to put forth her best efforts to ensure the future success of the profession, and ultimately the best possible medical care for the people of the province.

11. Introduction of New President-Elect & Directors At-Large

AGM Speaker Dr. Art Rideout introduced President-Elect Dr. Susan MacDonald and current Board Members - Dr. Paul Johnston, Dr. Sarah Clancy, Dr. Amer Qureshi, Dr. Hans Schafer, Dr. Will Moores, Dr. Lauren Smithson, Past President Dr. Charlene Fitzgerald and new President Dr. Lynette Powell.

12. President-Elect Address - Dr. Susan MacDonald

Dr. Susan MacDonald thanked members for their trust in her. She said there are stormy seas ahead, but she has tremendous faith in the physicians of the province in being able to work together and collaborate to support one another as we move forward. Having worked with the Board previously, she has phenomenal admiration for the work they do and said together they will accomplish what we need to do. She looks forward to the next few years and will do her best for the physicians of the province.

13. Recognition of NLMA and CMA Honorary Life Awards – Presented by Dr. Art Rideout, Dr. Ann Collins

This year, NLMA and CMA Honorary Members were recognized during the NLMA AGM. Recipients will be invited to formally accept their awards in-person and address delegates at the 2021 NLMA AGM.

NLMA Honorary Life Awards

- Dr. Robert Young
- Dr. Wieslaw Rawluk

CMA Honorary Life Awards

- Dr. Georgina Chalker
- Dr. David Prior

14. Resolutions

Resolution #1

Moved by: Dr. Yordan Karaivanov

Seconded by: Dr. Heather O'Dea

"That NLMA collaborate with the GNL, CCFP and CPSNL for the establishment of a regulatory and financial framework for the introduction of Family Practice Anesthesia and Family Medicine with enhanced Surgical Skills in rural parts of the Province."

PASSED

Resolution #2

Moved by: Dr. Jared Butler

Seconded by: Dr. Colleen Kirby

"That the NLMA negotiate a fee code for vaccinations that can be billed in addition to an office visit."

PASSED

Resolution #3

Moved by: Dr. Steve Major

Seconded by: Dr. Colleen Kirby

"That the NLMA work with government to develop a blended capitation/graduated fee-for-service payment model for FFS Family Physicians."

PASSED

Resolution #4**Moved by:** Dr. Steve Major**Seconded by:** Dr. Jared Butler

"That the NLMA work with government with respect to the MCP Medical Payment Schedule preamble and its flaws as these need to be addressed for each Section of the NLMA."

PASSED**Resolution #5****Moved by:** Dr. Roxanne Cooper**Seconded by:** Dr. Megan Hayes

"That NLMA offer an avenue for the Government to strengthen primary care services and the value of 811 by offering primary care and emergency physician representation to inform on effective integration of 811 services in the province."

PASSED**15. Adjournment**

It was moved by Dr. Jared Butler, and seconded by Dr. Mike Cohen, to officially adjourn the meeting.

ACTIONS ARISING OUT OF THE 2020 ANNUAL GENERAL MEETING

Actions on Resolutions

Resolution # 1

That, the That NLMA collaborate with the GNL, CCFP and CPSNL for the establishment of a regulatory and financial framework for the introduction of Family Practice Anesthesia and Family Medicine with enhanced Surgical Skills in rural parts of the province.

NLMA staff have completed a jurisdictional scan of Family Practice Anesthesia and Family Medicine with enhanced Surgical Skills in rural parts of Canada. This work has been presented to the Board. Staff have been directed to proceed with consultation with the clinical chiefs in anesthesiology and surgery to assess the opportunities for family physicians to contribute in these areas in rural parts of the province, and the NLMA Family Practice Section will be engaged.

Resolution #2

That, the NLMA negotiate a fee code for vaccinations that can be billed in addition to an office visit.

Since the AGM in September 2020, NLMA has negotiated COVID-19 vaccine fee codes that include an add-on fee code. The two fee codes are temporary until December 31, 2021, with an option to be extended. The NLMA will advocate that the codes be in place on a permanent basis and also be applied to the influenza vaccine.

Resolution #3

That, the NLMA work with government to develop a blended capitation/graduated fee-for-service payment model for FFS Family Physicians.

The NLMA has developed a proposal of the key components of a blended capitation model for Newfoundland and Labrador that brings the best of what's working across Canada to our province and customizes it to reflect our unique needs. The proposal also includes a complementary proposal for team-based care. The blended capitation proposal has been approved by the Board and has been tabled as part of the current round of negotiations, which are ongoing.

Resolution #4

That, the NLMA work with government with respect to the MCP Medical Payment Schedule preamble and its flaws as these need to be addressed for each Section of the NLMA.

NLMA used the President's Tour consultations, and consultations with member sections, to identify preamble issues that are of concern. As part of negotiations, which are currently underway, the NLMA proposed an amendment to the current Schedule L (MCP Payment Schedule Review Committee (PSRC) Terms of Reference) that, if successful, would see each party to the agreement identify sections of the Preamble and the fee schedule that are problematic. Staff will consult with the Family Medicine and FFS Consultant sections to identify these issues. NLMA has also proposed a process to improve quality and flow of information between MCP, HCS audit services, NLMA and physicians. Furthermore, NLMA has proposed changes to Specific Assessments and Specific Reassessments, as well as the definition of the Chronic Disease Management (Fee Code 127), to reflect the negotiated intent of that code. (NLMA has initiated legal action regarding the differences in interpretation of the definition of SAs and SRAs, which is currently proceeding through the courts.)

Resolution #5

That, the NLMA offer an avenue for the Government to strengthen primary care services and the value of 811 by offering primary care and emergency physician representation to inform on effective integration of 811 services in the province

811 is a program of the Department of Health, which has a contract with FoneMed to provide this service. The Service has its own medical director – a physician who specializes in emergency medicine and family medicine. Starting last June, NLMA launched media relations advocacy over concerns about the service, wrote the Minister with recommendations and met with the Minister directly. Following the 2020 AGM in September, NLMA engaged the government on developing a process for providing physician oversight to the 811 program. NLMA was informed that government was not prepared to entertain a discussion on this issue until early 2021. By then, NLMA had started negotiations in late December, followed quickly by the 4-month election under which no discussions with government were to be conducted. The Executive Director has since written the Deputy Minister to resume this discussion but has not yet received a reply. NLMA has also developed a position on virtual care walk-in services to advance with government parallel to the negotiations process. The 811 program remains on the NLMA's set of short-term objectives. NLMA has also filed an access to information request to obtain the FoneMed contract; however, the company has taken the request to court claiming it is commercially confidential.

PRESIDENT'S TOUR The 2020 NLMA President's Tour included 14 virtual meetings across all regions of the province. While the NLMA was not able to hold the meetings in person due to COVID, the Association received tremendous value from the open and honest conversations held with members. One message that stood out clearly and was echoed in nearly every meeting was the fact that the pandemic has been a trying time for physicians in Newfoundland and Labrador. On top of the challenges arising from COVID, physicians are bearing the burden of uncertainty, stress, being overworked and delivering services in an environment where the value and respect for their skills is deteriorating. Some of the themes heard during the President's Tour included recruitment and retention challenges, the need for a dependable and available locum pool, physician shortages in rural communities, and the risk of instability due to changes with the CSAT program. Some positive themes included the continued growth of the EMR program and the quick adoption and implementation of virtual care. A member survey was distributed following the tour and feedback from attendees regarding the virtual format was quite favourable.

.....

ELECTION ADVOCACY During the 2021 provincial election, the NLMA made all parties and their candidates aware of the pressing issues facing doctors and patients – the most critical issue being timely access to care. NLMA highlighted the fact that there are many regions of the province, and specific types of care, that are suffering from long wait times and bottlenecks. Many of our hospitals, both rural and urban, suffer from a critical lack of specialists. Lack of these services means patients must travel long distances to receive necessary care, while wait lists grow ever longer. NLMA also called on the political parties to commit to helping the 90,000 residents of the province who do not have access to a family doctor or a primary health care team. The NLMA submitted a letter to the three party leaders asking them to outline how they plan to improve patient access. The NLMA then published responses from party leaders. To coincide with our election advocacy, the NLMA also launched an advertising campaign, which included TV, print, radio and social media ads, emphasizing the need to address the issue of the 90,000 patients in the province that do not have a family doctor. NLMA also provided key messages to members that they could use when speaking with election candidates in their ridings. Work on the election strategy also led to stronger linkages with the other health care stakeholder groups.



NEGOTIATIONS In September, the NLMA met with the Premier and the Minister of Health to discuss key issues facing physicians and the health care system, as well as the need to start negotiations at an early date. Initial negotiating meetings started in December, but were suspended in January when the election was announced and were further postponed due to delays in the election. MOA negotiations resumed May 5, 2021. The NLMA has submitted proposals at the negotiations table that, if accepted, will lead to systemic improvements and better health outcomes, which will ultimately lead to a sustainable health care system.

Local News

Frustrations Mount Between NLMA and Province Over Expired Contract



BLENDING CAPITATION PAYMENT MODEL

In 2020, the NLMA initiated member consultations to help the Association determine the level of interest among physicians in moving toward this payment model. NLMA used member feedback to develop a proposal to the provincial government regarding the establishment of a “blended capitation” payment model, as an alternative to fee-for-service and salaried payment models. Blended capitation would pay a physician a single fee per patient, for all the services required by that patient, for a 12-month period. The physician would also bill MCP for each service provided to patients, and would receive a percentage of the normal fee rate. Together, the capitation payment and the FFS payment would make up the physician’s annual income. This payment model recognizes the needs of patients, supports doctors’ ability to provide comprehensive care, and allows for the integration of collaborative teams. The model gives doctors the flexibility to provide services in different ways, so they can spend more time with each patient and deliver a full range of care that encourages health promotion, wellness and teamwork with other health providers.

Local News

NLMA Calls for Commitment to Improve Access to Doctors as Election Campaign Gets Underway

Jan 18, 2021 6:13 PM



VIRTUAL CARE In September, the Pandemic Virtual Care Assessment (PVCA) code for family physicians, as well as the Pandemic Virtual Care Fee Codes for Consultants (PVCCC), was extended beyond October 1, 2020. These virtual care codes remain temporary and billable during the COVID-19 pandemic. Following the completion of MOA negotiations, NLMA and government will revisit the codes to be developed within the context of principles and general rules established within the new MOA. The NLMA recently collaborated with the Maritime PTMAs to complete a review of virtual care compensation. The PTMAs commissioned Deloitte to help develop recommendations for virtual care compensation models in the region. Recognizing the pace at which virtual care is changing globally, particularly since the onset of the COVID-19 pandemic, the PTMAs wanted to better understand best practices for virtual care compensation models in order to ensure physicians are fairly compensated and that future virtual care services are sustainable.

PANDEMIC WORK DISRUPTION In February, the province temporarily returned to Alert Level 5, following confirmation of an outbreak in the Metro region of the B117 Variant of SARS-CoV-2. Special orders were implemented across the province. The NLMA immediately engaged the government to address physician issues arising from Alert Level 5, including issues related to medical service reductions and the impact on physician incomes. This led to the creation of a Physician Work Disruption Program 2021 to address the income issues for fee-for-service physicians. On March 27, 2021, the province moved to Alert Level 2 and RHA health care services were restored to acceptable levels. The program ended on March 31 after the outbreak was brought under control. The NLMA also engaged the Department in discussions to introduce a new hourly rate for physicians working in Provincial COVID Assessment Clinics, Testing /Swabbing Sites and Testing Labs across all RHAs. This temporary rate was intended to provide maximum flexibility in scheduling to meet the demands of these clinics.

SALTWIRE



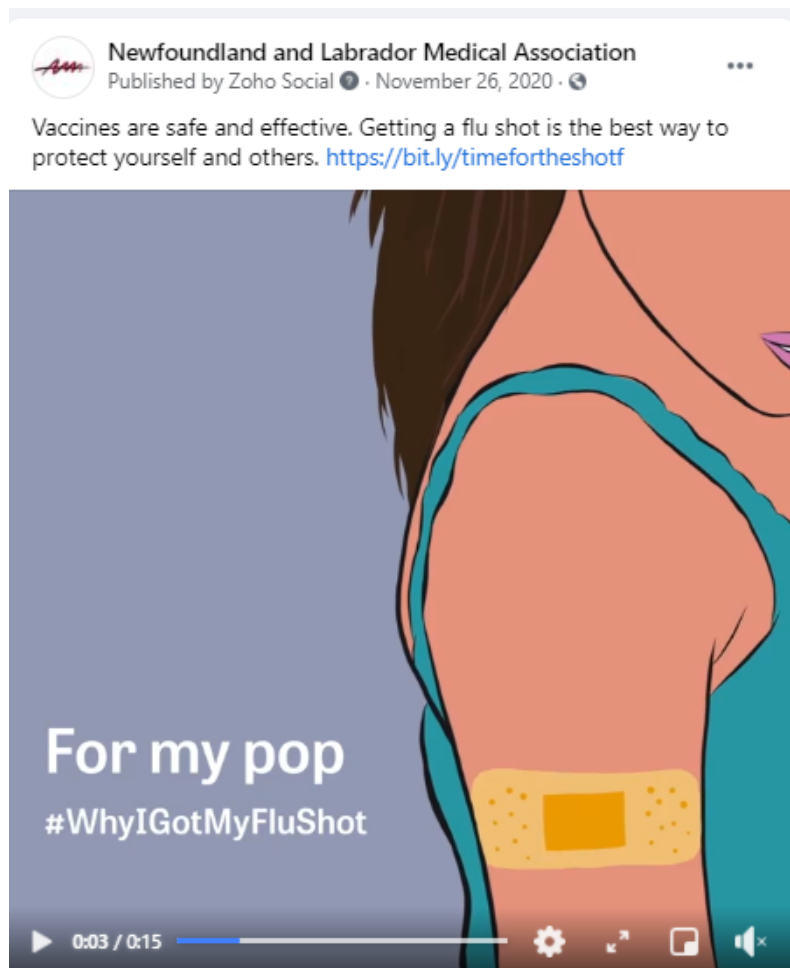
Newfoundland &
Labrador
Powered by The Telegram

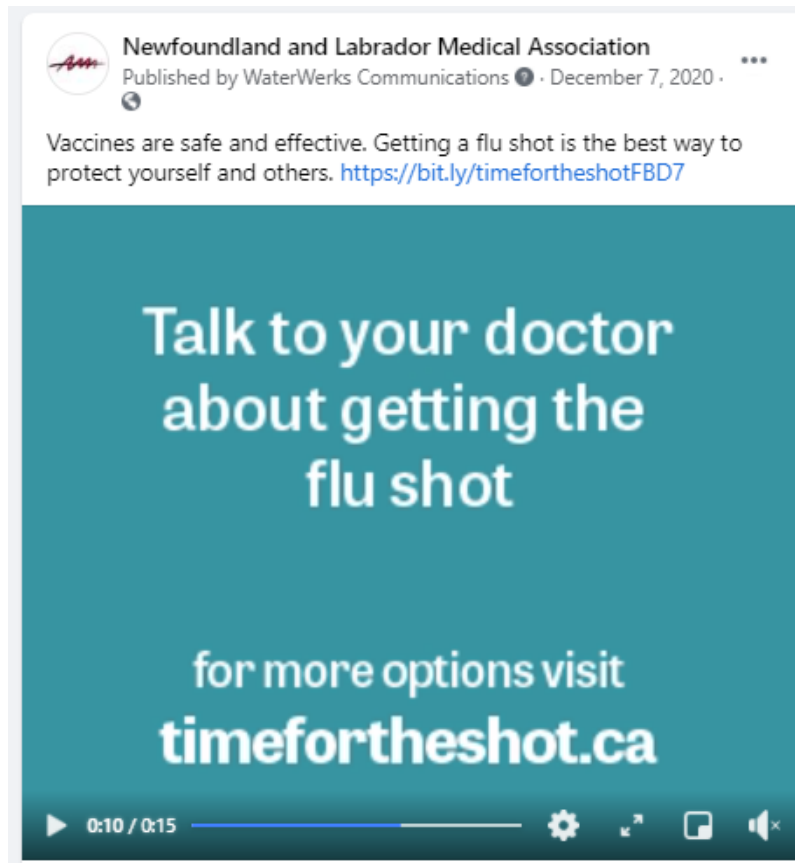
Newfoundland and Labrador doctors staying positive as contract talks set to start

Physician recruitment and fee structure among main issues



FLU SHOTS This fall, flu shots were covered under MCP. This meant that patients could once again receive a flu shot from a participating family doctor. In 2017, the provincial government eliminated coverage of influenza vaccines under MCP. The government reversed that decision on a temporary basis for the current flu season. This was welcome news to doctors and their patients. The NLMA remains committed to advocating for the permanent reinstatement of MCP coverage for the influenza vaccination in order to increase the province's low influenza vaccination rate. NLMA also launched a paid social media campaign and conducted media interviews to encourage patients to get the flu shot from their doctor.





COVID-19 VACCINES Throughout the year, NLMA attended briefings with public health, the Department, and Eastern Health on the issue of COVID vaccines for physicians. NLMA kept members up-to-date on the plans for vaccine rollout and how to obtain the vaccine. A number of physicians providing care to LTC and personal care homes were missed in phase one and were not immunized. NLMA assisted in identifying these physicians and they were then able to book and receive their shot. The NLMA also assisted physicians who may have missed the various opportunities to be immunized to get appointments for their COVID vaccine. NLMA also strongly advocated publicly for vaccine equity and called on government to address inconsistencies, both among those working in RHA facilities in the same region, inconsistencies among community physicians in the same region, and inconsistencies between regions. Unvaccinated community physicians were included in phase two of the vaccine roll-out and, after NLMA advocacy, the timeline for this group to receive their shot was advanced to late March/early April. The NLMA was also involved in discussions with the Department of Health regarding physician participation in administration of the COVID-19

vaccine, either to their own patients or as part of an RHA vaccine clinic. The Family Medicine Section Executive Committee provided valuable feedback on the compensation proposal. NLMA also provided members with resources and guidelines regarding vaccine administration for patients. The NLMA also launched a multi-media COVID-19 vaccine promotion ad campaign with funding from the CMA. The campaign was timed with phase three of the province's vaccination plan when the vaccine became available to all eligible residents over the age of 12. The campaign uses emotive tactics to highlight the importance of getting the COVID-19 vaccine, such as the longing for everyday moments and personal connections that were lost due to COVID-19, and the desire to return to normal life. The ads focus on the aspects of life we have been missing since COVID (e.g. gatherings, spending time with family and friends, travel outside Newfoundland and Labrador, dating, school graduations, group sports activities, etc.). They convey the sentiment that getting vaccinated brings us one step closer to getting back to our old way of life. The videos are upbeat and intended to instill hope, while at the same time conveying to viewers they have a responsibility to get vaccinated. To complement the videos, the NLMA is developing a series of photo ads featuring past NLMA Presidents with quotes about why Newfoundlanders and Labradorians should get vaccinated.



NEWS QUESTION OF THE DAY SHOWS COMMUNITY NETWORK STATIONS CONTACT US

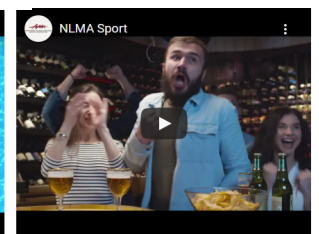
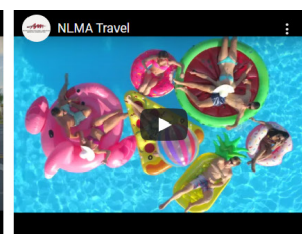
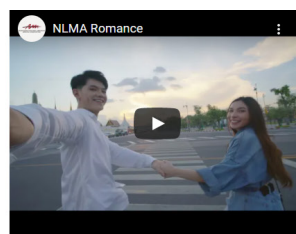
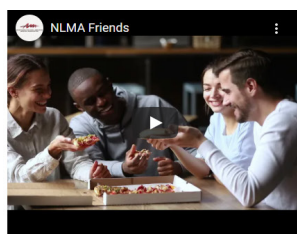
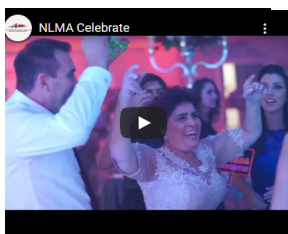
Local News

NLMA Calls on Eastern Health to Address "Vaccine Inequity" for Physicians

Mar 20, 2021 7:49 AM



Dr. Lynette Powell, President of the NLMA



NLMA SUBMITS INPUT ON HEALTH SYSTEM REDESIGN The provincial government appointed Dr. Pat Parfrey and Sister Elizabeth Davis as the co-chairs of the Task Force on Health Care (Health Accord NL). The mandate of the task force is to develop a new vision for health care in the province to improve health outcomes, re-imagine service delivery, and re-balance investment between acute care and the social determinants of health. NLMA's Executive Director represents the Association on the Task Force. There are also many physicians on the six sub-committees of the Task Force. Health Accord NL established committees on the topics of hospital services, digital technology, community care, quality of care, the aging population and the social determinants of health. To ensure the perspectives and experiences of NLMA members were reflected in the NLMA's briefs to the Task Force, an extensive consultation process with physicians was undertaken in February and March 2021. NLMA also submitted a brief on community care in January based on previous member input. These briefs were forwarded to each of the corresponding committees to be used to develop recommendations for the 10-year plan for the province's health care system. The NLMA would like to thank members who contributed advice and feedback during these consultations. The Task Force has now completed the first phase of developing a 10-year Health Accord with interim report, "A Call to Action to Transform Health." NLMA continues to consult with the Task Force, including a presentation on physicians' priorities from the President as recently as May 21.

.....

PHYSICIAN HEALTH STRATEGY The NLMA has signed the agreement with CMA and Scotiabank for a four-year enhancement of the Physician Health Program with a total value of \$1 million. In 2020, the Physician Wellness Advisory Council worked to develop a comprehensive four-year strategy for physician health in the province. In the fall of 2020, the NLMA, with financial assistance from the CMA's Affinity Fund, undertook a comprehensive needs assessment and gap analysis to tailor future services, programs and initiatives to better meet the health and wellness needs of members. This included an environmental scan of current offerings, a survey of physicians, online consultations, focus groups with physicians, and a strategy development workshop. The pandemic brought forth particular issues, and the NLMA sought to ensure that the issues and lessons learned helped to inform the strategy's development. The findings from the needs assessment are detailed in a comprehensive report and served to inform the development of a four-year physician health strategy. This strategy focuses on issues which, if addressed, will have a positive impact on the health, well-being and work life balance of NLMA members. Over the next four years, the NLMA's Physician Wellness Advisory Council will focus on fostering a culture that proactively addresses the broad health

needs of physicians in a safe, supportive, and trusting environment; addressing the systemic issues that are negatively impacting physician health and well-being; and, expanding the breadth of supports and tools to assist members to overcome health issues that may impact their ability to practise medicine.

.....



NEW FFS CONSULTANTS SECTION The newly established NLMA Section of FFS Consultants met for the first time on February 16, 2021. The Section is organized for the purpose of providing a forum for practising FFS consultants in the province to discuss the delivery of consultative medical services and the advancement of issues that are common to FFS consultants. The section will identify solutions to systemic problems affecting practice and delivery of care; develop strategies for consideration by the Board of Directors to enhance the physician and patient experience; and serve as a forum to voice expressions of concern and/or opinion for the benefit of the NLMA on any matter that may be of concern to the Section.

IVI APPLICATION The NLMA has filed an originating application with the Supreme Court of Newfoundland and Labrador, General Division to resolve a disagreement regarding the interpretation and application of Schedule L of the MOA to Intravitreal Injection (IVI). The application was issued by the court on March 10, 2021. NLMA is seeking a declaration that the introduction of fee code 54846 (Intravitreal injection of anti-VEGF substance) to the Medical Payment Schedule on January 15, 2019 was subject to Part 1 of Schedule L to the MOA, and that the resulting change to the rate for IVI in-hospital was subject to the process, procedure and considerations set out in Part 1. We are also seeking a declaration that the Department's actions breached its duty of honesty and good faith in contractual performance. We have been advised by the court that a judge will be appointed to hear both this application and the SA/SRA application described below, and that these matters will proceed in a timely fashion.



NEWS QUESTION OF THE DAY SHOWS COMMUNITY NETWORK STATIONS CONTACT US

Local News

Doctor Shortage Remains Concern for NLMA

Nov 26, 2020 6:23 PM

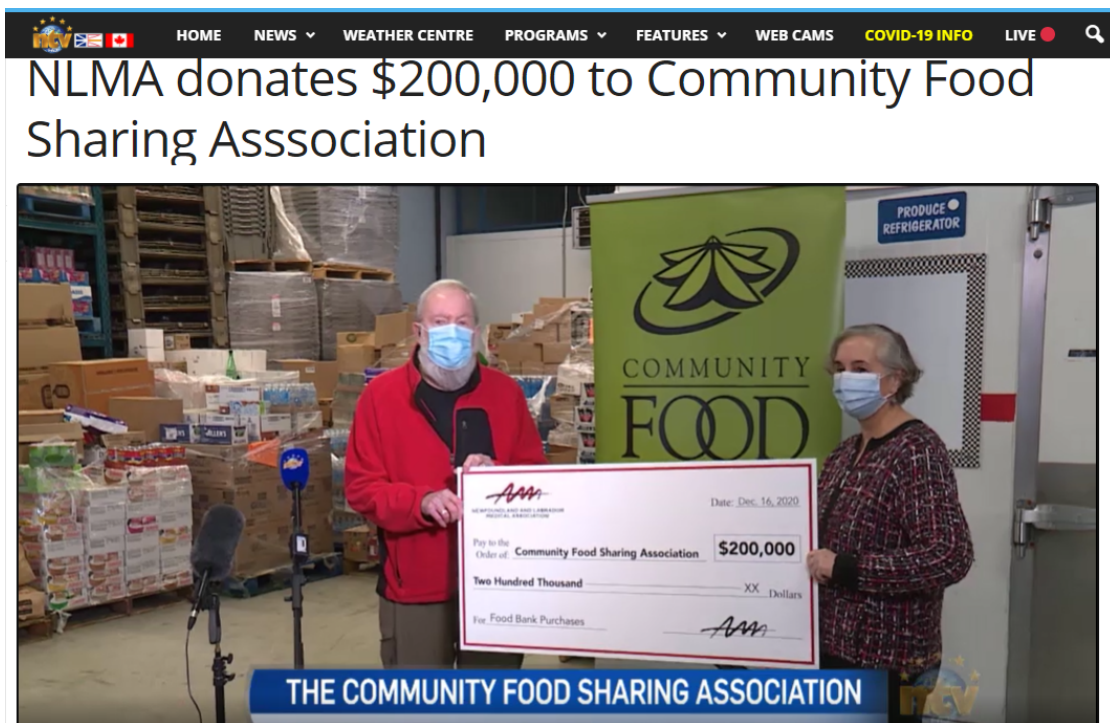


SA/SRA APPLICATION An originating application has also been filed to address changes in connection with payments for Specific Assessments to FFS Specialists. In the application we assert that since 2019, a number of Specific Assessment (SA) claims by FFS Specialists have improperly been rejected by the Department and adjusted to the lower rate of Specific Reassessments (SRA). The application was issued by the court on March 26, 2021. We are seeking a declaration that a claim by a FFS Specialist for a SA is payable as an SA, so long as it is performed more than 90 days after any previous SA of that patient by that Specialist, and a declaration that the Department's practise since 2019 of rejecting claims for SAs, or of changing or reclassifying such claims as SRAs based on an absence of a new diagnosis or function assessment, is a breach of the MOA. The NLMA is also seeking declarations that the government is estopped from alternating its long-standing practise of paying FFS Specialists for SAs, that the changes are in breach of the statutory duty to consult the NLMA pursuant to the *Medical Care and Hospital Insurance Act*, and that the changes are in breach of honesty and good faith in contractual performance.

.....

GFT LITIGATION The court case filed by the NLMA on behalf of "fixed fee" GFT physicians is currently in the discovery stage. Discovery takes place prior to trial and gives each side the opportunity to investigate the facts of the case and examine the evidence. Each party has produced all relevant documents they have to the other parties and made them available. The other aspects of discovery – oral examination and interrogatories (written questions) of persons relating to the matter – come next. The litigation process is unfolding as expected. It takes time for these matters to work their way through the courts – unfortunately years, not months. The NLMA remains committed to seeing this through and is actively pushing the matter forward.

NLMA CAR SEAT PROGRAM A New Year tradition for the NLMA is the annual car seat program. For more than 30 years, physicians in Newfoundland and Labrador have been providing safe rides home for newborns at hospitals around the province. Again this year, the NLMA donated a car seat to the first baby born in 2021 at each of the province's hospitals that perform routine deliveries. Due to the pandemic, presentations were not made in person at the hospitals this year and instead car seats were mailed directly to the families of the newborns. The intent of the NLMA's car seat program is to encourage all parents to use approved car seats for their children from the moment they leave the hospital as newborns. To date, more than 350 car seats have been presented to families of newborns.



COMMUNITY FOOD SHARING ASSOCIATION DONATION In December, the NLMA made a donation on behalf of all physicians in the province to the Community Food Sharing Association (CFSA) for \$200,000 to help support supplying food banks across Newfoundland and Labrador. This was the largest donation ever made to the CFSA from a single donor. Due to COVID-19 and temporary changes in the way we do business, the NLMA encountered an unexpected surplus in our operational budget in 2020. The donation was disbursed to the CFSA in two installments of \$100,000. For the initial disbursement, each of the 55 food banks across the province were offered

\$1,800 to spend specifically on food purchases. To ensure accountability, the food banks purchased the food and submitted their receipts to the CFSA for reimbursement. Each food bank receives shipments of non-perishable foods from the CFSA on a regular basis. The NLMA donation allowed each food bank to supplement those items with meats and fresh fruits and vegetables they would not normally receive through the CFSA. The second disbursement of \$100,000 was later allocated in the same way, allowing each of the 55 food banks to spend a total of \$3,600 on food purchases. In total, \$198,000 was disbursed directly to the province's food banks. The remaining \$2,000 was used to purchase food items for the CFSA warehouse in St. John's.

 **CBC** | [MENU](#) 

[COVID-19](#) [Local updates](#) [Watch live](#) [COVID-19 tracker](#) [Vaccine tracker](#)

NEWS [Top Stories](#) [Local](#) [The National](#) [Opinion](#) [World](#) [Canada](#)

Nfld. & Labrador

COVID-19 saved the NLMA some expenses. Now it's donating \$200K to Community Food Sharing Association

"It's hard to have the correct words to say thank you," says Eg Walters

CBC News - Posted: Dec 17, 2020 4:08 PM NT | Last Updated: December 17, 2020



NLMA CO-RECIPIENT OF HARRY MEGANN HELPING HAND SAFETY AWARD

In 2011, SafetyNL created what has become known as The Harry Megann Helping Hand Safety Award to be presented to an individual or organization exemplifying a commitment to safety to their staff, their clients and the community. In October, the SafetyNL presented the award to the Newfoundland Labrador Medical Association, the College of Registered Nurses of Newfoundland Labrador and the Newfoundland Labrador Public Health Association. The decision was made in



recognition of the great commitment by these organizations and their members to keep citizens of the province safe during the COVID-19 pandemic. The award was designed and created by Kevin Coates, a local crafts person in Newfoundland Labrador. The wood carving represents the NLPHA, NLMA and the College of Registered Nurses and their work to keep people of the province as safe as possible by slowing the spread of the COVID-19 virus. The theme of Mr. Coates' work was based on the desire "to lend a helping hand," something that is commonplace in Newfoundland and Labrador culture. NLMA's Medical Director and a former President, Dr. Susan King, accepted the award on behalf of the NLMA.

REPORT OF THE NOMINATING COMMITTEE

Dr. Tracey Bridger, Chair

The Nominating Committee considered all nominations put forward for election to the NLMA Board of Directors and would like to thank all members who allowed their names to stand.

The Committee is pleased to put forward the following slate of officers and board members for 2021-2022:

Officers

| | | |
|--------------------------|--|---------------------|
| President | Dr. Susan MacDonald, Sal ¹ FM | St. John's |
| President-Elect | Dr. Kris Luscombe, FFS ² Spec | Grand Falls-Windsor |
| Immediate Past-President | Dr. Lynette Powell, FFS FM | Grand Falls-Windsor |

Board Members

| | |
|---|-------|
| Dr. Sarah Clancy, FFS FM | Rural |
| Dr. David Flusk, APP Spec | Urban |
| Dr. William Moores, FFS Spec | Urban |
| Dr. Bolu Ogunyemi, FFS Spec | Urban |
| Dr. Amer Qureshi, Sal Spec | Rural |
| Dr. Hans Schaefer, FFS FM | Urban |
| Dr. Christopher Grant, PARNL ³ | |
| Mr. Evan Wheeler, MSS ⁴ | |

¹ Salaried

² Fee-For-Service

³ Professional Association of Residents of Newfoundland and Labrador

⁴ Medical Students' Society

APPENDICES TO THE NLMA ANNUAL REPORT

Appendix 1 — Financial Statements

Available to members upon request

Appendix 2 — 2021 Budget

Available to members upon request

2020-2021 BOARD OF DIRECTORS, STAFF, CMA REPRESENTATIVES

NLMA Board of Directors

Officers

President - Dr. Lynette Powell

President-Elect - Dr. Susan MacDonald

Past-President - Dr. Charlene Fitzgerald

Directors At-Large

Dr. Sarah Clancy

Dr. Paul Johnston

Dr. William Moores

Dr. Amer Qureshi

Dr. Hans Schaefer

Dr. Lauren Smithson

Non-Voting

Board Chair - Dr. Arthur Rideout

Resident Rep - Dr. Christopher Grant

Medical Student Rep - Mr. Evan Wheeler

NLMA Staff

Mr. Robert Thompson

Executive Director

Ms. Lynn Barter

Associate Executive Director

Mr. J. David Mitchell

Director, Administration & Membership

Ms. Suzan Izquierdo

Membership Administrator

Ms. Donna Osmond

Executive Assistant

Mr. Jonathan Carpenter

Director, Communications & Public Affairs

Ms. Anna Delaney

Communications Coordinator

Mr. Scott Brown

Director, Health Policy & Economics

Ms. Tamie L. White

Senior Compensation & Benefits Analyst

Ms. Aimee Letto

Health Policy Analyst & Legal Counsel

Contract Advisors

Dr. Susan M. King

Medical Director, NLMA Physician Care Network

Ms. Jean Cook

Clinical Stabilization Fund Project Coordinator

Ms. Lucy McDonald

Senior Advisor, Health Information

NLMA Representatives to CMA Committees/Forums

Dr. Yordan Karaivanov

Board of Directors

Dr. Wendy Graham

Committee on Nominations

2020-2021 Standing Committees

Governance

Dr. Lynette Powell (Chair)

Dr. Charlene Fitzgerald

Dr. Susan MacDonald

Dr. Arthur Rideout

Secretariat: Robert Thompson, Lynn Barter

Finance and Administration

Dr. Paul Johnston (Chair)

Dr. Lynette Powell

Dr. Tracey Bridger

Dr. Sarah Clancy

Dr. Susan MacDonald

Secretariat: Robert Thompson, J. David Mitchell

External Relations

Dr. Lynn Dwyer (Chair)

Dr. Charlene Fitzgerald (Board Liaison)

Dr. Amer Qureshi

Dr. Nigel Duguid

Dr. Lynette Powell

Dr. Hans Schaefer

Subject experts as required

Secretariat: Jonathan Carpenter

Negotiations Committee

Dr. Lynette Powell (Chair)

Dr. Charlene Fitzgerald

Dr. Susan MacDonald

Subject experts as required

Secretariat: Robert Thompson, Lynn Barter, Scott Brown

2020-2021

NLMA SUB-COMMITTEES, AD HOC COMMITTEES & ADVISORY COUNCILS BOARD & GENERAL MEMBERSHIP

Physician Wellness Advisory Council

Dr. Tracey Bridger (Chair)
Dr. Susan King (Medical Director)
Dr. Susan MacDonald (Board Liaison)
Dr. Steve Darcy
Dr. Cathy Hickey
Dr. Kris Luscombe
Dr. Josh Mercer

Secretariat: Lynn Barter

Health Information Committee

Dr. Tracey Bridger (Chair)
Dr. William Moores (Board Liaison)
Dr. Aaron McKim
Dr. Dianne Keating Power
Dr. Jonathan Greenland

Secretariat: Lucy McDonald

IMG Advisory Council

*Member consultation/Subject matter
experts as required*

Secretariat: Lynn Barter

Rural Physicians Advisory Council

Dr. Amer Qureshi (Chair)
Dr. Sarah Clancy
Dr. Yordan Karaivanov
Dr. Lauren Smithson

Secretariat: Lynn Barter

Physician Services Liaison Committee (PSLC)

Dr. Charlene Fitzgerald
Dr. Lynette Powell
Dr. Susan MacDonald

Secretariat: Robert Thompson, Lynn Barter,
Scott Brown, Tamie White

CPSNL-NLMA Joint Committee

Dr. Charlene Fitzgerald
Dr. Lynette Powell

Secretariat: Robert Thompson

2021 Nominating Committee

Dr. Tracey Bridger (Chair)

Regional representatives to be determined

Secretariat: Lynn Barter

NLMA Leadership Development Program Planning Committee

Dr. Tracey Bridger
Dr. Lynn Dwyer
Dr. Pat O'Shea
Dr. Lorena Power

Secretariat: Lynn Barter, Jonathan Carpenter

WorkplaceNL Committee

Dr. Steve Major
Dr. Joe Tumilty
Dr. Gert Nel

Secretariat: Scott Brown, Tamie White

2020-2021

NLMA SUB-COMMITTEES, AD HOC COMMITTEES & ADVISORY COUNCILS BOARD & GENERAL MEMBERSHIP

Family Practice Renewal Committee

Dr. Wendy Graham (Co-Chair)

Dr. Steve Major

Dr. Nicola Penney

Secretariat: Robert Thompson, Lynn Barter

EMR Management Committee

Dr. Tony Gabriel (Co-Chair)

Dr. Percy Crocker/Dr. Roxanne Cooper

Dr. Tim Strand

Secretariat: Lucy MacDonald

EMR Data Governance Advisory Committee

Dr. Aaron McKim (Chair)

Dr. Laura Jewell

Dr. Gerard Farrell

Secretariat: Lucy MacDonald

EMR Clinical Advisory Committee

Dr. Dianne Keating Power (Chair)

Dr. Erin Fitzpatrick

Dr. Lynn Dwyer

Dr. Melissa Angel

Dr. Marcus Hancock

Secretariat: Lucy MacDonald

PHYSICIANS' LEGACY FOUNDATION OF NEWFOUNDLAND & LABRADOR

The NLMA gratefully acknowledges the generosity of donors to the Physicians' Legacy Foundation of Newfoundland and Labrador. Their contributions help provide scholarships and bursaries to medical students and residents at Memorial University's Faculty of Medicine.

In addition, when a member passes away, the NLMA makes a donation in their memory to the Foundation. Tax-deductible individual donations are accepted during the membership renewal process, or at any time through the NLMA.



Supporting the doctors of tomorrow.



Produced by the NLMA.

Portions of this book
may be reprinted
with written permission.

NLMA House, 164 MacDonald Drive, St. John's, NL A1A 4B3
Telephone (709) 726-7424 | Toll Free (800) 563-2003 | Fax (709) 726-7527
Email nlma@nlma.nl.ca | Website www.nlma.nl.ca