

First Five Years Community of Practice

March 5, 2025

Speakers:

Dr. Jemy Joseph

Dr. Brittany Chow

Dr. John Crosby

Moderators:

Dr. Ryan Banach

Dr. Eleanor Colledge



Locuming 101 and Efficient Medical Form Management



Family & Community Medicine
UNIVERSITY OF TORONTO

Land Acknowledgement

We wish to acknowledge this land on which the University of Toronto operates. For thousands of years, it has been the traditional land of the Huron-Wendat, the Seneca, and the Mississaugas of the Credit. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land.

About the First Five Years Community of Practice

- Designed for you!
- Free, fun and full of answers
- Sessions are highly practical
- Tap into the expertise of both speakers and colleagues
- Tonight's snack pairing: Gourmet Popcorn
- Fully Accredited for 1.5 Mainpro credits per session



Moderators:

- **Dr. Eleanor Colledge**, CPD Program Director, University of Toronto and Family Physician, South East Toronto Family Health Team, Toronto, ON
- **Dr. Ryan Banach**, Family Medicine Early Career Supports Lead, Office of Health System Partnership, University of Toronto and Lead Physician, Norfinch FHO, Toronto, ON

First Five Years Community of Practice

Disclosure of Financial Support

Nothing to disclose.

Potential for conflict(s) of interest:

N/A

Mitigating Potential Bias

- The Scientific Planning Committee has full control over the choice of topics/speakers.
- Content has been developed according to the standards and expectations of the Mainpro+ certification program.
- The program content was reviewed by a three-member national/scientific planning committee.



Dr. Jemy Joseph – Panelist

ER and Family Physician, Toronto, ON & rural Canada



Dr. Brittany Chow – Panelist

Family Physician, Toronto, ON



Dr. John Crosby – Panelist

Family Physician, Cambridge, ON and Assistant Professor of Medicine,
University of Toronto

Speaker Disclosure

- Faculty Name: **Dr. Jemy Joseph**
- Relationships with financial sponsors:
 - Grants/Research Support: N/A
 - Speakers Bureau/Honoraria: N/A
 - Others: OMA locum committee/practice management speaker

- Faculty Name: **Dr. Brittany Chow**
- Relationships with financial sponsors:
 - Grants/Research Support: N/A
 - Speakers Bureau/Honoraria: N/A
 - Others: N/A

- Faculty Name: **Dr. John Crosby**
- Relationships with financial sponsors:
 - Grants/Research Support: N/A
 - Speakers Bureau/Honoraria: N/A
 - Others: N/A

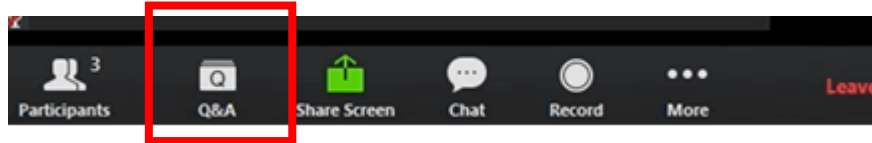
Speaker Disclosure

- Faculty Name: **Dr. Ryan Banach**
- Relationships with financial sponsors:
 - Grants/Research Support: N/A
 - Speakers Bureau/Honoraria: OMA – Speaker for Billing and Practice Management
 - Others: DFCM OHSP – Salary, SGFP Tariff Committee

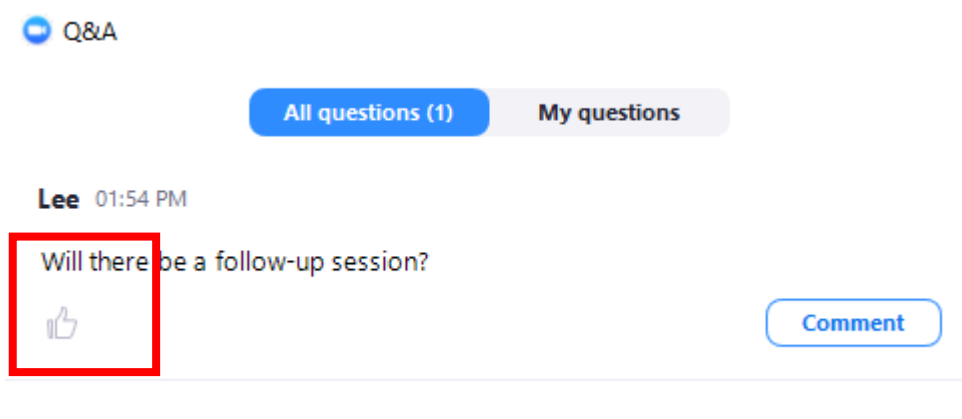
- Faculty Name: **Dr. Eleanor Colledge**
- Relationships with financial sponsors:
 - Grants/Research Support: N/A
 - Speakers Bureau/Honoraria: Ontario College of Family Physicians
 - Others: The Foundation for Medical Practice Education (McMaster University)

How to Participate

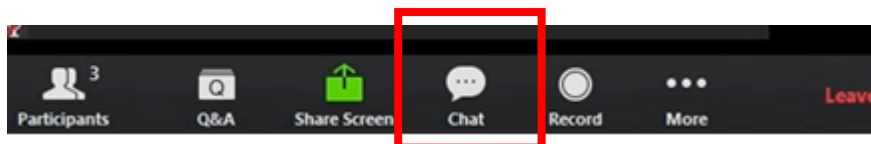
- All questions should be asked using the Q&A function at the bottom of your screen.




- Press the thumbs up button to upvote another guest's questions. Upvote a question if you want to ask a similar question or want to see a guest's question go to the top and catch the panels attention.



- Please use the chat box for networking purposes only.



A close-up photograph of a branch with several pink cherry blossoms. The flowers are in various stages of bloom, with some showing prominent stamens. The background is a soft, out-of-focus light pink and white, suggesting more blossoms or a bright sky. The overall tone is gentle and spring-like.

Mysteries debunked... the locum physician

Jemy Joseph, MD, MSc, CCFP

March 05 2025

Department of Family Medicine
University of Toronto

***"I DON'T KNOW WHERE I AM GOING
FROM HERE BUT I PROMISE IT***

Educational Moves...

- Undergraduate degree (HBSoc): University of Toronto Scarborough (UTSC)
- Masters degree (MSc): University of Toronto (downtown)
- Medical School (MD): University of Ottawa
- Family Medicine Residency: CCFP University of Toronto (downtown)



MY “STAFF LIFE” CAREER MOVES

- 2017: First job → HAY RIVER, NWT!!
- Toronto - Family Clinic (6 months) - not for me
- 2018-2022: Scarborough- ER MD (COVID era)
- 2017-Present Rural / remote locums: Ontario, Northwest Territories, Nunavut (doing FM/ER/Hospitalist.. basically “everything”)
- Present: ICHA, Surgical Assisting, hospitalist, consulting
- Consulting (non-clinical): insurance company (disability work), DEI.
- Transitional Coaching / Career Coaching for physicians
- (Other: OMA speaker. Leadership training with OMA)



northern lights
Sept 2022
Fort Smith, NWT

AGENDA

What is locuming?



Importance of Locum MDs

- + Locum tenens = “to hold the place of, to substitute for.” (Latin)
- + Flexibility, adaptability, trial different communities + clinical settings
- + Work-life balance / career freedom
- + Typically, in family medicine 1-5 years locum before “settling” into a job
- + Addressing the ever-growing shortage of physicians, worsened in rural/remote settings

Why locum

- Who should locum?
 - Everyone (IDEALLY)
 - Who may benefit less from locuming? People who know exactly where and how they want to work and have other things tying them to a specific area
- Benefits
 - Freedom! Vacation whenever you want, work as much as you want, minimal practice management responsibilities
 - Get to try out different practice styles and settings
 - Trial out potential long-term opportunities before committing
 - Money is not always “better” than permanent jobs but definitely >>> than residency



(URBAN) LOCUM WORLD

- Less of transition when graduating from an urban FM residency
- Pros:
 - easier to adjust, familiarity with workplace and geography, familiarity with local resources/specialists
 - Familiarity with billing methods / payments
- Cons:
 - still need to lock in a solid contract, negotiate pay, negotiate admin time, understand what's included in overhead, shadow billing etc.
 - Possible fluctuation in income if volume dependent

(RURAL) LOCUM WORLD

- NOT for the faint of heart
- Completely different from urban medicine
- Cons: longer travel time, lack of resources, lack of specialists, lot more time spend trying to get patients connected to right place/specialist, need to organize logistics of locum on your own
 - Life: away from loved ones, feeling alone
- Pros: steady pay (may or may not be comparable to urban medicine depending on field); NICER patients, exploring beautiful parts of Canada, unique life experiences, medicine more fun as you “see” a lot more
 - Easy to find community if you want as everyone is helpful
 - Outdoor activities and locals help (particularly allied health staff are resourceful)

Life of a medical trainee...



Working
ungodly hours



Frequent
adaptation



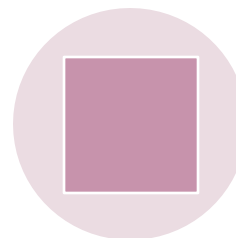
Nutritionally
tanking



Sleep deprived



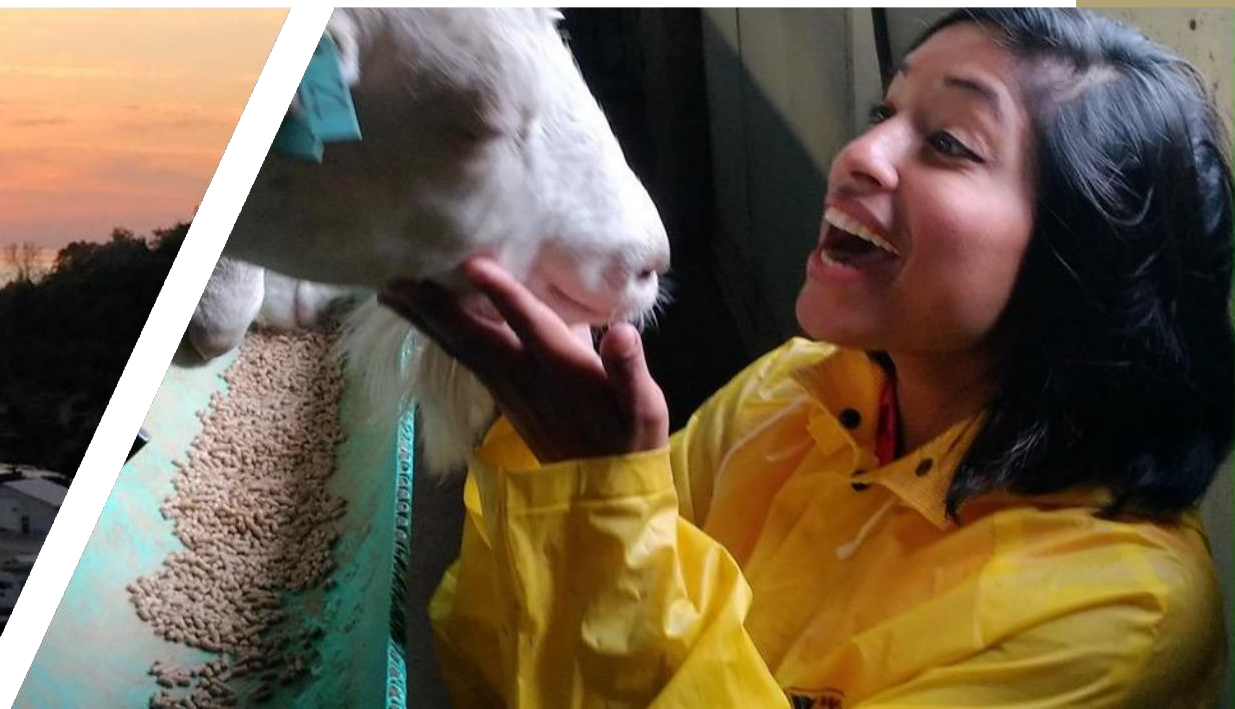
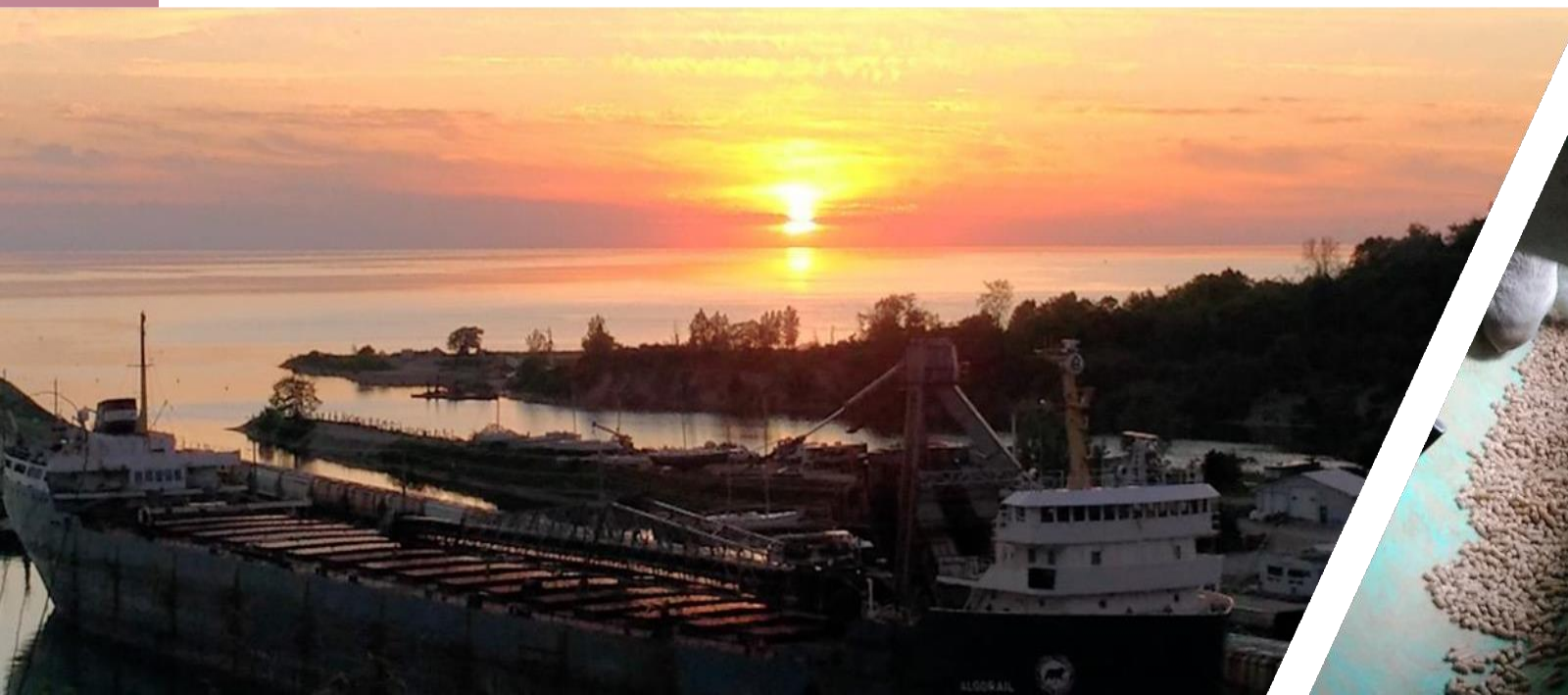
Cognitively
overloaded



Exam
preparations



Alexandra Marine & General Hospital



The first job...

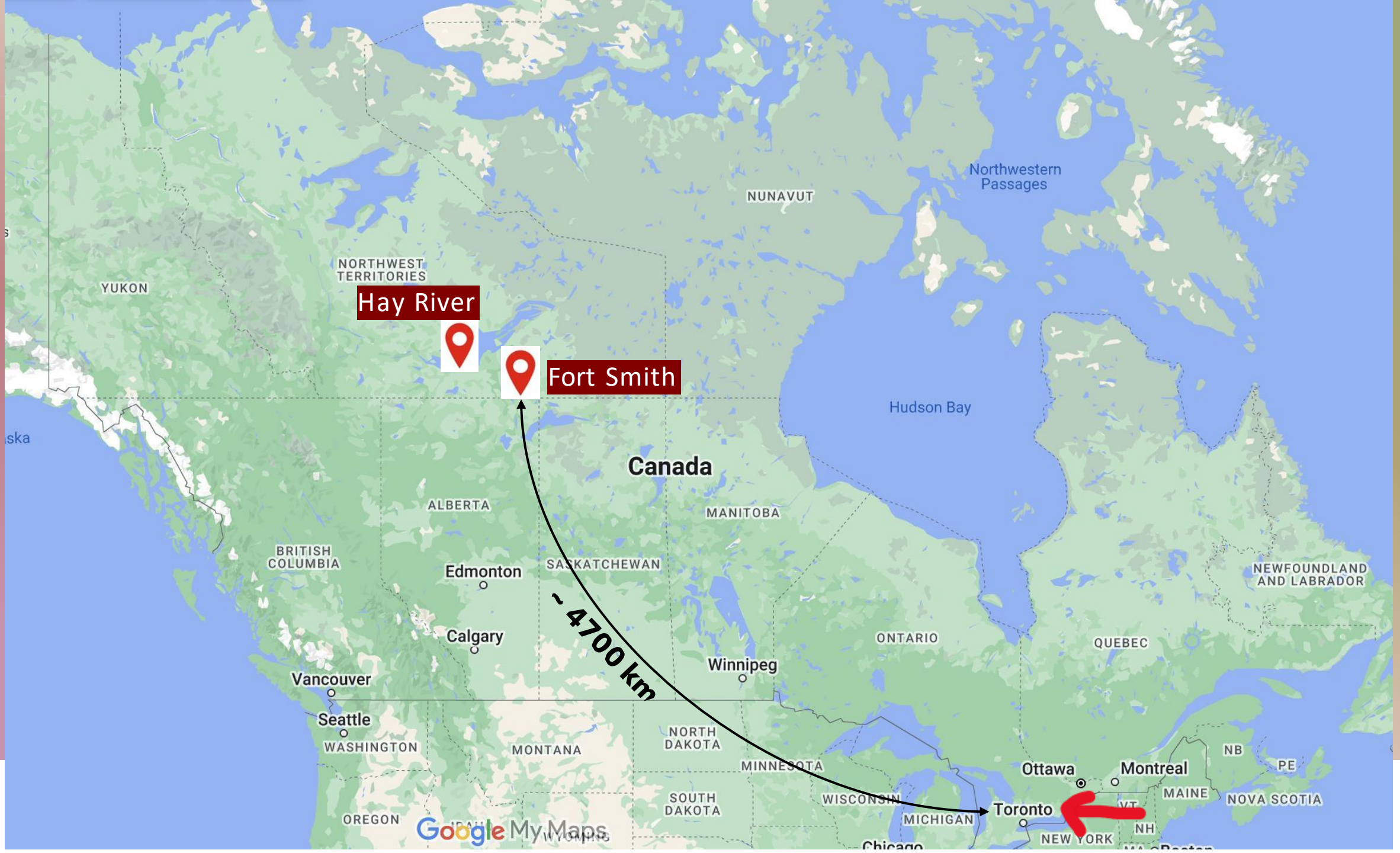
- + 2017: graduated family medicine from downtown / academic hospital

Burned out

“Let’s go to a smaller town to clear our brains.”

- + First job: Northwest Territories





Hay River

Fort Smith

Canada

~ 4700 km

Google My Maps



August 2017



An evening stroll in Hay River

Aug 2017



**The food packed!!
Included bringing rice cooker**



NWT adventures...

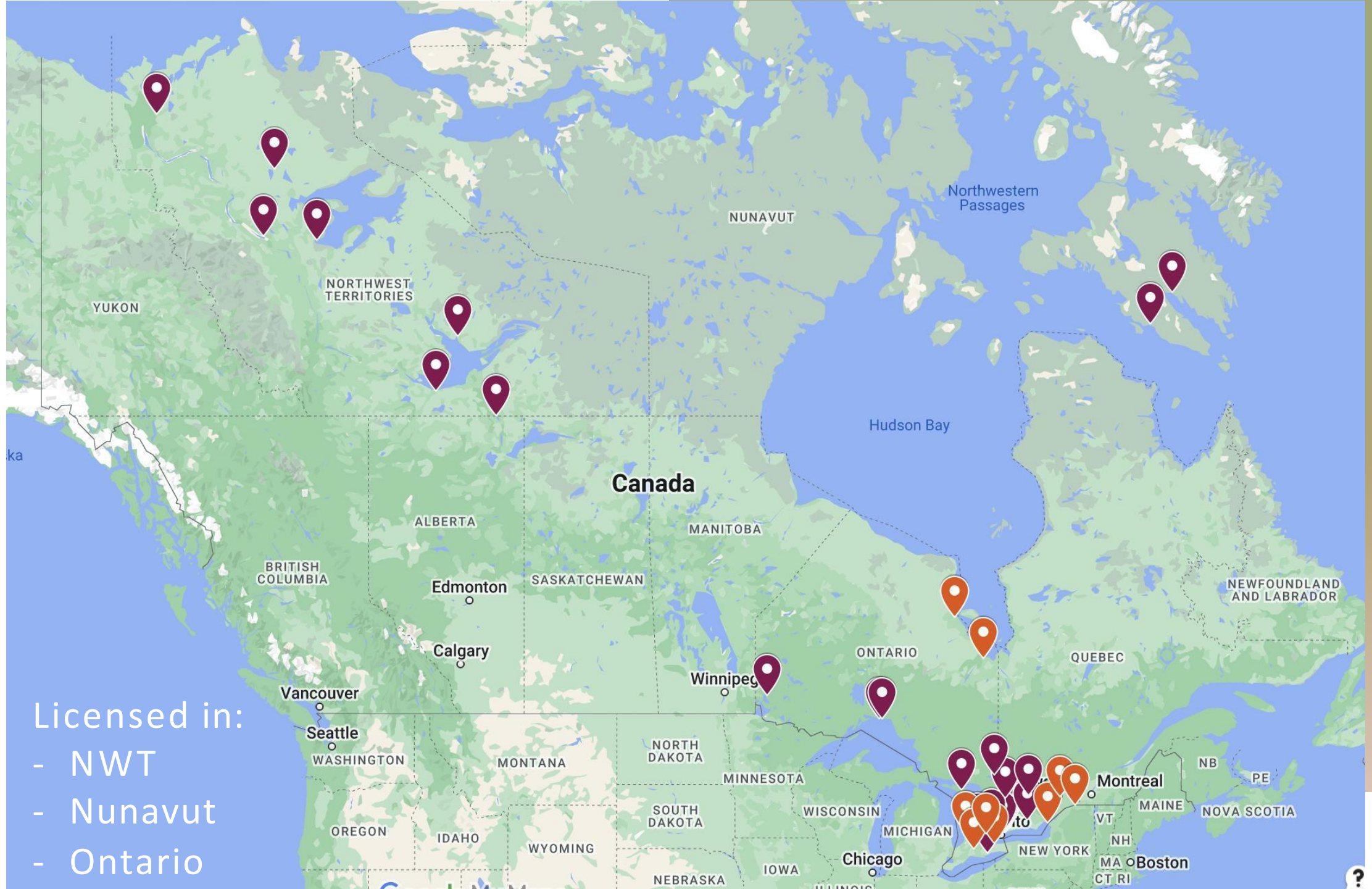
- + The least expected
- + (Yes I did have my panic attacks at the beginning... but got over x days with the right supports)
- + Comprehensive medicine, lovely staff, incredible natural beauty
- + Patients – complex / Indigenous exposure
“felt like family”
- + Interesting medicine + life outside of work
- + 2 weeks ➔ 4 weeks !!

The 'dream job'

- Family Clinic
 - Free FHO spot!
- Down the street
- Settle down in Toronto (Scarborough)
- Live happily ever after

I did not last SIX months





Licensed in:

- NWT
- Nunavut
- Ontario

Where to look for jobs?

OMA Locum Page

HFO Jobs

“Family physician job
opportunity - Ontario”
Facebook group

Medical journals - OMR, your
specialty association sites, etc.

**NETWORK - your
colleagues, mentors,
supervisors –BEST
SOURCE!**

TIPS

- Buddy up! Especially if a community / hospital is low on staffing, find another doc to do locum with (“your own backup”)
- Get mentors
- Find people who work in different communities
- Interview as many physicians / physician recruiters

LOCUM PLANNING

- HIGH LEVEL LOGISTICS

- Provincial / territorial licensures. Who pays for what?
- Expectations of locums (working just clinic? Or clinic ++ (hospital/LTC etc)
- Payment models: FFS, AFA, salary, bonuses, on-call. Who does billings?
- When you will get paid*** (esp. if you are counting on this \$ to pay bills)

- HOSPITAL/CLINIC

- Local supports: admin, clinical supports (Eg RNs/NPs), diagnostics
- Referral pathways for specialists and allied health
- EMR / orientation / trainings

- TRAVEL / LIVING

- Who organizes travel? (Travel pay, planning travel days, weather, overnights)
- Who organizes housing/accommodation?
- Meals/food resources locally (rural/remote – think of grocery store hours!)

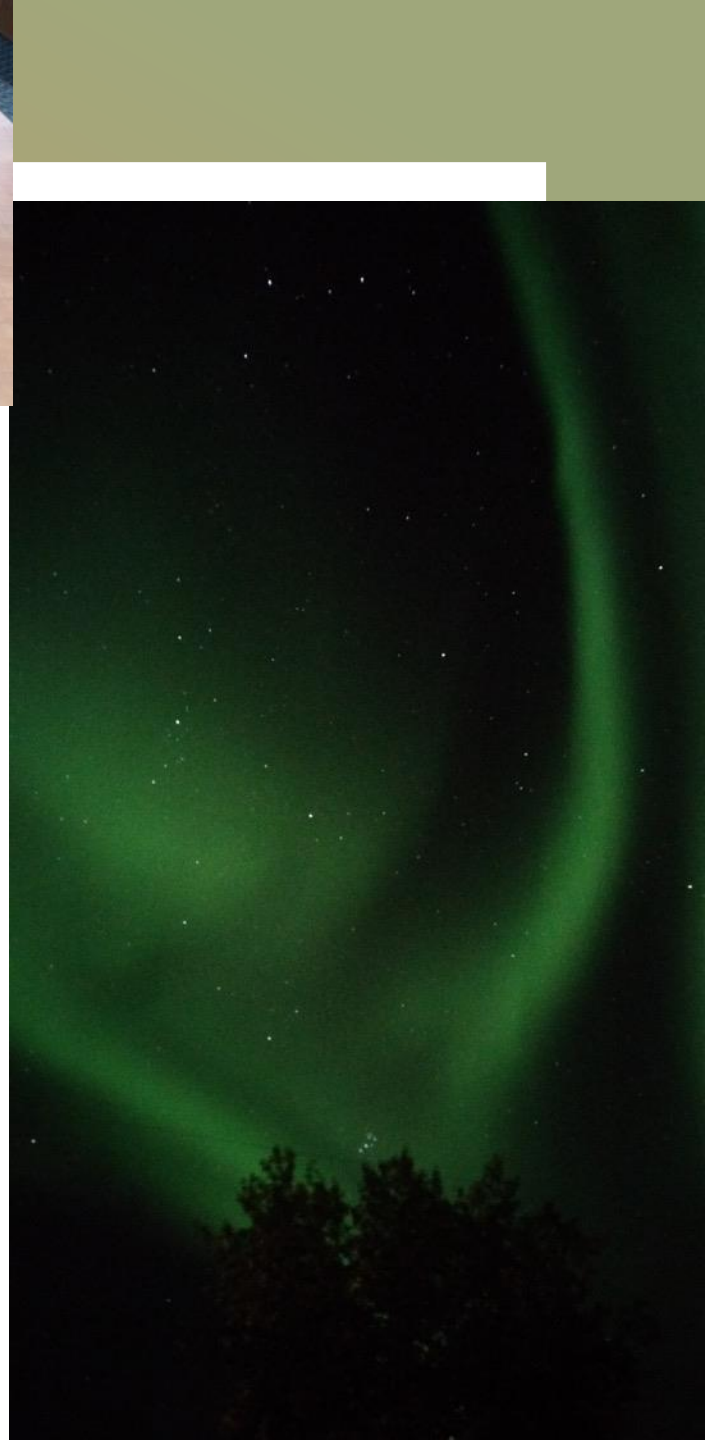
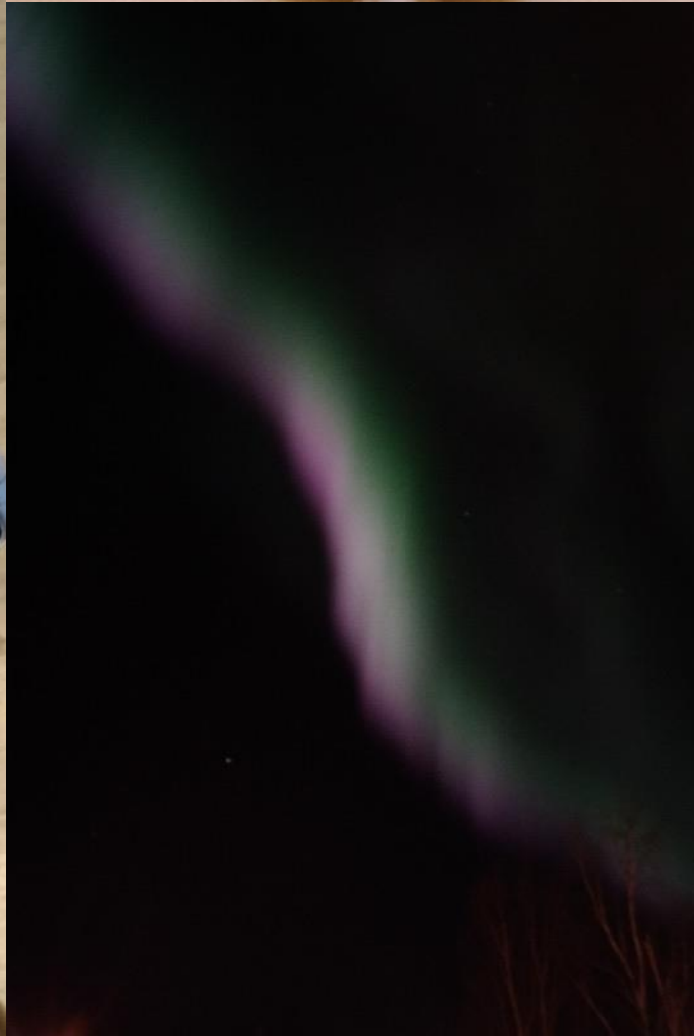
Locum planning... Adjust expectations

- + Staffing shortages affecting timely information
- + Misinformation (what's advertised vs reality on ground)
 - Talking to colleagues who have been there helps!
- + Last-minute planning / paperwork
- + Payment changes / delays
- + May or may not have have supports on ground for HCWs

Professional and personal



ullocks
stro,
llowknife



Deline, NWT
June 2018



Fort Smith, NWT

(Picture taken after dealing with a major trauma involving 3 teens – all survived, successfully airlifted)



Terrace Bay, ON (2019)





⌚ Overworked health workers are “past the point of exhaustion”

Diana Duong and Lauren Vogel

CMAJ February 27, 2023 195 (8) E309-E310; DOI: <https://doi.org/10.1503/cmaj.1096042>

Job stress or burnout is the most common reason why health care workers not intending to retire are considering leaving their job or changing jobs

The onset of the pandemic accelerated the rate in which healthcare professionals are burning out

Canadian Medical Association Finds High Rates of Burnout

Kate Johnson

April 04, 2022



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[+ Add to Email Alerts](#)

Situation critical: Distressed health-care workers in need of psychological support

Sep 27, 2022

Approximately 53% of Canadian physicians are experiencing burnout, and 46% are thinking of cutting back their clinical workloads, according to the latest physician [survey](#) by the Canadian Medical Association (CMA). Katharine Smart, MD,

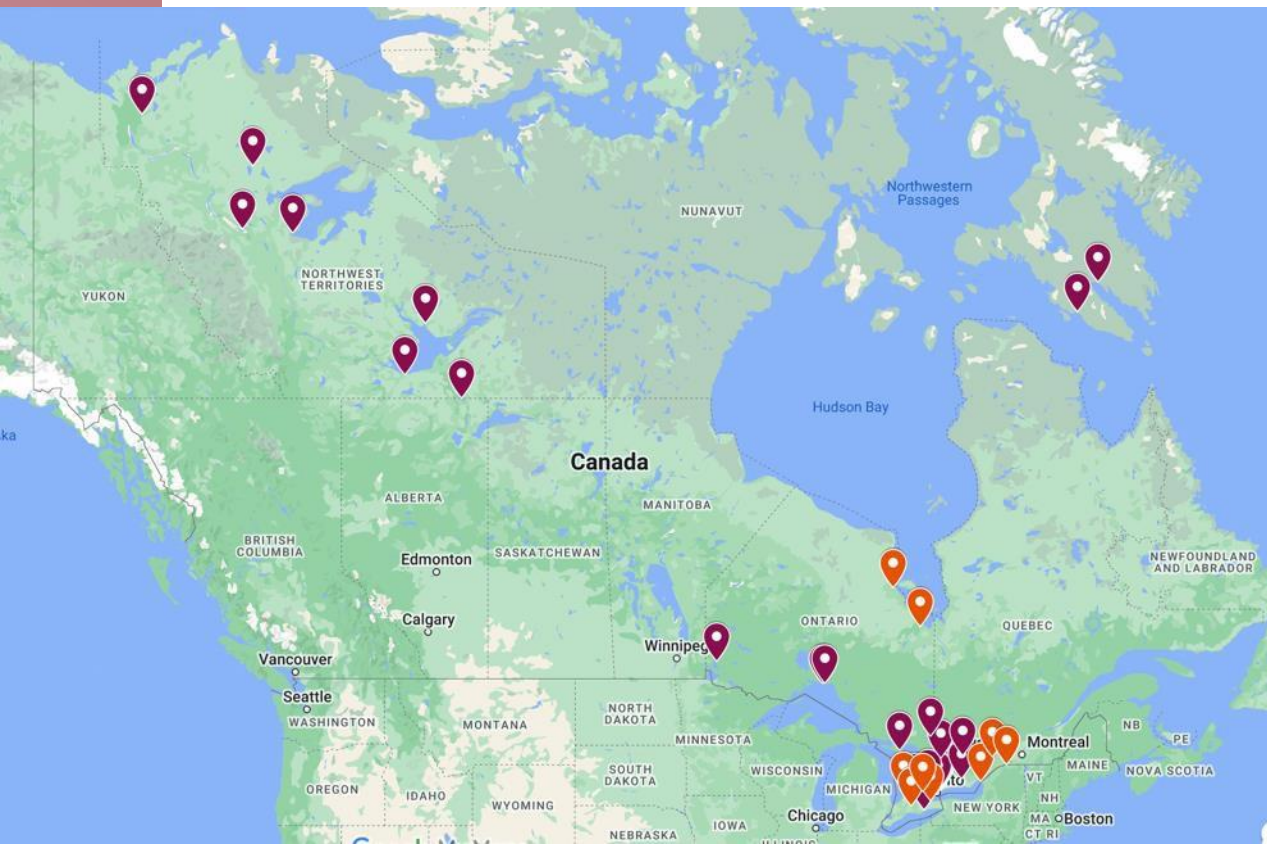
The silver
lining...

Norman Wells
NWT
June 2018



The potential...

- + Physicians are looking for more sustainable ways to last in their careers. ➔ OPPORTUNITY

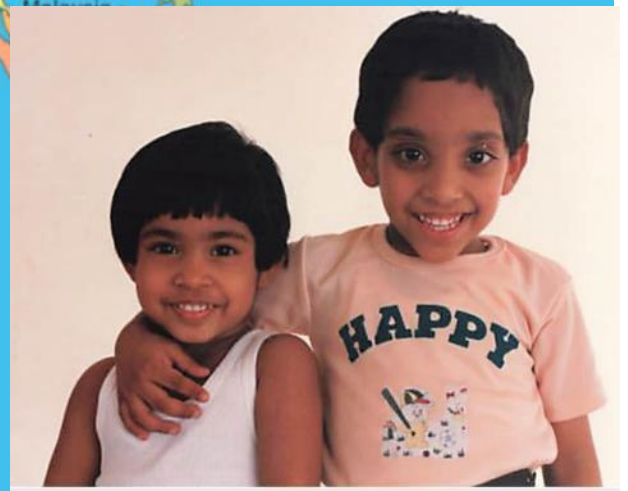




TORONTO

KUWAIT

INDIA





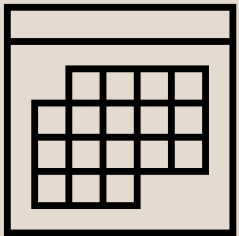
THANK YOU!

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- + Twitter: Jemy Joseph
- + Instagram: sojourningmd

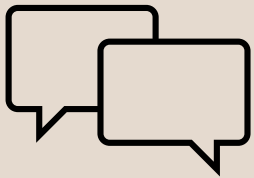
Locuming 101



- My experiences (2023 – now)
 - GTA-based
 - FHO, walk-in clinic
 - Palliative care – home-based, hospital



- Why locum?
 - Great for new grads
 - Try out something new!
 - Flexibility



- How to find a locum?
 - Word of mouth – colleagues/mentors/supervisors etc.
 - [DFCM Comprehensive FM Locum opportunities](#)
 - Facebook: [“Family Physician Job Opportunities – Ontario”](#)
 - HealthForceOntario ([HFO Jobs](#))

Locuming 101: the details

- The Basics
 - Dates, location, coverage (i.e. # of half days)
 - Scheduling (i.e. apt length, availability), AHC
 - Patient population
- Renumeration \$\$
 - Stipend vs. RA, overhead
 - Billing and inbox management
- Supports
 - Nursing, MOA, admin
- Practice Style
 - Controlled substance prescribing
 - Results review (i.e. phone, in-person, email*)
 - Paperwork, third-party billing
- Inbox!
- Contract
 - Signed agreement
 - If FHO → MOH Locum Registration form (*important for billing)
- Do the research
 - References
 - Speak to previous locums
- Logistics
 - EMR access
 - Invoices
- Always ask questions 😊
- Post-locum responsibilities + feedback



brittany.chow@mail.utoronto.ca

Dr. John Crosby

- ❖ Family Physician, Cambridge Ontario CANADA
- ❖ FRCP (C) and CCFP (EM) Emergency Medicine
- ❖ Assistant Professor of Medicine, University of Toronto
- ❖ Assistant Professor of Family Medicine, McMaster and Queen's University

- ❖ Medical Director of 2 Long Term Care Homes
- ❖ OMA Peer Leader
- ❖ CPSO Supervisor
- ❖ Blogger for Medical Post
- ❖ Author of 3 worldwide bestselling books







- ❖ Personal Mentor,
127 Doctors
- ❖ Speaker worldwide,
121 times
- ❖ Efficiency reviewer
of 15 Canadian ER's
- ❖ Expert witness
CMPA, CPSO

3

Charting, Emails and Paperwork



- 
- 
- ❖ Make an appointment
with yourself
 - ❖ Defend it with your life
 - ❖ Week daily

❖ Come back a
day early
from vacations

I need a vacation
so I can recover
from my
vacation.
I'm exhausted!

Upcoming sessions

Our next First Five Years Community of Practice sessions:

Apr 16, 2025 from 7:00-8:30pm

May 7, 2025 from 7:00-8:30pm

June 4, 2025 from 7:00-8:30pm

More details coming soon!

The First Five Years Community of Practice is a one-credit-per-hour Group Learning program that has been certified for up to a total of 13.5 Mainpro+ credits.

Contact us: dfcm.quality@utoronto.ca



Family & Community Medicine
UNIVERSITY OF TORONTO

Evaluation

Please take a moment to complete the evaluation:



We will also email the link to you directly.



Family Medicine/Primary Care Census

The need for a primary care database in Toronto:

- Access to up-to-date information on physician/NP supply and contact information is a vital component to ongoing efforts in health human resource (HHR) planning, implementing effective primary care networks, and HHR retention strategies.

The main goals of this initiative are to:

- Establish an *up-to-date database of comprehensive, longitudinal family physicians/NPs* practicing Toronto
- Collect data required for primary care physician *HHR and capacity planning*.
- Analyze the data collected to *support regional initiatives*.
- Recommend strategies for the ongoing maintenance of the database at the regional level.



Access & Share the Primary Care Census



<https://www.primarycarecensus.ca/en/static/OH-Toronto-Region-Census>