

Ontario Health Teams: Physician Lead Orientation Package

For [Ontario Health Teams \(OHT\)](#) to be successful, they must be physician-led, voluntary, and with primary care as the foundation. To achieve effective integration, we recommend that physicians (both family physicians and specialists) be involved at all stages of development to ensure that the physician voice is represented in shaping the OHTs. This orientation package was jointly developed by the OMA and OntarioMD (OMD) based on extensive interviews with physicians across the province to help physician leaders in many aspects of OHTs, including:

-  Engaging physicians in your local OHT area to ensure their voices are represented and provide opportunities to participate
-  Determining how physicians will be represented in the OHT
-  OHT structure and governance
-  Available supports for your OHT journey as a leader
-  Outlining digital supports available to physicians and how OMD can help
-  Supporting physicians with OHT Digital Health Tool funding proposals

■ Physician Engagement

Engagement strategies need to address local pain points, including competing demands and physician burnout and, more importantly, highlight the benefits of integrated care. Enabling physician champions can support OHT development. View the [Physician Engagement Toolkit](#) to help guide your engagement

approach. Consider holding an initial webinar/event for physicians in your region to understand their needs better (see [Value Proposition resources](#)) and discuss how the OHT might support and address local pain points. Incentives for attendance (e.g., CME credits are available) are recommended.

OMA Supports Available

- [OMA Regional Managers](#) can assist with **logistics** e.g., sample ‘pain point’ surveys, agendas, and sample invitations
- Accessible through Regional Managers, **the OHT Connect Program** is available for physicians new to OHTs to learn from other physician leaders
- **OMA distribution channels** to invite all physicians in the OHT region to events, as needed
- OCFP and the OMA offer CME credits for engagement through approved programming
- For how physicians have found OHTs useful, please see: [Benefits of OHTs for physicians \(oma.org\)](#)
- For details on integral elements of OHTs, including governance and tools to support meaningful and effective involvement of physicians in OHTs, please see: [Involving Physicians in OHTs \(oma.org\)](#); [Physician Engagement in OHTs: Supplementary Worksheet](#); [OHT Development and Roll-out \(oma.org\)](#)

■ OHT Governance

OHT Governance refers to the overarching structure and processes that will determine how the OHT will engage in shared decision-making. The OMA has developed a sample [collaborative OHT Governance Structure](#) which outlines how physicians can be represented within it, and how [Physician Associations](#) can potentially feed into the governance structure to influence decision-making.

Physician Associations

To ensure that physician perspectives are represented at the leadership table and physicians have a unified voice in OHT decision-making, the OMA recommends local physicians come together to develop Physician Associations for their respective OHTs. Physician Associations legitimize the physician voice at the table. A representative can be elected to sit on the OHT Governance Committee and speak on behalf of the association.

OMA Supports Available

- [The Ontario Health Team - Roles and Principles of Governance \(oma.org\)](#)
- [Declaration of Intent to Participate](#)
- Physician Association Guides
- [OMA Regional Managers](#) can connect you with OMA's Legal Services for advice and to review documents (e.g., Terms of Reference, Physician Association Agreements, and governance models)

■ OntarioMD and OHT Digital Supports

OntarioMD (OMD) supports OHTs and physicians by offering programs and services across the province to clinicians and OHTs.

OMD Supports Available

OMD's **OHT Digital Health Advancement Program** was developed to help OHTs understand the digital health landscape and make sense of what is out there. We can tell you what your health objectives can look like. The program includes:

1. Helping physicians get digital tools into their clinics to use quickly and efficiently (e.g., help with onboarding, legal agreements, training and integrating into office flow);
2. Supporting physicians to develop OHT Digital Health funding proposals (e.g., online appointment booking, clinical system renewal, tests for change or others); and
3. Supporting physicians with their Quality Improvement (QI) and population health priorities (i.e., CPSO QI Program help, EMR Dashboard, OMD Advisors, Peer Leader mentoring, and OMD Educates training and events).

OMD understands the pain points and issues that physicians face and can advise on digital tool adoption and provide support to help with workflow and practice changes.

Note: Physicians do NOT need to be part of an OHT to get access to the services offered by OntarioMD

OMD offers you many educational opportunities that can be customized to your needs.

Talk to us to understand how we can help you further or go to our website to learn more.

OMD Supports available

You can review [products and services offered by OMD](#).

You can reach out to an OMD Advisor in your region for digital tool support by emailing: support@ontariomd.com.

[Privacy & Security education and resources](#) are also featured to raise awareness and develop clinicians' knowledge on how to manage their practices and protect their patient data from cyber attacks.

■ OMA-OMD Digital Health Advisory Groups

In partnership with the OMA, OMD is piloting regional digital health advisory groups. These groups are intended to help address local issues related to digital health tools and includes OMD and OMA regional staff and other stakeholders. These groups may be formed to address specific issues, but ideally would be a sub-committee on digital-related matters as needs arise. The groups can provide advice to hospitals, OHTs or other organizations.

■ Administrative & Project Management Support

OHTs across the province have taken a variety of approaches to be successful and sustainable, such as hiring dedicated project managers, directing funds to an interprofessional model, or having an administrator. *Note: OHTs have been provided with implementation funding and other one-time funding opportunities for a variety of activities, including project management and physician engagement.*

You can join a grassroots community of practice to learn from your peers, such as the Ontario Primary Care Council (OPCC). **To join, contact your [Regional Manager](#) who can help connect you with physician leaders of the OPCC.**

OMA Supports Available

- OMA can connect you with OHTs to learn about strategies they have used to secure administrative support and compensation for physician involvement
- OMA Regional Managers can help with:
 - Communication support via the OMA's distribution channels
 - Providing IT infrastructure to host virtual meetings
 - OHT Connect program, accessible through Regional Managers, enables learning, and sharing/providing insight on provincial OHT related initiatives that may help with your OHT development