

I am running for President of Hamilton Health Science Medical Staff Association.

I have served on the MSA Elective Committee for 7 years. Please see attached testimonials.

I have heard your questioning of the role of the MSA and I have heard the conclusion from many that the MSA is ineffective and ineffectual. I am aware of the survey results documenting low physician engagement.

The MSA is one of a number of organizations mandated to exist by the Ontario Hospital Act, and which every hospital is required to have. The role and responsibilities of the MSA are not clearly defined.

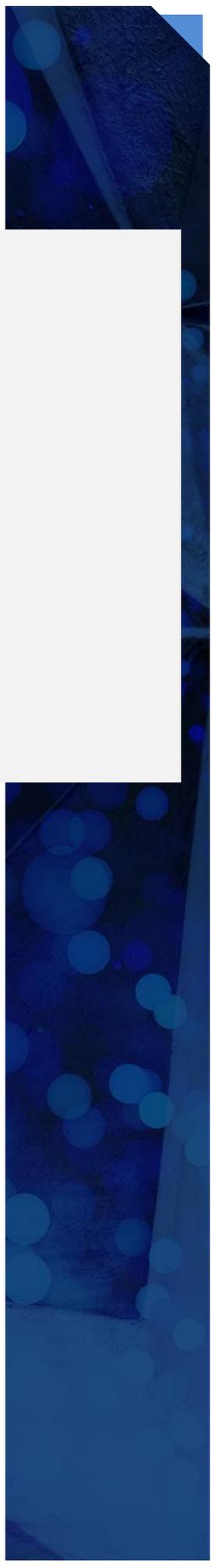
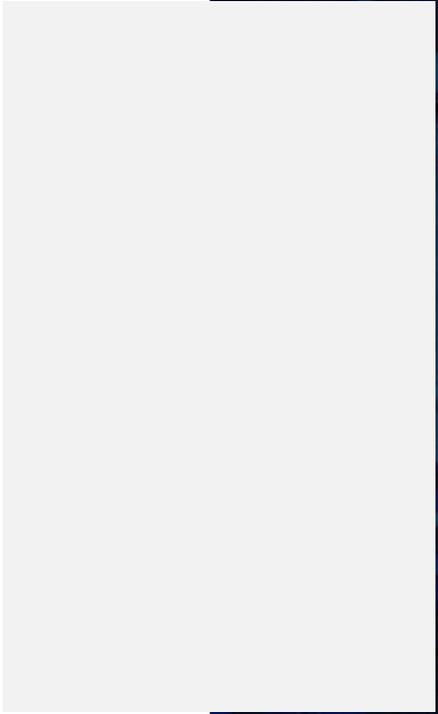
If you are happy with the current situation then don't vote for me. If you are willing to explore the role of the MSA with me in an open and transparent fashion, then vote for me. The province is reorganizing with respect to Ontario Health Teams. It has been proposed that the reorganization will require strong physician leadership – not just at a provincial level, but also at the hospital level. This is the time for HHS MSA to re-evaluate its role and to foster physician leadership for the benefit of patients, and to allow physicians, along with other healthcare providers, to contribute. A healthy, effective MSA provides the mechanism to engage physicians meaningfully in enhancing hospital-based healthcare delivery.

I propose

- I. an electronic survey of all members with the ability to provide comments

Dr. Paul Missiuna



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- II. personal outreach to each department for open discussion and provision for private conversation with the membership
 - III. reaching out to neighbouring MSA's in academic and non academic centres for guidance and insights (e.g. local, Toronto/London)
 - IV. inviting external experienced professionals to provide us with their insights i.e. administrative/political (former Deputy Minister of Health), legal (lawyer/private, CMPA, and OMA)

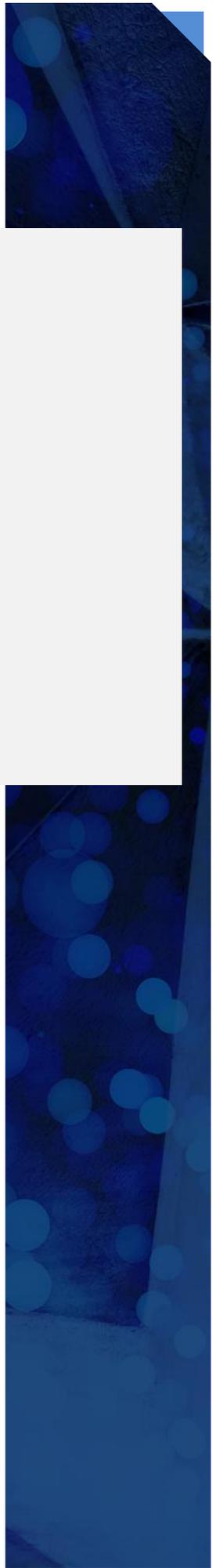
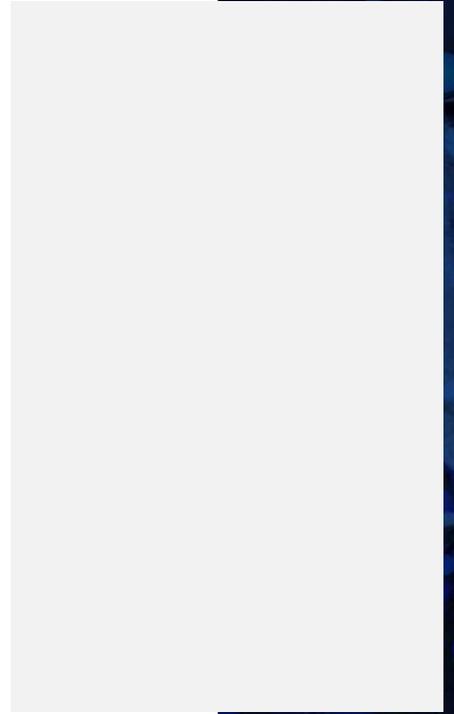
Relevant Experience

- **Physician Leadership:** I have accepted physician leadership roles and have provided and promoted physician leadership. I have most recently proposed introducing a program for the medical staff called **LEADS** (Bringing Leadership to Life in Health: LEADS in a Caring Environment) in tandem with Kathryn Adams from the Centre for Professional Development to be potentially rolled out in the fall 2019.
- **Business Leadership:** In my role on the Board of Directors of International Water Pillow, with other board members, I have had practical experience, giving guidance for the ongoing success of this company.
- **Teaching, Mentoring:** involved in the Orthopedic Residency Program. Acting as secretary during Dr. Mah's tenure as Program Director; Director of Orthopedic Clinical Clerks for the McMaster Site; continuing to provide mentorship and teaching to Orthopedic residents.
- **Advocate** in providing strong support of physicians (see attached testimonial statements).

For more information with regards to my medical practice as a Pediatric Orthopedic surgeon since 1991 at Hamilton Health Sciences, <https://fhs.mcmaster.ca/macortho/PaulMissiuna.html>

I thank you in advance for your kind consideration in voting for me for role as **President of the MSA for the 2019-2020 term.**

Together we can define the role of the MSA and thus empower the MSA in its representation of you!



TESTIMONIAL :

IN SUPPORT OF **DR. PAUL MISSIUNA** FOR **PRESIDENT OF MSA 2019**

As a Physician having worked closely in the OR with Paul Missiuna for over 20 years I proudly support and recommend him for role of President of the Medical Staff Association at Hamilton Health Sciences.

Dr. Missiuna's motivation for President is admirable at this stage of his career, as it demands much needed time and experience to continue to represent physicians in our current challenging work environment. It is a position known not to be very financially remunerating but that is not his priority.

He continues to inspire confidence as a strong role model who is approachable and displays a tireless work ethic both in and out of the Operating Room. He is well known for his stamina. His actions are always congruent with his words and he values others opinions. He has proven to be a trustworthy and reliable confidant, providing unwavering support with respect to physician and hospital issues. He is thoroughly versed in our hospital By-Laws as evidenced when providing physician advice and direction.

It is a natural progression for him to transition to President of MSA after having already served as VP of the MSA. His vast experience in many areas of medicine (educational, clinical, business and administrative) and combined with his many years of interfacing with numerous areas of medical colleagues (Pediatrics, Surgery, Anesthesia, Emergency Medicine, Internal Medicine, Pathology, etc.) make him particularly well equipped to represent physicians' best interests. He is a clear communicator and collaborator who demonstrates the ability to negotiate in a fair and even tempered manner.

He is committed to improving and advancing physician-administration relations and recognizes the importance of physician engagement while balancing the reality of our ever growing fiscal constraints on the medical system.

It would be difficult to find a more qualified, prepared or equipped physician to lead us as physicians and continue to carry out initiatives and progress that have been made for us thus far.

Please join me in a sign of support and engagement by voting for Dr.Paul Missiuna as President of MSA.

Sincerely Yours,

HHS Staff Physician

April 24, 2019

To Whom It May Concern:

Re: Support of Dr. Paul Missiuna for President of MSA 2019

This note is written in support of Dr. Paul Missiuna's application to be the President of the Medical Staff Association at Hamilton Health Sciences.

Dr. Missiuna has been a valued colleague for over 25 years at McMaster. He has shown dedication to his specialty and an exceptional caregiver to his patients.

Dr. Missiuna has served on the MAC and is versed with the highs and lows in it's demand. He has become a resource and confidant for many employees of HHSC who need clarification of hospital issues.

I feel there is no better or more qualified person to fill this role. I fully support him in his pursuit of advancing his position to President.

Thank you.

Regards,

HHS Physician