



Medical Director – Highland Wood Long-Term Care Home Haliburton, Ontario

Haliburton Highlands Health Services (HHHS) is seeking a qualified Physician with a passion for supporting the health and wellbeing of residents in long-term care to provide Medical Director services for Highland Wood Long-Term Care (LTC), a 30-bed LTC home located in the village of Haliburton.

As a Medical Director you will be accountable for the following:

- Providing oversight of the medical services provided in the homes as required by the *Fixing Long-Term Care Act, 2021*, HHHS's organizational and Long-Term Care policies and any other applicable legislation
- Advising on all aspects of medical care provided to residents of Highland Wood
- Communicating expectations, including relevant medical policies and procedures, to registered nurses in the extended class (Nurse Practitioners)
- Providing expert advice for the development of clinical policies and procedures
- Authorizing medical directives for staff and residents, as required
- Collaborating with the Highland Wood Director of Care/Administrator, pharmacy service provider and other health professionals working in the long-term care home on resident care matters
- Actively participating as a member of the long-term care homes' committees and interprofessional teams as required by the *Fixing Long Term Care Act, 2021* and its regulations, and participating on other committees as mutually agreed upon between the Medical Director and the Director of Care/Administrator
- Advocating for interdisciplinary resident-family integrated care and participating in quality improvement initiatives in collaboration with home's leadership, interdisciplinary team, with residents and their families and caregivers, and with other health system partners
- Committing to continuing education related to long term care, care of the elderly, palliative care, and dementia care and complete orientation and annual education required by the *Fixing Long-Term Care Act, 2021*.

Qualifications:

- Medical practitioner licensed to practice medicine in the Province of Ontario, and a member in good standing of the Colleges of Physicians and Surgeons of Ontario (CPSO)
- Previous experience working in Long-Term Care as an Attending Physician, or preferably, as a Medical Director
- Experience managing and leading peers
- Membership or involvement in related associations and community of practice groups would be an asset
- Must have completed or be able to complete the Ontario Long-Term Care Clinicians (OLTCC) Medical Director course within 12 months of assuming the position of Medical Director

- Ability to build trust within the home leadership team, interprofessional care team, and residents and their families and caregivers, through meaningful, authentic interactions and excellent medical care
- Knowledge of legislation, regulations and guidance governing long-term care

Compensation:

In addition to monthly and fee-for-service billing, the Medical Director will receive a stipend of \$0.30 per resident per day.

Accommodation: Waterfront housing is available to physicians.

About LTC at HHHS:

HHHS manages two long-term care facilities – Highland Wood in Haliburton (30 beds) and Hyland Crest in Minden (62 beds) – that provide high-quality care for those no longer able to live at home.

Registered nursing staff are on site 24-hours a day, and Personal Support Workers/Registered Practical Nurses provide one-on-one care to meet the needs of all residents. Each home has a Medical Director who ensures examination and monitoring of residents occur on a regular basis. Specialists are accessible as required, with many other services available such as physiotherapy, dental care, hair and nail care, geriatric psychiatry, etc. After-hours on-call coverage is supported by HHHS Haliburton Emergency Department physician; the Haliburton Emergency Department is located in the same building as the Highland Wood long-term care home. There is also access to Nurse Practitioner as well as Medical Director at HHHS Hyland Crest LTC Home to support coverage during vacations or other absences.

Both homes consist of private and semi-private rooms, each with a bathroom, closet, and finger-tip adjustable beds. Registered nursing staff are on site 24 hours every day, while Personal Support Workers and Registered Practical Nurses provide one-on-one care to meet the needs of all residents.

Daily activities, nutritional meals, and visiting entertainers help to ensure well-rounded events for those who choose to participate, and privacy in the one-and-two room suites offer rest and relaxation for those so inclined. All residents' rooms are on a central air-conditioning system.

Both homes are operated and funded according to the Ministry of Long-Term Care standards, and offer private and semi-private suites, daily activities, nutritional meals, well-rounded events and visiting entertainers, seasonal decorating, and spiritual sessions (church) for residents of all faiths.

Meal plans include two choices at every meal, with appealing favourites. Diners' Clubs at each home, made up of residents and the Manager of Food Services, provide input on meal requests and special dinners. The dining atmosphere is monitored to create a pleasurable dining experience, with tablecloths, background music, and friendly attendants.

Residents' Councils encourages input about improvements, concerns, and other requests. Family Councils provide mutual support, empowerment, and advocacy for family and friends of Long-Term Care residents.

About HHHS:

Haliburton Highlands Health Services delivers high-quality health services to residents, cottagers, and visitors to Haliburton County and the surrounding area. We strive to be leaders in innovative rural health care, and we work closely with local and regional partners to promote wellness and provide access to essential health services, including Primary Care, Hospital (Acute Inpatient and Emergency Care), Long-Term Care, End-of-Life Care, Mental Health & Addictions Services, and Community Support Services.

Our dedicated team of health care professionals, staff, managers, leadership, and our Board of Directors are guided each and every day by our core values of Compassion, Accountability, Integrity, and Respect.

About Haliburton Highlands:

Nestled in the heart of cottage country, just 2½ hours north east of Toronto, is the Haliburton Highlands, a place of opportunity and a superior quality of life. The Highlands offer the spectacular beauty of rolling hills and over 600 pristine lakes, but also safe and active communities to raise your children and reliable services for your retirement.

Our facility is uniquely lakefront with the local public schools and medical centre directly adjacent.

The Highlands are an outdoor enthusiast's dream each season of the year. From swimming, boating, fishing, and hiking in the summer, to cross country, downhill skiing, snowshoeing, snowmobiling, and ice climbing in the winter, it's all in your own backyard in the Highlands!

On the cultural side, the Highlands are home to a large and diverse artistic community, with studios and galleries throughout the County, and complemented by the Haliburton School of the Arts. The Haliburton Highlands are also a thriving theatre community with the Highlands Little Theatre, Highlands Summer Festival, and the Highlands Opera Studio offering performances throughout the year.

The Haliburton Highlands offers great family communities with quality education being offered by the Trillium Lakelands District School Board, including a thriving French Immersion Program. A wide array of extra-curricular groups, service clubs, and churches in the Highlands also contribute to the welcoming and friendly environment for families of all ages.

So, whether you enjoy the thrill of outdoor adventure, the charm of exploring art studies and galleries, the anticipation of indulging in unique gastronomic delights, or the serenity of sitting by the lake, the Highlands is for you!

Practice Options:

In addition to the position of Medical Director at Highland Wood LTC, there are full time, part time, and locum opportunities also available, including Emergency Department, Hospitalist and Family Medicine.

Generous Financial Incentives:

Incentives for full-time practice are available through Haliburton County and NRRR. Visit <https://myhaliburtonhighlands.com/halidoc/> for details.

Contact:

For more details or to express interest in this opportunity, please contact Physician Recruitment

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705-935-0314 or toll free at 1-833-HALIDOC (425-4362)