

Involving Physicians in OHTs

Supplementary Worksheet

Updated August 23, 2021



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About this worksheet

This worksheet is designed to help Ontario Health Teams (OHTs), particularly OHT leaders, create detailed plans for fostering meaningful participation from family doctors and other specialists in community and hospital settings, as early in the OHT development process as possible. It provides questions, considerations, and templates to help build plans for which groups of physicians to engage, why and how.

This worksheet is intended to be used together with the *OMA: Involving physicians in OHTs toolkit*.

Worksheet

Use the worksheet below to reflect on the current state of your OHT and physicians in your region and to plan which physician groups you want to target, your goal(s), key messages, and approaches to involving them in your OHT.

Understand the current state of your OHT and the physicians in your region

1. Understand how many and which types of physicians are attributed to your OHT.

Note that the columns below are suggestions and can be further broken down based on the needs of your OHT (e.g., Focused Practice family doctors).

	Fee-for-service family doctors	Patient-enrollment model family doctors	Salaried family doctors (for example, Community Health Centres, Aboriginal Health Access Centres, Blended Service Models)	Specialists
Number of attributed physicians				

2. Based on your interactions with local physicians, are they generally aware of OHTs? Are they aware of your OHT?

Why or why not? Are there differences between groups of physicians, for example, practice setting, location or specialty?

	Fee-for-service family doctors	Patient-enrollment model family doctors	Salaried family doctors (for example, Community Health Centres, Aboriginal Health Access Centres, Blended Service Models)	Specialists
Aware of OHTs in general	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO
Aware of your OHT	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO
Why/why not? Does awareness differ amongst the groups, for example by practice setting, location, specialty?				

3. If physicians are aware of OHTs and your OHT, do they seem interested in participating?

Why or why not? Are there differences between groups of physicians, for example, practice setting, location or specialty?

	Fee-for-service family doctors	Patient-enrollment model family doctors	Salaried family doctors (for example, Community Health Centres, Aboriginal Health Access Centres, Blended Service Models)	Specialists
Interested in participating in OHTs	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO
Interested in participating in your OHT	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO
Why/why not? Does awareness differ amongst the groups, for example by practice setting, location, specialty?				

4. Which groups of physicians are already participating in your OHT?

Consider their practice areas/specialties, practice locations, demographics, and whether they are passive or active participants.

	Physician practice area/speciality (for example, fee-for-service family doctor, patient-enrollment model family doctor, internist)	Practice location (for example, community-based, hospital-based, urban centres, rural regions)	Are they generally passive or active participants? Refer to Figure 2 in <i>OMA: Involving physicians in OHTs toolkit</i> for more information on the different levels of participation in OHTs	Additional notes or demographics
1				
2				
3				

5. What worked well to attract the physicians who are already participating in your OHT?

Talk to the physicians who are already involved. Consider their experiences and the approaches that have already been successful in attracting them to your OHT to help inform your current work.

You might also look for successful approaches from other OHTs by talking to your peers.

What worked well to attract current physician participants to your OHT:

What worked well to attract physicians in other OHTs or integrated healthcare models (optional):

6. Are there physicians in your community that others look up to as leaders, for example, physician champions? Are these physicians already involved in your OHT?

Physician champion(s) in my region	Are they involved in the OHT?
	<input type="checkbox"/> YES <input type="checkbox"/> NO
	<input type="checkbox"/> YES <input type="checkbox"/> NO
	<input type="checkbox"/> YES <input type="checkbox"/> NO

Understand your physician audience(s)

7. Consider who your primary audience(s) will be for your work.

- a. What additional physician group(s) would you like to attract to your OHT, for example, fee-for-service family doctors, patient-enrollment model family doctors, salaried family doctors, solo physicians, specialists, physicians from diverse communities and backgrounds? Think about what physician groups are missing from your list of OHT participants in question 4.

	What additional physician group(s) would you like to attract to your OHT?
1	
2	
3	

- b. Are there physician groups already participating in your OHT who you wish would be more actively involved?

Refer to Figure 2 in *OMA: Involving physicians in OHTs toolkit* for the different levels of physician participation.

	Which physician participant(s) would you like to be more actively involved?
1	
2	
3	

8. What are the barriers to participation for physicians in your region, for example, considering physician outreach, hesitancy around new healthcare initiatives, workload, and availability?

Talk to physicians who are already participating in your OHT to better understand the barriers they face. This will help you identify what may be preventing other physicians in your region from participating or from being more actively engaged.

Barriers to physician participation in your OHT:

9. Be aware of the challenges that physicians face on a regular basis that OHTs can help address.

Refer to the profiles on pages 7-9 in *OMA: Involving physicians in OHTs toolkit* to gain a better understanding of the common challenges faced by physicians in Ontario. Understanding how OHTs can address their challenges can be a strong motivation for physicians to participate in OHTs.

Physician group(s) (for example, fee-for-service family doctors, patient-enrollment model family doctors, salaried family doctors, community- and hospital- based specialists)	Physician challenges that can be addressed by your OHT (for example, lack of access to interprofessionals, difficulties with referrals and transitions in care)	Additional notes

Identify your goal(s)

10. Based on your answers to the questions above, determine your goal(s):

- Attract new physicians to participate in your OHT, and/or
- Sustain or increase participation of physicians who are already part of your OHT

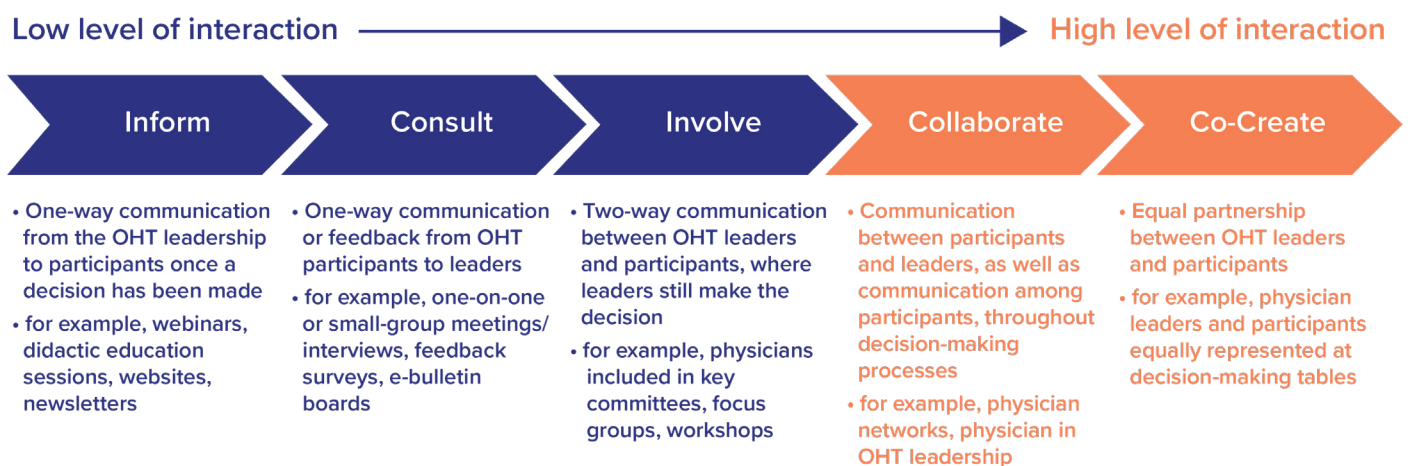
Physician audience(s)	Goal(s)

11. If your goal is to sustain or increase participation in your OHT, think about the level of interaction you want to have.

Refer to Figure 1 below for a spectrum of interaction and the types of approaches suitable for each level.

The *inform* level will be most applicable for passive participants. The *collaborate* and *co-create* levels which require more resources, planning, time, and work, will be most effective for active participants.

Figure 1. Spectrum of interaction.



Source: [Local Health Integration Network \(LHIN\) Collaborative: Engaging primary care physicians in LHIN processes: Primary care physician engagement resource guide & toolkit](#)

Physician audience(s)	What level of participation do you want from this audience? (select which one applies)	What corresponding level of interaction do you want to have? (select which one applies)	Additional notes
	<input type="checkbox"/> Passive participation	<input type="checkbox"/> Inform	
	<input type="checkbox"/> Active participation	<input type="checkbox"/> Consult <input type="checkbox"/> Involve <input type="checkbox"/> Collaborate	
	<input type="checkbox"/> Active participation in OHT leadership	<input type="checkbox"/> Collaborate <input type="checkbox"/> Co-create	
	<input type="checkbox"/> Passive participation	<input type="checkbox"/> Inform	
	<input type="checkbox"/> Active participation	<input type="checkbox"/> Consult <input type="checkbox"/> Involve <input type="checkbox"/> Collaborate	
	<input type="checkbox"/> Active participation in OHT leadership	<input type="checkbox"/> Collaborate <input type="checkbox"/> Co-create	
	<input type="checkbox"/> Passive participation	<input type="checkbox"/> Inform	
	<input type="checkbox"/> Active participation	<input type="checkbox"/> Consult <input type="checkbox"/> Involve <input type="checkbox"/> Collaborate	
	<input type="checkbox"/> Active participation in OHT leadership	<input type="checkbox"/> Collaborate <input type="checkbox"/> Co-create	

Plan your key message(s) and approaches

12. Based on your identified physician audience(s) and goal(s), what do you plan to communicate?

Consider the messaging that you wish to share with each physician audience(s) based on your identified goal(s). Examples of relevant messaging are shown below.

Physician audience(s)	Goal(s)	Examples of relevant messaging
Physicians who are unaware of OHTs	<ul style="list-style-type: none"> Increase physician awareness and knowledge of OHTs Convey the value of OHTs 	<ul style="list-style-type: none"> What OHTs are (refer to OMA: Physician participation in OHTs and OMA: OHT 101) The benefits of OHTs (Refer to OMA: OHT physician benefits) How to participate in your OHT
Physicians who are aware of OHTs	<ul style="list-style-type: none"> Convey the value of OHTs Gain their participation 	<ul style="list-style-type: none"> The benefits of OHTs (refer to OMA: OHT physician benefits) How OHTs can address physician pain points (refer to the profiles on pages 7-9 in <i>OMA: Involving physicians in OHTs toolkit</i>) How to participate in your OHT
Physicians who are participating in OHTs	Sustain or increase physician participation in your OHT	<ul style="list-style-type: none"> OHT activity updates OHT successes Physician contributions that led to successes

Physician audience(s)	Goal(s)	Relevant messaging

NOTE: Make sure that your plan to attract physicians and/or sustain or increase their participation in your OHT aligns with your internal communications plan. Refer to the [Ministry of Health: OHT Communications Protocol](#) for baseline elements to include in your communications plan.

13. Based on your identified physician audience(s) and goal(s), select your approaches for how to engage your physician audience(s)?

Read through the practical tips in Step 2 and the approaches in Step 3 of *OMA: Involving physicians in OHTs toolkit*, then use the table below to complete the rest of your plan.

Physician audience(s)	Goal(s)	Relevant messaging	Selected approach(es) (Refer to Step 3 in <i>OMA: Involving physicians in OHTs toolkit</i>)	Practical tips to help implement your approach (Refer to Step 2 in <i>OMA: Involving physicians in OHTs toolkit</i>)	Most effective time to implement your approach	Resources and budget needed