

# **RE-Boot Family Practice Network**

Strategic Plan  
2021-2024

- For FPN Use -

## Message from the RE-Boot Family Practice Network

We are pleased to present the first strategic plan for the RE-Boot Family Practice Network (FPN).

Our FPN is a mechanism initiated through the Family Practice Renewal Program (FPRP), a joint initiative of the Newfoundland and Labrador Medical Association (NLMA), and the Department of Health and Community Services (HCS), Government of Newfoundland and Labrador. It is intended to organize Family Physicians around common practice needs and connect us with the evolution of primary care reform. The principles of primary care reform respect the patient and coordination of care, supports interdisciplinary connection and collaboration, encourages longitudinal relationships and communities of practice, promotes evidence-based healthcare with evaluation of initiatives.

RE-Boot commits to these principles and has created goals that strengthen Family Physicians and Family Medicine while prioritizing patient-centered care. These innovations will help ensure that our Family Medicine community will be a stronger partner in an effective and sustainable health care system.

Our mission reads: “A community of rural Family Physicians in Eastern NL, working together to improve the lives of our physician members and enhance quality of care for our patients.” As a Board, we developed the following strategic plan with the intention of creating a map for what we hope to accomplish over the next three years.

We are ready to engage with our Family Physicians, Eastern Health, other primary care professionals, community organizations, government departments, and importantly, the patients, to build a culture of collaboration and innovation. We expect to encounter obstacles as we work towards our goals, and the needs of our physicians and communities may shift. Taking this into consideration, we have created a flexible strategic plan, which will allow us to respond to those challenges and changes while remaining true to our vision. Our success is dependent upon relationships, and we look forward to working with you.

Sincerely,

Dr. Jackie Elliott  
Chair, RE-Boot FPN

Dr. Megan Hayes  
Vice-Chair, RE-Boot FPN

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## INTRODUCTION

This document represents the inaugural strategic plan for the RE-Boot Family Practice Network (FPN), a core initiative of the Family Practice Renewal Program (FPRP). The RE-Boot FPN is a not-for-profit corporation established in 2019 and created by Rural Eastern NL family physicians, providing a mechanism through which participating family physicians within the Rural Eastern Region, in coordination with Eastern Health, can address common practice and patient needs, have a collective voice on issues facing family practice, and address local population health needs.

When the RE-Boot FPN was incorporated in October 2019, a name was chosen that represents the expansive geographic area it represents: “RE” representing the “Rural Eastern” portion of the province, “Boot” representing the Burin Peninsula, and “RE-Boot” to signify the beginning of improvements and change in family physician practice.

The RE-Boot FPN provides formalized structures and tools to enable community-based family physicians within the Rural Eastern Region, in collaboration with Eastern Health, to identify and address common health care goals/gaps in local communities, and in so doing ultimately contribute to population health outcomes. This work is accomplished through a Collaborative Services Committee (CSC), which has equal shared membership of FPN and RHA representatives, with a mandate to identify and respond to primary health care needs of the community.

To accomplish its mission and vision, RE-Boot FPN’s core strategic goals, with corresponding strategies, are presented. As outlined here, our goals and strategies focus on the next three years, 2021-2024.

## OUR MISSION

A community of rural family physicians in Eastern NL, working together to improve the lives of our physician members and enhance quality of care for our patients.

## OUR VISION

Working collaboratively to achieve excellence in rural primary care, for healthy, fulfilled communities of patients, physicians, and health care teams.

## OUR GUIDING VALUE STATEMENTS

### Innovation

- We believe in the value of continuous quality improvement.
- We support adaptive problem solving to address issues unique to rural communities.

### Collaboration

- We foster trust and respect in relationships with patients, members, and all stakeholders.
- We are member driven; we respect all members and seek to bring out the best in each other.

### Leadership

- We believe in teamwork, collaboration, and meaningful engagement.
- We encourage learning, knowledge sharing, evaluation, and quality improvement.

### Accountability

- We govern with integrity, accountability, and transparency.

### Physician Health

- We believe that physician health and well-being are necessary foundations for the provision of quality health care.

## CORE FPN STRATEGIC GOALS

To accomplish its mandate, RE-Boot has prioritized three core strategic goals.

### ENGAGEMENT

**Improved engagement** with RHA, consultants, and allied health team services to achieve better patient outcomes.

#### *Strategies*

- Advocate to be included in **decision making; nothing about us, without us.**
- Engage CSC and sub-regional governance structures on **addressing common primary care concerns/challenges.**
- **Engage consultant services** to enhance communication and collaborative care.

- Identify and/or develop **communication opportunities between family physicians and the RHA** to increase information sharing with respect to program planning and delivery.
- **Advocate for changes in the hospital system** to support full-scope family practice.
- Work with RHA to develop appropriate and effective communication strategies, with emphasis on **community physicians not connected to internal channels**.
- Identify and prioritize regional & community **patient access and service needs**.
- **Improve referral processes and decrease wait times** by facilitating solutions with Clinical Site Chiefs.

## RECRUITMENT & RETENTION

Innovative solutions for **improved family physician recruitment and retention**.

### *Strategies*

- Create and implement a plan for **locum solutions**.
- Advocate for **new opportunities to improve recruitment and retention** of residents and learners.
- Develop **supportive structures for new practitioners** including expanding resident site training experiences and hosting orientation for new practitioners.
- Develop **solutions to reduce inefficiencies** for admin responsibilities in practice.
- Develop activities to **identify/leverage common practice management needs and increase knowledge** exchange.
- Identify and develop opportunities to **improve family physician relationships**.
- Develop an advanced understanding of **regional and sub-regional recruitment** needs.

## COMMUNITY COLLABORATION

Collaboration with community partners to **improve patient care and physician satisfaction.**

### *Strategies*

- Facilitate opportunities for **community allies** to work together on recruitment and retention strategies.
- Work with partners to develop **health promotion strategies** that benefit healthy communities, in consideration of the social determinants of health.

## SIGNATURES

*If you agree with the content of this Strategic Plan, please sign where indicated below and return to FPRP.*

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**Dr. Jackie Elliott**  
Family Physician (Chair)

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**Date**

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**Dr. Megan Hayes**  
Family Physician (Board Vice-Chair)

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**Date**

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**Dr. Annabeth Loveys**  
Family Physician (Treasurer)

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**Date**

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**Dr. Erin FitzPatrick**  
Family Physician

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**Date**

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**Dr. Philip Holloway**  
Family Physician

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**Date**

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**Dr. David Kwinter**  
Family Physician

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**Date**

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**Dr. Chris Peddle**  
Family Physician

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**Date**

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**Dr. Sarah Small**  
Family Physician

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**Date**

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**Dr. Gordon Stockwell**  
Family Physician

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**Date**