



Strategies to help family doctors transition from practice

PANELISTS

Dr. David White • Dr. Samantha Lavitt • Dr. Eileen Nicolle

WITH

Dr. Nikki Bozinoff • Dr. Carrie Bernard





Please introduce yourself in the chat!

Your name,
Your community,
Your twitter handle



@OntarioCollege
#PractisingWell

Important information about MainPro+ & Credits

Please note that the CFPC is making changes to the Mainpro+ program and Cert+ platform, which will take effect on December 16, 2024. Access to Cert+ platform will be temporarily unavailable starting November 13, 2024. As a result, we will be unable to submit your credits on your behalf until after December 16. Similarly, you will be unable to submit your credits manually until after this date.



Your Panelists: Disclosures

Dr. David White

Relationships with financial sponsors (including honoraria):

- OCFP Practising Well CoP speaker

Dr. Eileen Nicole

Relationships with financial sponsors (including honoraria):

- OCFP Practising Well CoP speaker

Dr. Samantha Lavitt

Relationships with financial sponsors (including honoraria):

- OCFP Practising Well CoP speaker



Disclosures

Dr. Nikki Bozinoff @NikkiBozinoff

Relationships with financial sponsors (including honoraria):

- Ontario College of Family Physicians – Practising Well Implementation Group Member, CoP Speaker
- CAMH
- Department of Family and Community Medicine (University of Toronto)
- National Institute on Drug Abuse
- Womenmind
- CIHR
- Academic Health Sciences Alternate Payment Plan

Dr. Carrie Bernard

Relationships with financial sponsors (including honoraria):

- OCFP– Practising Well Scientific Planning Committee
- OCFP – Practising Well CoP Speaker
- University of Toronto – Stipend to supervise learners (students and residents) for the Department of Family and Community Medicine
- University of Toronto – Stipend for role in the Division of Mental Health and Addictions
- McMaster University –Stipend to supervise residents
- College of Family Physicians of Canada – Board Member



Disclosure of Financial Support

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Potential for conflict(s) of interest:

N/A

Mitigating Potential Bias

- The Scientific Planning Committee (SPC) has control over the choice of topics and speakers.
- Content has been developed according to the standards and expectations of the Mainpro+ certification program.
- The program content was reviewed by the SPC.

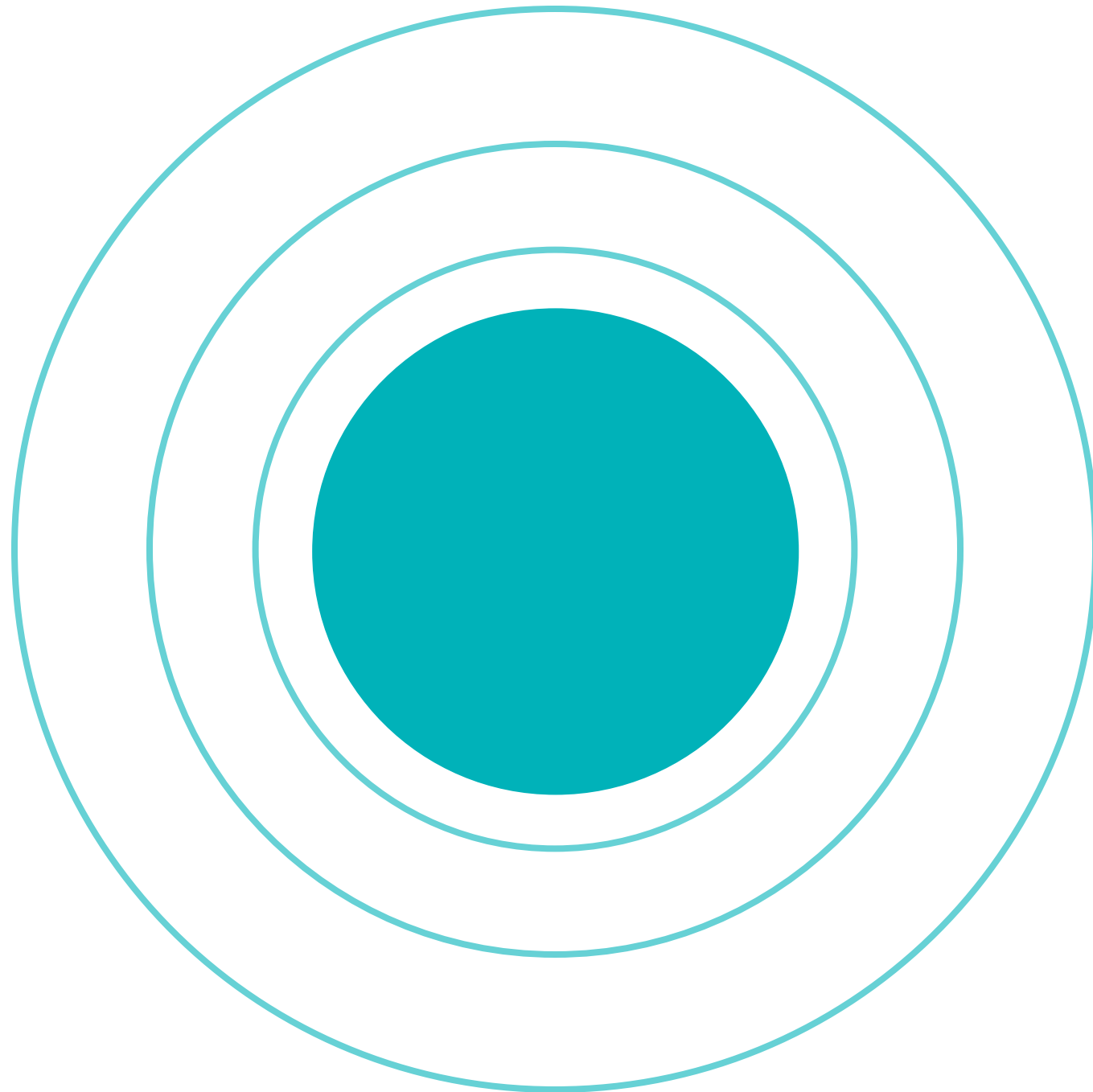


Land Acknowledgement

We acknowledge that the lands on which we are hosting this meeting include the traditional territories of many nations.

The OCFP and DFCM recognizes that the many injustices experienced by the Indigenous Peoples of what we now call Canada continue to affect their health and well-being. The OCFP and DFCM respects that Indigenous people have rich cultural and traditional practices that have been known to improve health outcomes.

I invite all of us to reflect on the territories you are calling in from as we commit ourselves to gaining knowledge; forging a new, culturally safe relationship; and contributing to reconciliation.





Strategies to help family doctors transition from practice

You raised important questions we'll try to work through together today:

1. Options for work/extracurriculars outside of family medicine after retirement
2. Dealing with storage of records - physical and electronic
3. Are there resources to help evaluate if I am ready to retire or close my practice. I have been in the same place for 30 years.
4. Tools to prevent burnout; how to measure/identify
5. What do I do if there is no one to take over my practice?

And other questions you add in the Q&A box...





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Toronto, ON

Dr. Samantha Lavitt

Kemptville, ON

Dr. Eileen Nicolle

Kingston, ON

Transitions from Practice: Retiring

OCFP Community of Practice

December 11, 2024

David White

Professor Emeritus

Family & Community Medicine, Temerty Faculty of Medicine

Check-in

Why did you want to become a doctor?

- Feel free to post in the chat
 - First 1 or 2 recollections



Overview: retiring

- Know your why
- When to start planning
 - Knowing when to go
 - Retiring in stages
- The end of the line...?
 - How it feels
 - How to do it
 - How to cope
 - How to thrive



Weave in
some of
my own
story



Why am I a doctor? – the dark side

- Desire to help people
 - the need to be needed
- Confronting illness, disability & death
 - as the doctor (not the patient)

Evidence: docs in denial about their own health & care



Planning retirement

- When to start: yesterday (but it's not too late)
- Knowing when to go
 - Competence
 - Opportunities
- Tips for leaving practice
 - Retiring in stages
 - Saying goodbye

Retirement: end of the line?

- How it feels
- How to do it
- How to cope
- How to thrive

How it feels: work



How it feels: work



How it feels: retired



How it feels: retired



How it feels: retired



How it feels: retired



How it feels: retired



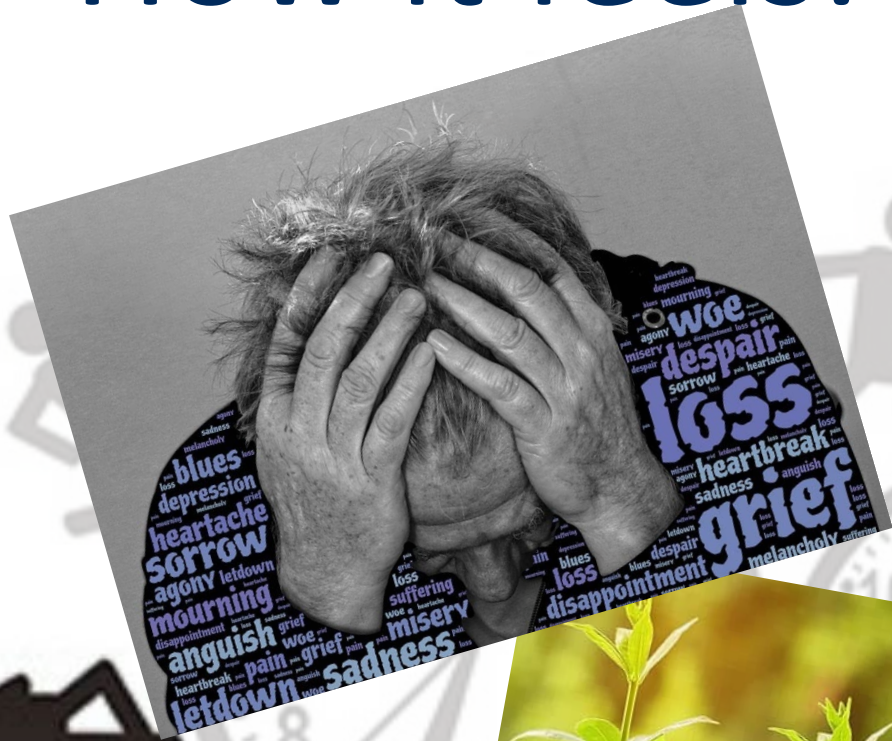
Importance



Thanks for visiting



How it feels: retired



My retirement to do list





George Eliot
(Mary Ann Evans)

“The growing good of the world is partly dependent on unhistoric acts; and that things are not so ill with you and me as they might have been, is half owing to the number who lived faithfully a hidden life, and rest in unvisited tombs.”



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Hot take #1

If you think you need a break,
you should take one

NOW

Let's compare risks and benefits

- Putting off your break means you are likely to be more unwell by the time you leave and likely to need longer to recover
- You could end up being forced into an emergency leave anyway while you are trying to plan a scheduled one
- If you wait too long, you may never come back
- You will probably feel better after
- If you feel better, you will probably do a better job taking care of others
- May help sustain and extend your career

But what will my patients do?
I can't abandon my patients!

(Hint: They'll be fine)

Hot take #2

As a person, you are not replaceable.

As a healthcare provider, you are!

CPSO says...

"Physicians hold a prominent and important role in the health-care system and in turn are key facilitators of continuity of care. However, the College recognizes that **physicians are not solely responsible** for ensuring that continuity of care is achieved as often there are health system- level factors that are beyond the control or influence of individual physicians that impact continuity of care."

"Continuity of care does not mean that individual physicians need to personally be available at all times to provide on-demand care and continuous access to patients. Doing so would negatively impact the quality of care being provided and compromise physician health. However, in order to facilitate continuity of care and minimize risks to patient safety, the College has set out expectations for physicians, recognizing that their role in facilitating continuity of care includes being available and responsive to patients and health-care providers involved in their patients' care and helping patients navigate the health care system and access appropriate care when their physicians are unavailable"

But I feel bad about it...

Is it guilt?

- Upcycle that into gratitude
- Imagine a rational punishment
- Try peer support and therapy!

Is it shame?

- What would you tell your patient in the same situation?
- Try peer support and therapy!



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Taking a leap...



What are you looking for?



How to get there?



Enjoy the trip!



Resources

Tools



Links to resources shared today will be sent to participants following the session.

Tools and Resources

Resource	Link
College of Physicians and Surgeons of Ontario (CPSO) Policy	https://www.cpso.on.ca/en/Physicians/Policies-Guidance/Policies/Closing-a-Medical-Practice
CPSO policies on Continuity of Care and Availability and Coverage	https://www.cpso.on.ca/en/Physicians/Policies-Guidance/Policies
Canadian Medical Protective Association (CMPA) Advice	https://www.cmpa-acpm.ca/en/advice-publications/browse-articles/2020/closing-or-leaving-a-practice-tips-for-physicians?
ProQOL – Scale to Measure Satisfaction and Compassion Fatigue	https://proqol.org/proqol-measure
Late Career Transitions & Physician Retirement Reading/Resource List	https://centreforfacdev.ca/wp-content/uploads/2024/10/LCT_Physician_Retirement_Reading_List_2024_09_17.pdf

Resources

Education



Links to resources shared today will be sent to participants following the session.



Osteoporosis and Fracture Prevention Workshop



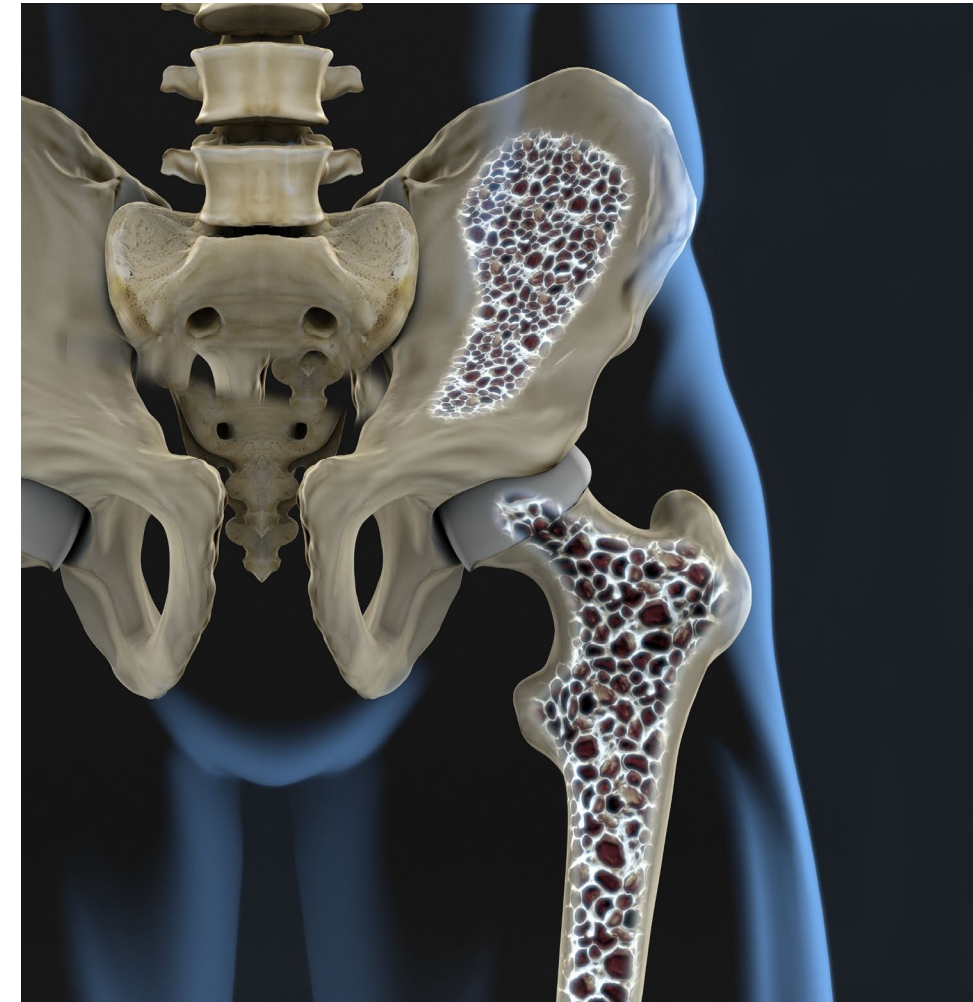
Scan to learn more

February 5, 2024
1 p.m. – 4 p.m.

Register Now!

\$195 + HST

This is a three-credit-per-hour Mainpro+ certified program



Practising Well CoP – Self Learning Program

The Practising Well CoP is now certified for self learning credits!

Earn **1-credit-per-hour** for reviewing the recording and resources from **past CoP sessions**. The self learning program is certified for up to 50 Mainpro+ credits.

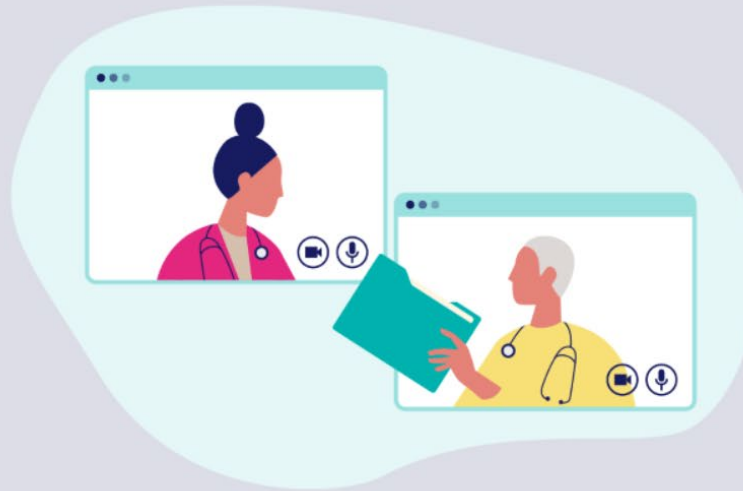


**Learn More and
Participate**



Peer Connect

Enabling you to connect, share and learn from your fellow family physicians.



Mentorship Program - Connect with a Peer Guide!

An opportunity to partner with another family physician, **one-to-one or in a small group**, for support as you **explore clinical complexity and increase your confidence** caring for patients with mental health challenges, substance use, and chronic pain. A focus can be on your well-being as you engage in this challenging work.



[Peer Connect](#)



practisingwell@ocfp.on.ca

Resources

Supports



Resources

Supports



OMA Physician Health Program

<https://php.oma.org>

Centre for Addiction and Mental Health
Health Care Provider (HCP) Resource
Site

<http://www.camh.ca/covid19hcw>

CMA Wellness Hub

<https://www.cma.ca/physician-wellness-hub>



- PARO 24/7 Helpline for Residents, Family Members, Medical Students
- 1-866-HELP-DOC



- <https://www.ontario.ca/#support-health-care-worker>
 - Self-led / With peers / Talk to a clinician
- [Ontario Shores Centre for Mental Health Sciences, Whitby](#)
- [St. Joseph's Healthcare, Hamilton](#)
- [The Royal Ottawa Mental Health Centre, Ottawa](#)
- [Waypoint Centre for Mental Health Care, Penetanguishene](#)
- [Centre for Addictions and Mental Health \(CAMH\), Toronto](#)



- ECHO Coping with COVID
 - for health providers (educational credits)
 - Fridays 2-3pm EST
- <https://camh.echoontario.ca/echo-coping-with-covid/>

Support for you and those you care about.

Upcoming Community of Practice

Exploring Psychosocial Interventions in Chronic Pain with Drs. Dr. Andrea Furlan, Paul Hoogeveen & Bryan MacLeod

January 22, 2025
8:00am – 9:00am

[Register Now](#)

practisingwell@ocfp.on.ca



This one-credit-per-hour Group Learning program has been certified by the College of Family Physicians of Canada and the Ontario Chapter for up to 1 Mainpro+ credit. The Practising Well Community of Practice includes a series of planned live, interactive sessions. Each session is worth 1 Mainpro+ credits, for up to a total of 12 credits.