

September 30, 2003

HealthCare
Corporation of St. John's

*Neil R
PhD*

Dr. Robert Williams
Vice-President - Medical Services
Health Care Corporation of St. John's
General Hospital Site
300 Prince Philip Drive
St. John's, Newfoundland
A1B 3V6

Dear Dr. Williams:

RE: Annual Review of Laboratory Medicine Program - 2002

Submitted is the annual review of the medical staff of the Laboratory Medicine Program for the year 2002. During my discussion with staff, a number of common issues arose. Examples of these include:

- 1) Workload issues relating to vacant positions with the need for attaining pathology assistants and reducing the high level of service work.
- 2) Disparity in income between university and service-based pathologists.
- 3) Protected time to pursue special interest and research work.
- 4) Need for ongoing management courses and skills for those involved in administration.
- 5) Appropriate funding and remuneration for on-call.
- 6) Adequate funding for purchase of textbooks and journals.
- 7) Issue of space at the General Hospital Site for Pediatric Surgical Pathology work and fetal / perinatal autopsies.
- 8) Increased funding for CME and multimedia review.
- 9) Issue of Hay scale and proportional payment of PhD Lab Scientists in relation to Laboratory Physicians.

St. Clare's Mercy Hospital

154 LeMarchant Road, St. John's, Newfoundland, Canada A1C 5B8 Tel. (709) 777-5000 Fax (709) 777-5210
Website: www.hccsj.nf.ca

SITES: Health Sciences Centre (General Hospital/Janeway Children's Health and Rehabilitation Centre/Women's Health Centre)
Dr. Leonard A. Miller Centre • St. Clare's Mercy Hospital • Dr. Walter Tompeman Health Centre • Waterford Hospital

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- 10) The need for a PhD microbiologist.
- 11) Consolidation of Pathology Technical Services.
- 12) Issue of retirement for a number of our pathologists.

In terms of performance issues, three pathologists were identified, one for quality of pathology reports, one individual for outstanding reports, and a third for prolonged turnaround times.

With the exception of three pathologists, all staff members utilized their CME funding and attended meetings. Those who have not attended have indicated their willingness to attend CME activities in the near future.

A significant number of our staff are involved in research activities, postgraduate and undergraduate teaching, as well as serving on a number of corporation, university and various provincial and medical association committees.

In regards to next year's review, I will try to set up objective criteria as they relate to performance issues, to avoid any possible perception of bias from the Clinical Chief. I would also like to highlight the retirement issue with approximately 30% of our staff due to retire within the next two to three years. Maintaining adequate manpower levels within our program, particularly for the Division of Anatomical Pathology, will become a significant challenge.

Sincerely yours,



Donald M. Cook, MD, FRCPC, FCAP
Clinical Chief - Laboratory Medicine Program
Health Care Corporation of St. John's