

## Physician recruitment key to the healthy future of our community

Renfrew and area welcomes you and Renfrew Victoria Hospital is busy welcoming six new doctors to our community. Yet the need for more family physicians and specialists in the area continues to be a critical issue as we plan for the health care needs of our local residents.

“While we have had great success, we need to be cognizant of what will happen down the road since a significant number of our physicians are eligible for retirement in the near future,” comments RVH President and CEO Randy Penney.

Without factoring in the ages of the newly hired doctors, the average age of RVH’s physicians is 57.

“We have five to seven physicians who could retire in the next number of years and if you combine that with the current number of community members who do not have a family physician, we remain in a crisis situation. We really cannot afford to sit back—we need to remain diligent and ensure this community need remains front and centre.”

According to the Renfrew and Area Health Services Village (RAHSV), approximately one in seven residents in Renfrew, Greater Madawaska, Horton, and Admaston/Bromley do not have a family doctor. The RAHSV was created two years ago to proactively attract physicians and other health care workers to our community by offering an attractive incentive program.

At the hospital level, the need for specialists to continue providing vital services is also a priority.

“Recruitment of top-notch physicians to address the needs of Renfrew and surrounding municipalities is a community responsibility as opposed to a hospital responsibility,” says the business development officer of the RAHSV, Norm Lemke.

“I think we have come a long way in educating the public to this reality and

I believe through the Health Village we have a very good model in place to assist this region with recruitment. Graduating physicians today assess an entire community when they are deciding whether they want to establish a practice,” Penney says.

The goal of the RAHSV is to recruit a total of 14 new doctors by the end of 2015.

Dr. Stephanie Langlois says this is a great start to addressing the gaps, particularly when the dynamics of family medicine have changed. “Now there are a lot more females versus males, which wasn’t the case when I went to med school.” The general practitioners are taught to manage smaller practices and these young women also will take more time off to have their own family, she notes.

“The younger physicians are taught to manage their lifestyle much better than I was 25 years ago, which isn’t a bad thing because they’re providing excellent care to a smaller number of patients,” says Dr. Langlois.

But it poses a major challenge for our community, especially when we lose long-time family physicians like Dr. Arthur Dick who retired last year. The way it works now, we almost need to have two people to take over an existing patient load, explains Dr. Langlois.

Karen Maxwell is a Director and Chair of the Fundraising Committee for the RAHSV. She is also co-owner of Renfrew Home Hardware, a major corporate supporter of the Health Village initiative.

The Maxwells feel their “adoptive” community has been so supportive of their business that they felt compelled to pay it forward.

When they moved to Renfrew in 1995, they were lucky to find a doctor in a very short timeframe. “I was expecting a baby then, so that certainly had something to do with it,” she says.



Efforts to recruit new physicians are ongoing.

Many of the Home Hardware staff already have or will soon see their family doctor retire, so this issue “was not something we could ignore any longer.”

“It’s the one cause that resonated the greatest for us because it affects our staff—who are like family to us—and it also affects our customers,” Maxwell says.

The Maxwells see the philanthropic side and the business side as major parts of this economic development initiative with positive spinoffs that spread across the entire community.

“This initiative benefits everyone in the community on some level,” says Maxwell, noting that these physicians also rotate their duties in places like the

hospital emergency department and, with more doctors, patients can experience shorter wait times.

“At the end of the day, there’s nothing more reassuring than having a family doctor that you can rely on,” concludes Maxwell.

**RENREW AND AREA WELCOMES YOU**

### Profile of the Champlain Communities of Care: Focus on Renfrew County

June 2008

Physician ratios and provider access/use (2005)			
	Renfrew County	Ottawa	Ontario
# MDs / 100,000 pop*	120	297	176
# non-specialists/100,000 pop*	90	121	84
# specialists/100,000 pop*	30	175	92
# with a regular medical doctor (12+)Δ	89.6%	88.8%	91.1%

\* Source: Ontario Human Resources Data Centre  
Δ Source: Canadian Community Health Survey (CCHS)

# The new faces around town

## Jennifer Arcand

Dr. Jennifer Arcand was the first medical student to sign on with the RAHSV last year and has just finished writing all of her final exams. She is anxious to begin her family practice in mid-July. Dr. Arcand will focus her time on seeing patients in her office at the Professional Building and in emergency care at RVH.



### 1. What are some of the unique aspects of RVH's approach to health care that attracted you to practise here?

This is a great hospital and everyone is really friendly. I'm also impressed by the fact that it's a small hospital but still offers CT and things like respiratory therapy, has a complete surgical department and cancer treatment centre. The physicians and staff are very collegial. It's the same level of service that you would see offered in a big city, but in a small community. And the fact that it is still close to Ottawa is convenient.

### 2. When you're not caring for your patients, where would we find you?

I'm usually hanging out with my friends and family. We like to go to the movies and going for dinner. I also like to relax at home.

### 3. Your favourite hobbies or activities outside of work?

Running, biking—I have been taking a spin class, and rollerblading. I also love going camping in the summer and skiing in the winter. We had a chance to try out Calabogie Peaks last winter and it was great. I also like to spend time reading.

### 4. Do you have a guilty pleasure?

I have to say it would be wine and cheese.

### 5. What do you look forward to the most as you continue your career with RVH?

I look forward to working more with everyone here and getting to meet other people in the community. We'll soon be buying a house just outside of town and I'm excited about getting settled in and making my own schedule because I've never really had an opportunity to do that before.

## Shanti Nemani

Dr. Nemani is RVH's new internist and began seeing patients in early October 2011 through his clinic on the third floor of the hospital. His interests are in cardiology and respirology, helping patients with emphysema and chronic bronchitis. Yet, he sees a wide range of patients with acute and chronic medical conditions for his expertise on the prevention, diagnosis and treatment of adult diseases.



### 1. What are some of the unique aspects of RVH's approach to health care that attracted you to practise here?

For a small community, there is a wide range of health issues—from the more complicated to some very interesting cases—so I get to do a bit of everything. There is also a great rapport established between RVH and The Ottawa Hospital and it is really nice that I can rely on them for their opinions and expertise.

### 2. When you're not caring for your patients, where would we find you?

Enjoying the weekends with my family in Ottawa, for now. Hopefully soon you will find me along the water. I fancy a few of the homes for sale on the Madawaska River.

### 3. Your favourite hobbies or activities outside of work?

Being outdoors and exploring the area. I could drive for hours. I just got my M1 licence to drive a motorcycle, and I am looking forward to that. Maybe I will take up golf.

### 4. Do you have a guilty pleasure?

Specialty sweets from India. But my wife is a really good cook, so I love anything she makes.

### 5. What do you look forward to the most as you continue your career with RVH?

I hope everything continues to run as smoothly as it has so far. I also look forward to contributing more medically and also to the community in some way.

## Phillipe Pinard

Dr. Pinard has been practising family medicine here in Renfrew for a little more than three months and already has more than 400 patients, many of whom have not had a regular family doctor in years. His area of specialty is in long-term care and he has been working closely with colleague Dr. Stephanie Langlois at Hospice Renfrew.



### 1. What are some of the unique aspects of RVH's approach to health care that attracted you to practise here?

The integration of the nursing homes, Hospice, the clinics and the hospital. This is a rural hospital, but mainly run by family physicians.

### 2. When you're not caring for your patients, where would we find you?

Most likely at home.

### 3. Your favourite hobbies or activities outside of work?

Hockey, skiing, soccer and travelling.

### 4. Do you have a guilty pleasure?

I love poutine.

### 5. What do you look forward to the most as you continue your career with RVH?

There is such a good mix of younger doctors and more experienced doctors, I look forward to learning more from everyone.

## Angela Varrin

Dr. Angela Varrin will begin her family medical practice here in Renfrew in July 2013. She has just completed her final year of general medicine studies and will take another year of specialized training in emergency care. She grew up in Griffith, Ontario, and attended high school here in town.



### 1. What are some of the unique aspects of RVH's approach to health care that attracted you to practise here?

Throughout my training I have tried to get as much exposure to different hospitals as possible. I have done rotations in large centres like The Ottawa Hospital and Sick Kids in Toronto as well as many small hospitals like those in Elliot Lake, Napanee and Picton. I quickly recognized that I was happier working in smaller hospitals and communities. In my opinion, it makes a big difference in patient care when the staff know each other, support and respect each other, and truly care for their patients. Renfrew is unique in that it has the best of both worlds—a community hospital with very dedicated people working as a team, with fantastic resources such as visiting specialists for those health problems that are more complex, a dialysis unit, a CT scanner, etc.

### 2. When you're not caring for your patients, where would we find you?

Currently my free time is pretty slim. Residency is quite busy and in my spare time I am often commuting back here to Renfrew to spend time with my husband. I can usually be found somewhere between Renfrew, Kingston and wherever I am currently working. For the next two months, you will find me in Moose Factory!

### 3. Your favourite hobbies or activities outside of work?

I have a large salt water fish tank and beautiful, colourful fish to watch swim around.

### 4. Do you have a guilty pleasure?

Tracey's Ice Cream!

### 5. What do you look forward to the most as you continue your career with RVH?

I look forward to being part of a team that provides excellent patient care and to play a role in making this community as healthy as possible. I look forward to finally having my own population of patients and developing the patient-physician relationship that is the centre of Family Medicine. I look forward finally to being home.

## Jessica Bodig

Dr. Bodig opened her family medical practice at the Professional Building at the end of January. In just three months, she has seen approximately 340 new patients and the number grows each week. Dr. Bodig's area of specialty is in obstetrics and providing care to newly expectant mothers from the area who don't have an obstetrician. She recently started her on-call duties for deliveries at RVH.



### 1. What are some of the unique aspects of RVH's approach to health care that attracted you to practise here?

The cohesiveness of the family medicine-driven hospital. Also, the enthusiasm of the local family doctors and the hospital staff.

### 2. When you're not caring for your patients, where would we find you?

On the Ottawa River.

### 3. Your favourite hobbies or activities outside of work?

Whitewater kayaking, snowboarding and knitting.

### 4. Do you have a guilty pleasure?

Soy caramel lattes.

### 5. What do you look forward to the most as you continue your career with RVH?

Getting to know all of my patients and the staff at the hospital better.

## Susan Krajewski

Dr. Susan Krajewski is RVH's new general surgeon who specializes in breast cancer surgery and colon cancer surgery. She visited our hospital for the first time in November of last year and began seeing patients for consultation on May 1 this year and assisting Dr. Miller in the operating room with elective surgeries.



### 1. What are some of the unique aspects of RVH's approach to health care that attracted you to practise here?

The main reason is the hospital's approach to collaborative health care for its patients. You see it not just from the front-line staff and physicians, but all the way to the administration level. Everyone wants to treat people appropriately and provide the necessary care closer to home.

### 2. When you're not caring for your patients, where would we find you?

Caring for my son, one-year-old Noah. So I'm either at home with my family or at our cottage on Golden Lake.

### 3. Your favourite hobbies or activities outside of work?

Biking, yoga, skiing and travelling.

### 4. Do you have a guilty pleasure?

Gummy bears. My husband buys them every now and then and I'll sneak a handful of them.

### 5. What do you look forward to the most as you continue your career with RVH?

I'm anxious to get settled in and build my practice here. We're also excited about finding a home since we're renting for the time being, and raising our family in a small community.

# Longtime commitment to care in hospital and community

If you have ever undergone surgery at Renfrew Victoria Hospital, chances are you have met Dr. Dave Johnson.

Often you see him biking to and from work each day.

With more than 25 years of experience at RVH, Dr. Johnson has seen incredible change and growth in the operating room and extended services provided to the residents of Renfrew and beyond.

He arrived here with his wife and two young children from Frobisher Bay on Baffin Island in 1984. He is originally from the Kingston area and had applied to many Southeastern Ontario communities for physician placement when he found an opportunity here in Renfrew.

Dr. Johnson took over a family practice and then went for six months of specialized anesthesia training.

He has successfully managed to run a busy family medical practice and fulfill his duties as head anesthesiologist, working alongside Dr. Lance Miller in the operating room.

Vice President of Patient Services at RVH, Christene Ferguson, appreciates how devoted and accommodating he has been over the years. “Dr. Johnson has been willing to take on any changes we need to make for safety purposes, accreditation or whatever the case may be.”

“He is an absolutely wonderful doctor,” says operating room nurse Rhonda Normandeau who has worked with him for many years.



Dr. Lance Miller, OR Nurse Rhonda Normandeau and Dr. Dave Johnson.

“Our community has enjoyed tremendous access to surgical services with thanks to Dr. Johnson,” comments RVH CEO and President Randy Penney. “He has provided endless hours to our program, during normal working hours, after hours and weekends. We owe a debt of gratitude to him for his dedication and support. On behalf of the hospital, I would like to express

my appreciation for all he has done for patient care over the years.”

**Favourite hobbies and activities**

Biking 8 kms to work each day, fishing, woodworking and bowl turning (working with a lathe).

**Biggest guilty pleasure**

Eating the muffin tops only—that’s the best part!

**Where would you be if you’re not at the hospital?**

At “The Resort”, which is what my kids call our house.

**Why should new doctors consider practising here at RVH?**

We’re known to work well together as a team. That’s a very important factor in working anywhere—everyone in all departments gets along so well.

# Crafty doc makes more time for her art



Patients appreciate her expertise in internal medicine and everyone can appreciate Dr. Sharon Collins’s talents for beautiful hand-made art quilts.

“I have always done some kind of art,” she says. Dr. Collins is a painter and worked with stained glass for many years before being introduced to the world of fibre art about 10 years ago. This spring one of her quilts is touring the United States and another is making its way across Canada. They also were featured in shows recently in Halifax and Vankleek Hill and will be in Almonte later in June.

Dr. Collins has been semi-retired from her full-time duties as an Internist at RVH for almost two years, and continues providing echocardiograms, which are useful in the diagnosis of conditions such as heart murmurs and can detect possible blood clots. She also provides occasional patient consults.

Stress testing, ECHO services, pulmonary function and other specialized internal organ testing have been available at RVH since 2000 and were established by Dr. Collins. She had already set up the same program in Kirkland Lake where she spent 23 years of her career before moving to the area.

“There was no stress testing program here and RVH was served by visiting Internists from The Ottawa Hospital,” she notes. New pulmonary function equipment was introduced on site and she knows that this is an important factor in attracting new physicians, like Dr. Shanti Nemani.

“Dr. Collins was instrumental in establishing our internal medicine service at the Renfrew Victoria Hospital,” comments Randy Penney, RVH President and CEO. “When Sharon and Ted moved to Renfrew there was no established service and Sharon has done a great job for us, providing expanded services in internal medicine con-

sultations, stress testing, ECHO services to name just a few. We are indeed grateful for her time and commitment to the patients and families of our catchment area.”

Dr. Collins says she doesn’t expect to fully retire any time in the near future: “I’m still really enjoying it, especially since I’m focusing on just one thing (the ECHO testing).”

Yet more time to devote to her passion and her family is something she looks forward to fondly.

“I’m a big homebody, so I really enjoy being at our place on the river. I also look forward to more grandkids—we have one grandchild now and I’m really excited about having more of them!”

Recipients of the annual RVH holiday cards can look forward to her work appearing in your mailbox later in the year as she has been asked to be the feature artist for the 2012 edition of the Tree of Lights campaign.

**Biggest guilty pleasure**

Ice cream.

**Where would we find you if you’re not at the hospital?**

Most likely in my sewing room. I also could be at the golf course or a Senator’s game, that is if I’m not spending time with my family, of course.

**Why should new doctors consider practising here at RVH?**

From my perspective, you have an opportunity to practise general internal medicine where most places you need to specialize in one area, so that definitely was an attracting factor for me. You also have that nice comfort zone of being a small town and it’s really easy to fit in with the medical staff as well as the community. We also have a very progressive medical staff.

## Letter from the RVH Foundation Director:



The past 12 months have been a banner time for the Foundation—measured in part by the launch of the Call to Action (CTA) initiative. This unique initiative supports one of the Foundation's key objectives—to raise awareness about the complexities and challenges within the health care sector while enhancing health through knowledge and action. The first project earmarked by the CTA initiative was the renovation of our mammography suite and the installation of new state-of-the-art digital mammography equipment.

CTA is a unique partnership between RVH and the Foundation. It has the support of community representatives who play an important role in spreading the word about women's health issues—breast screening in particular—and taking control of your own health. The CTA initiative will continue its support for future endeavours at RVH.

In an economy that is riddled with budget cuts and funding difficulties, the Foundation is busier than ever as it continues in its mission to support RVH through the provision of funds to improve patient care.

We pride ourselves on working hard for our donors, and the success you see in your Hospital Foundation translates into a significant contribution to the health of our community.

No one knows when we or a loved one will have a need. We see firsthand the value of having services available closer to home. Of course, none of this would happen without such tremendous support and generosity of individuals, organizations and businesses. Please know that your dollars make a difference and the support is gratefully acknowledged.

In the coming year, our fundraising focus will remain on the digital mammography equipment and we are half-way to our goal of \$700,000.00. This year's Annual Caring for Tomorrow Charity Golf Event will once again support this effort.

I would like to take this opportunity to say thank you, and I look forward to continuing our efforts with your support to Care for Tomorrow.

Sincerely,  
Barb Desilets

## Call to Action

LEARN  KNOW  ACT

If your organization would like learn about the CTA initiative, please contact the Foundation at 613-432-4851, ext. 263.

## The RVH Auxiliary—Learn more, become a volunteer

The RVH Auxiliary is the cornerstone of the fundraising efforts for RVH. The group continues to raise funds through various events and has contributed close to \$850,000.00 since the incorporation of the RVH Foundation. Although the mandate remains the same, like many organizations they are seeing a shift in dynamics in how to manage their efforts. Lifestyles have become busier, volunteers can't commit as much time and a poster no longer is enough to promote an event, so Facebook will be the next venture.

The Auxiliary welcomes members of the community to consider offering time to the organization. The call is yours—contribute as much as you are able. There's no need to attend all meetings or be at every event—let us know your interests and timelines and we will work around them.

If you are interested or want to learn more, please contact Barb at 613-432-5300.

### Thanks to our corporate sponsors of this year's Caring for Tomorrow Charity Golf Event:



## Simply Song was simply amazing

The first-ever Simply Song event hosted by the RVH Foundation was an overwhelming success.

More than 120 people filled the dining room of the Renfrew Golf Course to hear the all-female cast of local singers, pianists, guitarists and a fantastic fiddler in an effort to support the Digital Mammography campaign.

"Everyone has commented that there was such a powerful energy in that room, it was a great event," says Barb Desilets, the RVH Foundation Director, adding that there was a great mix of music—from country to opera, to a fun sing-a-long to Billy Joel's *Piano Man*.

She sends her appreciation to everyone involved behind the scenes organizing the coffee house-style showcase—especially to Mary Etamanski and Cecie Whalen, and to Kathryn Bossy for a great job as the emcee. Thanks also

goes to the Renfrew Golf Club for donating the space, and to all of the singers who donated their time.

"It started as an idea and turned into a community project to support our Call to Action initiative," Desilets notes. "This just goes to show that people are believing in the cause and getting behind our efforts here at the hospital to bring state-of-the-art services to our area residents."

The incredible singers and musicians featured at Simply Song were: Mallory Brumm, Rachele O'Neil, Melissa Friske, Bev Humphries, Brea Whalen, Julie Laroque, Kathleen Radke, Margot Aubert, Mary Etamanski, Terri-Lynn Mahusky, Jennifer-Armstrong Johnson and daughter Emily, Julie Johnson, Delaney Leavoy, Sonya Bergin, Jocelyn Cooligan, Ellen Penney, Anne Humphries and Christine Jarrett.



Thanks to the many talented performers who shared their voices and enthusiasm for beautiful music on the evening of Friday, May 4.

## Seventeen years of Loyal support



RVH Foundation Director of Development Barb Desilets looks on as bowling fundraiser organizers Norm Eady, Jim Logan and David Reid prepare pledge sheets for the 2012 event.

One of the five purposes of the Loyal Orange Lodge of Canada is to "Participate in benevolent activities, which enrich our communities and our country."

Members of the Horton McNab LOL #1393 have accomplished that task through the organization of an annual *Bowl for Health and Fun* tournament every year since 1995. It was decided from the beginning that funds raised would support the dialysis unit at RVH.

"If we don't donate to our hospital, we're the ones who are going to lose," commented Norm Eady, one of the organizers, at the tournament's 10-year mark.

Over the years, this event has raised more than \$100,000, which has been put towards the purchase of new equipment.

"We thought it was a good cause," said Jim Logan in 2005, noting that the donations support the satellite dialysis unit in Barry's Bay as well as the Renfrew centre.

Several years ago, the LOL also fulfilled a four-year pledge to the Foundation's Tree of Lights Campaign.

"We are truly grateful for the remarkable level of funding we have received from this organization over the years. Our thanks to the many bowlers and dedicated, long-time organizers Norm Eady, Jim Logan, Dave Storie, David Reid and others who have made this event such a success," notes RVH Foundation Director of Development Barb Desilets.

The LOL's contribution from the 2012 bowling tournament was more than \$8,000.00 and will be put towards equipping the new state-of-the-art dialysis unit that is scheduled to begin construction in 2013.



The Renfrew  
Victoria  
Hospital  
Foundation

Make RVH your charity of choice. Please call the RVH Foundation office at 613-432-4851 ext. 263, or visit us online at [www.rvhfoundation.com](http://www.rvhfoundation.com) to learn more about how you can contribute to the RVH difference.