

# EDAC 2023

NOVEMBER 21, 2023

[www.sremi.ca/EDAC](http://www.sremi.ca/EDAC)



**HOWARD  
OVENS**

STATE OF THE UNION

[howard.ovens@utoronto.ca](mailto:howard.ovens@utoronto.ca)

@HowardOvens

Back when we visited, the Gettysburg battlefield was beginning to be swept up in changing views of history. The site is strewn with monuments, memorials, markers, and plaques—1,328 of them, according to the National Park Service, approximately a quarter of which memorialize Confederate officers and regiments. (Visitors sometimes ask guides whether all these monuments “got in the way of the battle.”) The Park Service and the Gettysburg Foundation, which jointly administer the site, were raising funds to build a new museum and visitor center. And in 1998, an equestrian statue was installed of James Longstreet, one of the Confederacy’s most successful generals, present at the battle but never before memorialized at Gettysburg. Longstreet had warned Lee in vain that Pickett’s Charge courted disaster. (To Lee’s credit, after the attack, which left about half of the 12,500 Confederate troops dead or wounded, he declared, “All this has been my fault.”)

# Welcome to EDAC '23!

- Housekeeping:
  - Questions/comments in the chat please – sign in as guest
  - Evaluations – please!  
[https://dfcmutorontoca.qualtrics.com/jfe/form/SV\\_bDtOv6PYKms\\_e6cS](https://dfcmutorontoca.qualtrics.com/jfe/form/SV_bDtOv6PYKms_e6cS)
  - CME Credits
  - Save the date – tentatively November 19<sup>th</sup>, 2024 – info will be posted at [www.SREMI.ca/EDAC](http://www.SREMI.ca/EDAC)



# The best and the worst?



“It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of light, it was the season of darkness, it was the spring of hope, it was the winter of despair.”

— Charles Dickens, [A Tale of Two Cities](#)

# The best

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- Wonderful leadership morning!
- A few comments of my own on EM leadership;
  - Do your best to become and remain a good, respected clinician!
    - Easier for docs than nurses
    - Earns you some respect/goodwill
    - Gives you insight into problems, gaps
    - Maintain your walk away power!

## What is Enlightened self-interest?

- Enlightened self-interest is a philosophy in ethics which states that persons who act to further the interests of others (or the interests of the group or groups to which they belong), ultimately serve their own self-interest.
- It has often been simply expressed by the belief that an individual, group, or even a commercial entity will *"do well by doing good."*



# The Medical/Nursing Dyad

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- “Fathers” vs. “Mothers”;
  - As parents
  - At the bedside
  - As leadership partners

# The worst

- Crisis level conditions continue wrt;
  - Flow
  - Staffing, and thus closure risks
  - Staff safety and morale
  - Flight of experience leaves a lot of junior staff to deal with difficult conditions
- No sign I've seen of necessary changes to acute care capacity, compensation, or development of system resilience



# The worst

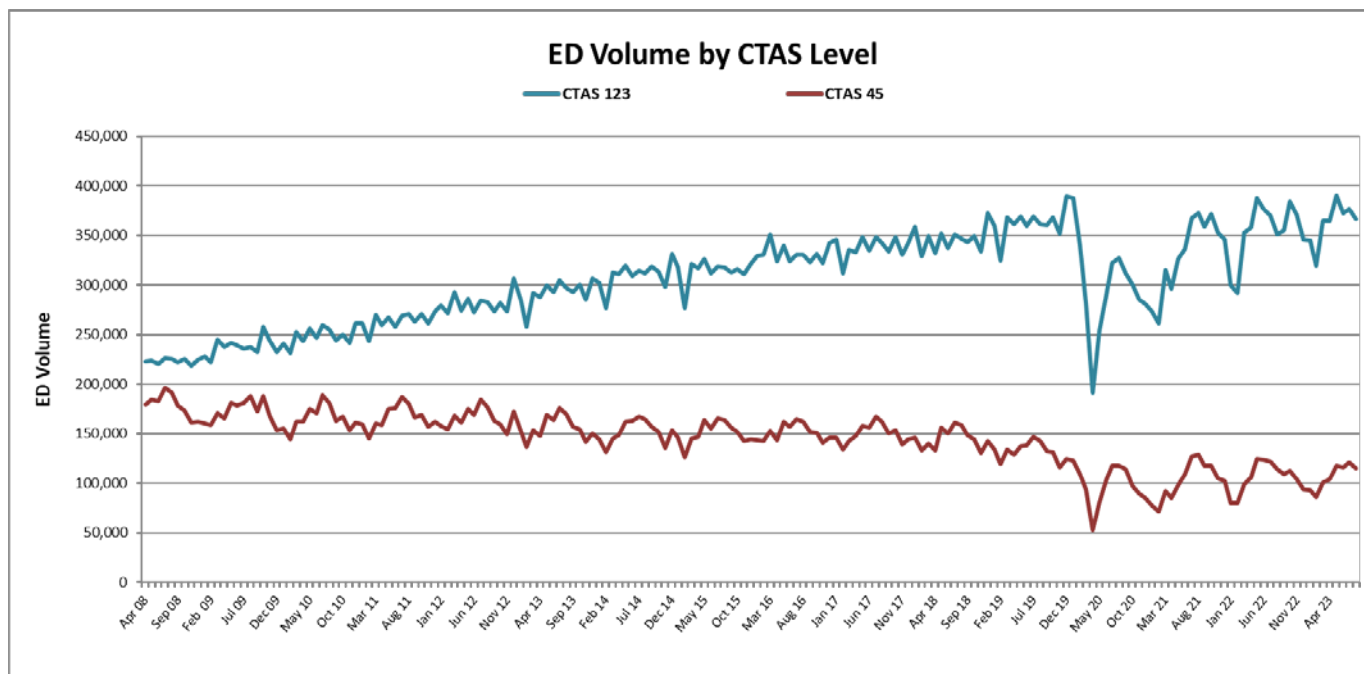
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- Compensation irrational – spend on crisis management (agency RNs, locum MDs) rather than those willing to commit
- Big challenge - millennial values;
  - Create financial incentives and job descriptions that encourage commitment but provide job freedom/quality of life

# The worst – some ON data

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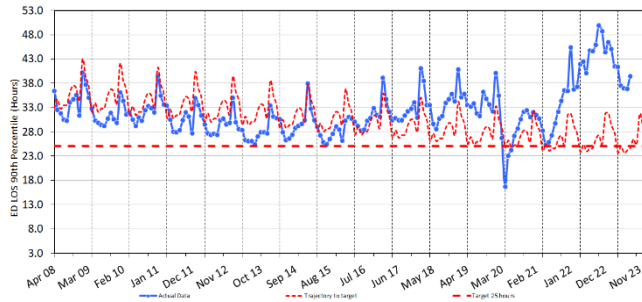
# Increased ED Acuity & Clinical Complexity



# ED LOS Trend

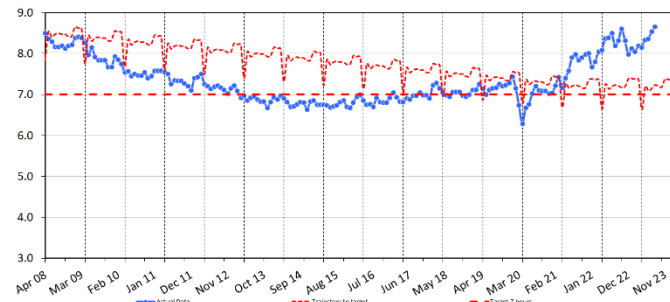
## Admitted ED Visits

Trajectory based on a 25-hour March 2024 internal target



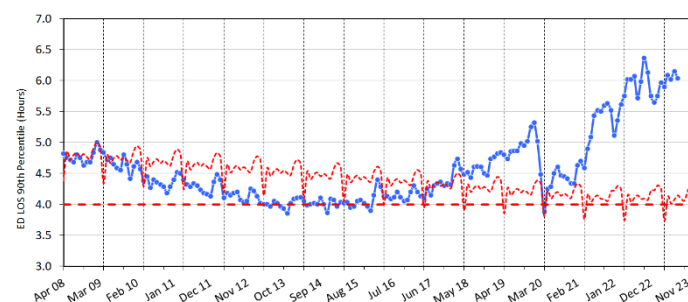
## Non-Admitted, High Acuity ED Visits

Trajectory based on a 7-hour March 2024 internal target

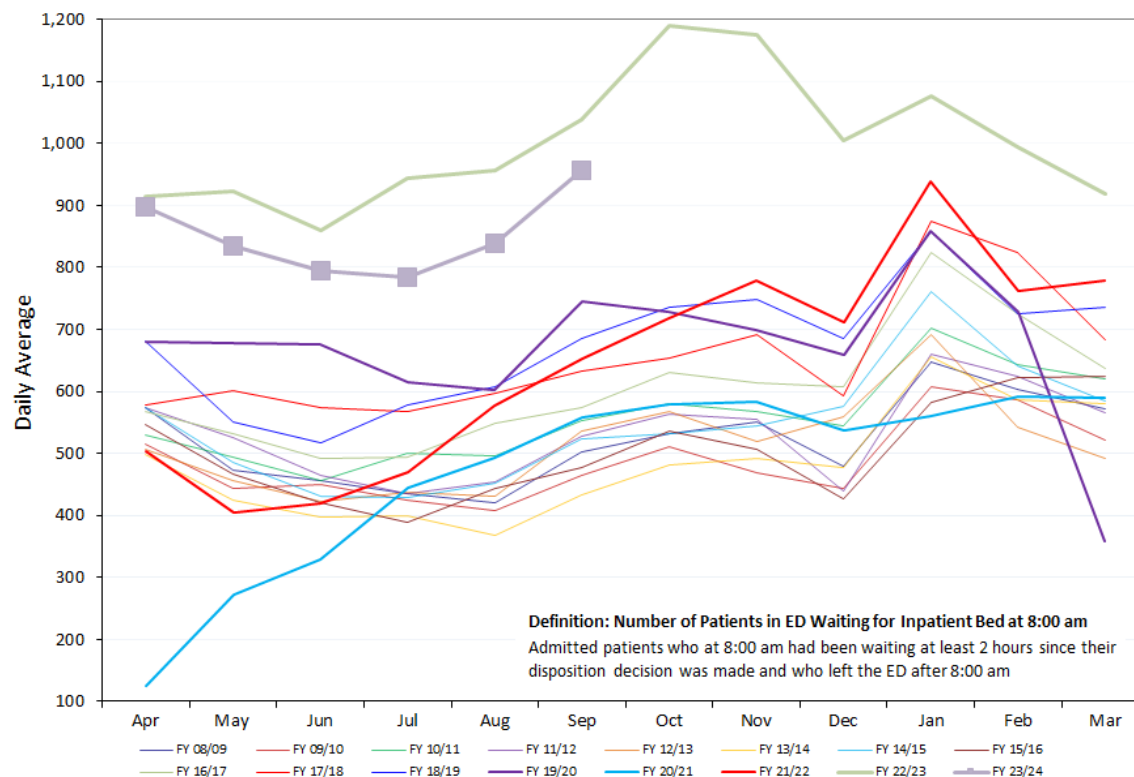


## Non-Admitted, Low Acuity ED Visits

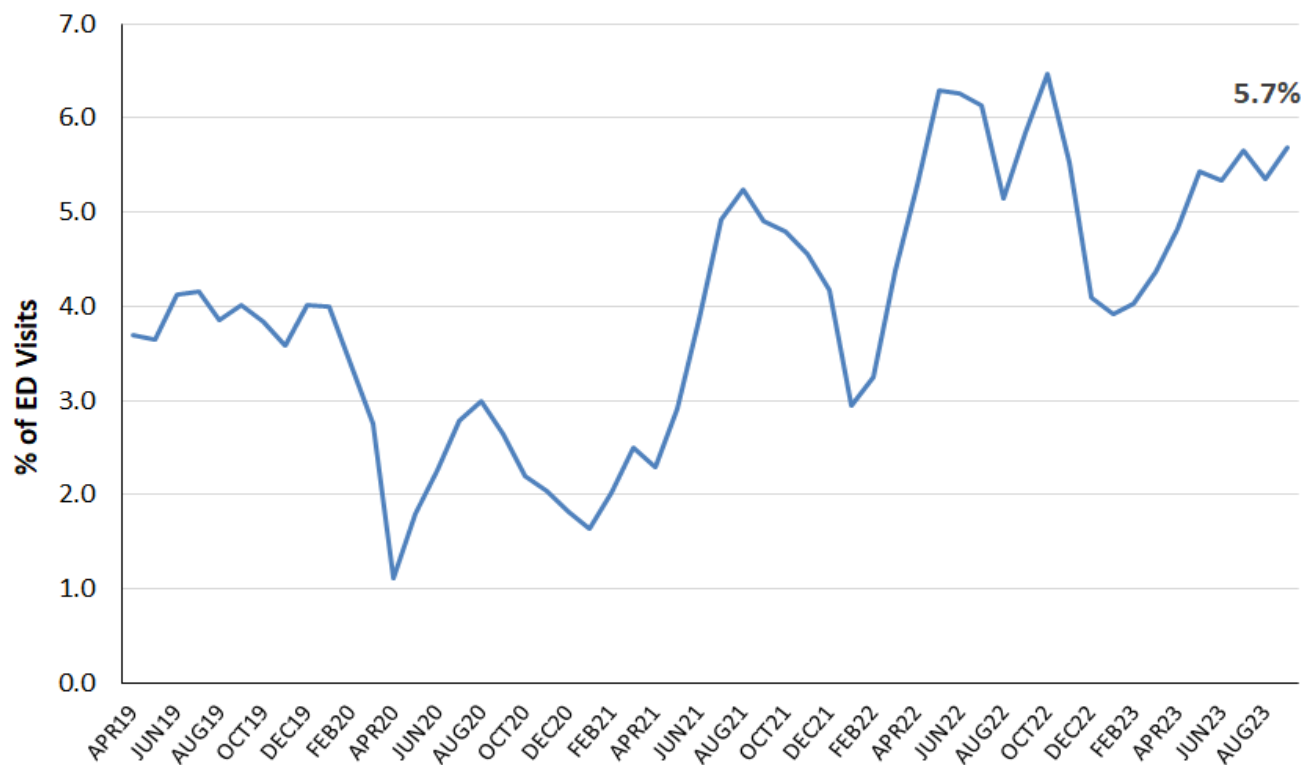
Trajectory based on a 4-hour March 2024 internal target



## Daily Average Number of Patients in ED Waiting for Inpatient Bed at 8:00 am



## Percent Left Without Being Seen: September 2023



# So what's good?

- Attention!
  - CAEP EM:POWER, mtgs with DMs and Ms
  - CADTH report
  - OAGO
  - Countless media reports



# What's good in ON?

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- For most indicators we appear to have hit a low point in fall '22 and some (very) slow recovery since
- Establishment of a new structure under Ontario Health; “PES”
- Powerful vehicle to advance innovation and/or support creative approaches



# What's good in ON?

- Today you will hear about;
  - Nursing Education
  - Virtual support for rural docs and paramedics
  - Innovations in staffing and models of care
- We are also working hard at;
  - P4R refresh and expansion
  - Collaboration with partners on MH & A
  - QI

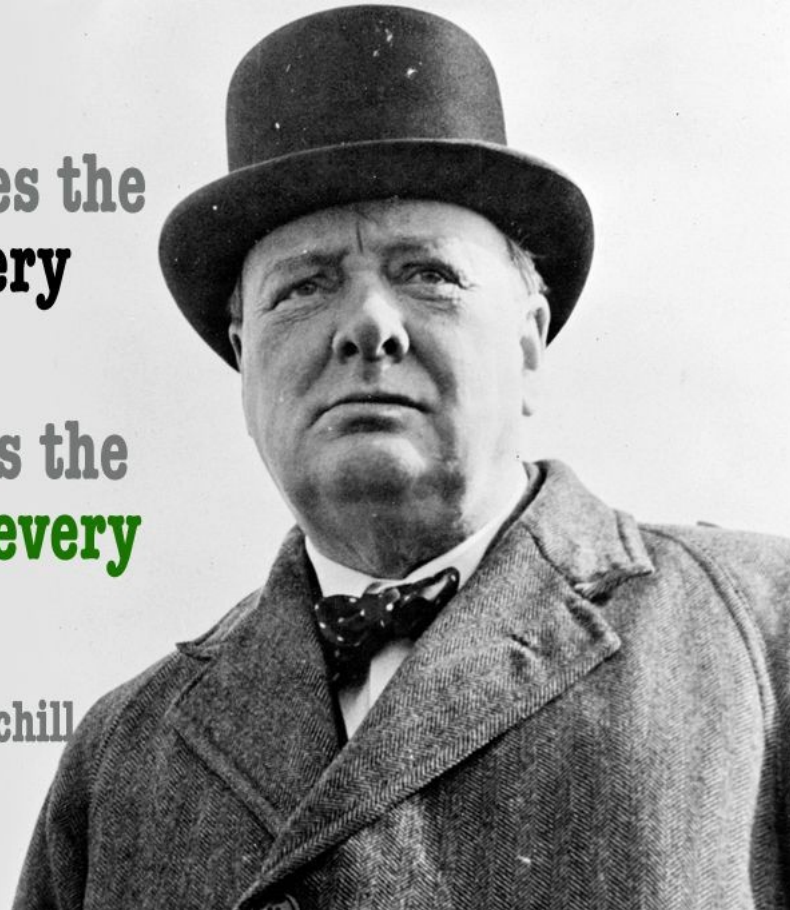
# Overall vision?

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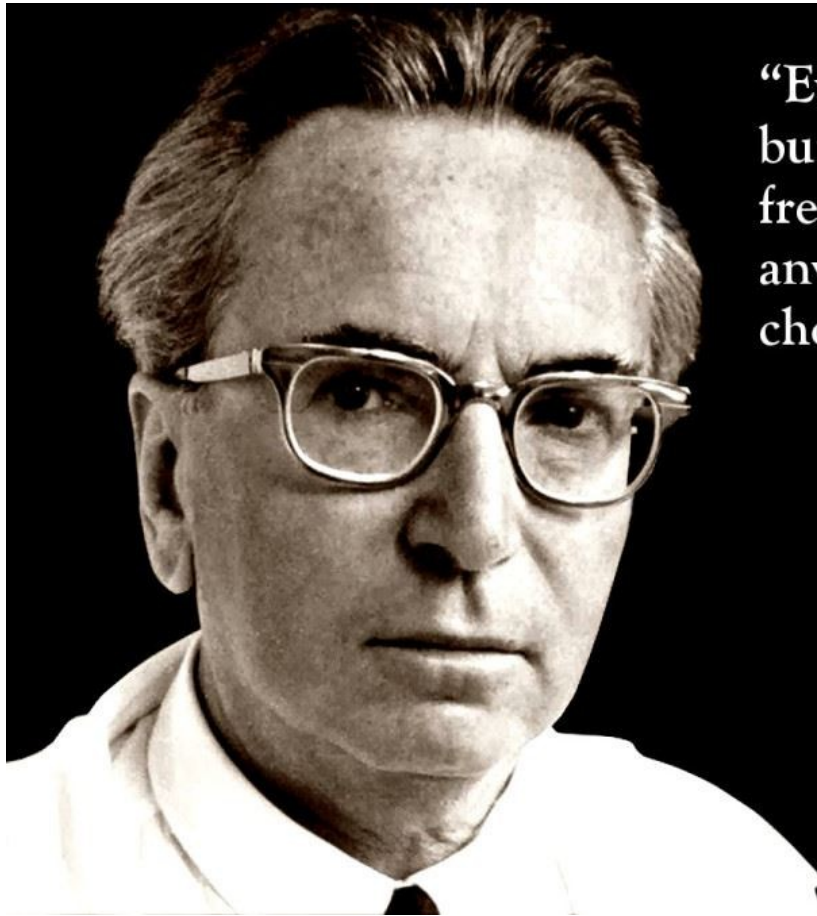
- Create a true community of practice for Ontario EDs (BC is a model and collaborator)
- Advocate at OH/MOH for system reform including further clinical and system integration, accountability framework, and advocacy on training, staffing and compensation

**“A pessimist sees the  
difficulty in every  
opportunity;  
an optimist sees the  
opportunity in every  
difficulty.”**

**~ Winston Churchill**

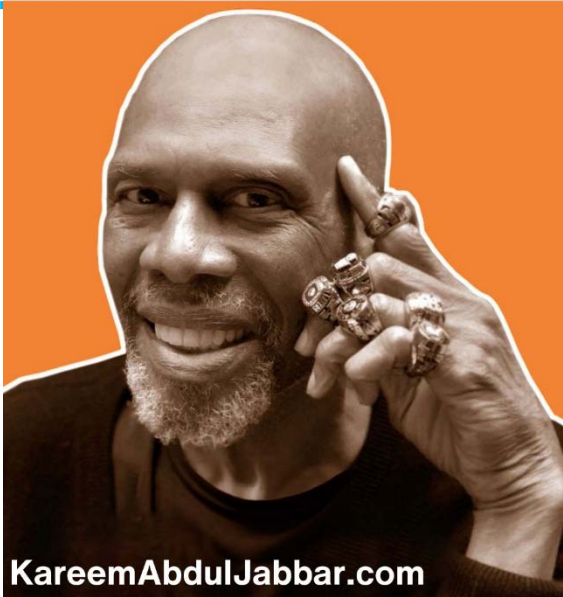


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“Everything can be taken from a man but one thing: the last of the human freedoms—to choose one’s attitude in any given set of circumstances, to choose one’s own way.”

Viktor E. Frankl



KareemAbdulJabbar.com

## Kareem's Daily Quote

When you were born, you cried and the world rejoiced. Live your life so that when you die, the world cries and you rejoice.

*Cherokee saying*