



Vicente Sotto Memorial Medical Center

Department of Family and Community Medicine

Strategic Planning 2023

Activities:

- Monthly Mortality & Morbidity thru face to face at OPD conference room
- Monthly Clinical Case Conference thru face to face at OPD conference room
- Weekly OPD Endorsements every Thursday thru Zoom Meetings
- Weekly ER Endorsements every Monday thru Zoom Meetings
- Weekly Hospice & Palliative Case Management
- Weekly Updates and Presentation of QA & COPC
- Regular Consultant's lecture
- Monthly EBM presentation
- Attended Round Table Discussions and workshops
- Attended PAFP Webinars
- Attended PAFP Annual convention at Manila
- In-service exam
- Quarterly exams
- Quarterly meeting with Resident's Mentors for guidance and checking of requirements

SWOT analysis

Strength:

- There is an adequate number of patients which increase the chances of exposure to make one proficient in practice.
- Provides sufficient opportunities to manage wide-ranging cases from usual to rare diseases.
- Opportunity to mentor residents, interns and clerks.
- Allow ample restraint to exercise independence and autonomy in managing cases while refining clinical leadership.
- Provides enough opportunities to make one not just intellectually equipped to manage different cases but also to make one emotionally adept as to sharpen one's communication and counseling.
- Availability and opportunity to rotate to different medical / surgical subspecialties.
- Line of communication within the department is Strong but Respect is still maintained between trainees and trainers.
- A lot of learning opportunities for residents through various rotations (Animal Bite Treatment Center, TB FAST LANE, Palliative and Hospice care, Dermatology, Community Medicine, Etc.)
- Consultant who are active in mentoring residents.
- Most of the Consultants are very responsive especially when it comes to referral and other patient concerns.
- They always advise us to step up with our management, not just providing partial care but giving holistic one.



- Quality service is assured to be provided for all patients seen by the FAMED department.
- Achievements of FM staff: Civil Services and PRAISE awards, FITE and National Exam Topnotchers
- Large number of trainees / residents
- Excellent services provided by resident / High client satisfaction ratings
- Mostly compliant with the department deliverables (PGI's, ISO, Etc.)
- Family physicians regularly provide counseling for psychosocial problems and health behavior change, and a modest number believe counseling is effective.
- Counseling is the important part and best way of helping improved communication and interpersonal skills, better expression and management of emotions, including anger, relief from depression, anxiety or other mental health conditions
- We treat patients as a whole, we don't just focus on curing patients' illnesses, we also make sure that their psychological problems are taken care of.
- Our care does not end at the hospital. It reaches their home by extending our care and we made sure that patients could take their prescriptions as prescribed, follow-up when necessary, and perform ongoing health education.
- Our compassion for our patients is genuine. For instances, in palliative care, we are renowned for going above and beyond to ensure our patients comfort, which accounts for the rise in referrals we are receiving from other services
- The training enabled us to be competent family physicians in the care of the patient as well as the family as a whole which makes us one step ahead of other specialties.
- Allowing us residents to grow not only as professionals but as well as a good patient and advocate.
- Help us to improve and effectively communicate with the patient, the family and other health care team which is one of the most important aspects in the delivery of efficient and excellent patient care.
- System based approach is well utilized in managing patients with the most recent medical knowledge and always guided with up-to-date evidence-based recommendations.
- Research and Extracurricular Activities for holistic learning and training. There are things which are best experienced than just taught. Our department has been very active in research, CEFRA, PAFPRO and in PAFP. Residents are given the chance to represent VSMMC, socialize and do collaborative efforts to benefit not only ourselves but the institution as well.
- FAMED doctors take effort and time to listen and educate their patients regarding their diagnosis / disease thus will strengthen their compliance with prescribed medication and recommendations.

Weakness

- As much as VSMMC with its increasing number of residents, patients, and facilities, we are lacking venues purely reserved for our lectures, endorsement, monthly M and M, and other activities that cater the needs of the FAMED department.



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- In the near future, disease progress and CPGs are updating in each passing year. We, the physicians, must be fully equipped with the knowledge to tackle every hurdle of new management in which an area or a room is needed for conducive study to face the challenges that lie ahead.
- We as a family physician not only care for the patient’s wellness, and respect their autonomy to decide on life changing management. As one of the most important pillars of support for a family member to be involved in decision making as a whole. A place of enclosed space and environment away from distraction which allows the family to focus on their plans and decisions.
- With the increase of renovation and construction to allow the VSMMC to grow as a more competent tertiary hospital, there are some problems in working space and distribution of temporary offices which hinders the workflow of other departments.
- Due to increasing number of patients and workload, we have limited time to insert activities which can benefit the learning as a family physician, thus a Leopando club or a regular activity among the residents is needed to be scheduled to allow us to have time to read and understand the very essence of being a good doctor.

Opportunity

- One of the many opportunities of being a family doctor can pursue a variety of medical careers in public health, education, or in research.
- A family doctor caters mainly to non urgent cases which makes Online consultation / Telemedicine a convenient venue for check ups of patients who do not wish to get exposed to communicable disease while doing long queues in medical clinics. Diagnostics, Prescriptions and Medical Certificates provided effortlessly too.
- The department has easy access to multiple specialties. So rotations are easy to facilitate
- Multiple areas of research
- Direct connections with the PHU for public health policies and implementation help with applying DOH principles or WHO

Threat

- With the increasing number of patients, so is the workload which hinders the time management of the resident to do their yearly requirement on time which cause the delay of promotion leading to stop work, thus loses the manpower of the FAMED department
- Due to the lack of logistic distribution of ABTC which is across the VSMMC makes it difficult for most patients to navigate the desired clinic.
- Possibility of a change of administration in Compostela may affect our community plan and program to reach out to the people living in Compostela.
- The lack of clear research grants from VSMMC and outside research bodies which further delays the requirement needed for the promotion and thus further dampens the man power of the FAMED department



- Overlapping invites / mandates for outreach on weekends w/o compensatory time off which lacks the reward system of the hospital which does not encourage volunteer work.
- Deployment of MOIII to other outside hospital activities threatens the staffing in the different areas within the hospital

Action/ Training Plan:

- Creation of a new contingency amongst the department for manpower(for 2024).
- To schedule the following year, additional continuing medical education activities for the department to maximize learning hours for the residents
- Utilize still online teaching and learning activities to prevent large gatherings.
- Follow strictly infection control measures to reduce risk of FM staff getting sick
- Mental Health Resilience, Psychological First Aid, Stress Debriefing continuously offered by Center for Behavioral Sciences.
- Distribute workload among FM staff to avoid burnout or to avoid overwhelming a particular staff (e.g. assigning 1 chief resident and an assistant to the chief resident, utilize department secretary to assist in some of the paperworks, etc.)

TRAINING PLAN

Training Program, Course Title	Date	Resource Speaker	Participants	Venue	Budget (Year 2023)
Research Workshop	January 19	VSMCMC Staff	Participating Residents	Virtual	None
60 th Anniversary & Annual Convention	Mar 3-7	---	All Residents All FM Consultants	Virtual	Registration Fee
PAFP Webinars	As announced	As announced	All Residents All Consultants	Virtual	Registration Fee
Strategic Planning	March 8	All FM Staff	All Residents All Consultants	Virtual	none
Team Building	July 15	All FM Staff	All Residents All Consultants	Solea Resort	50,000.00
Circumcision Surgical Mission	June-July	none	Participating Residents Dr. Grace	Sta. Rosa Community Hospital	1,000.00 /each



			Melchor Dr. Mark Lim Dr. Alfredo Lim, Jr.		
National Exam	July 30		All Residents	Virtual	None
Research Presentation	June 30	FM Staff	Presenting Residents Research Panel	Virtual	Token for Panelists
Training Program Accreditation	August 25		All FM Staff	Virtual	Accreditation Fee
Cause of Death Seminar	To Be Announced	VSMCC	Participating Residents	To Be Announced	None
Research Enhancement and Capacity Advancement Program	To Be Announced	PAFP	Participating Residents	To Be Announced	None
Mental Health and Psychological First Aid	To Be Announced	VSMCC Center for Behavioral Sciences	All Residents	To Be Announced	None
Quality Assessment Certificate Course	August-September	PAFP	Participating Residents		Registration 1,000/ participant
34 th Annual Foundation for Family Medicine Educators	To Be Announced				Registration
In- Service Examination	To Be Announced		Participating Residents	To Be Announced	



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