

Performance Goals and Objectives / Clinical Chiefs
2004/2005

Name: Dr. Don Cook Title: Clinical Chief

Program: Laboratory Medicine Program

Goals/Objectives - December, 2004	April 1, 2005	July, 2005	October 7, 2005	December 9, 2005
1. Complete an annual review of all Pathologists credentialed in the Laboratory Medicine Program.	<ul style="list-style-type: none">▪ This is well in hand.▪ Documentation received from all but 5 of the physicians.▪ Dr. Cook following up within the review process.	<p>Dr. Williams and Dr. Cook met on July 15 as scheduled, however, there were other pressing issues that had to be discussed.</p> <p>Meeting rescheduled to August 5, but had to be cancelled.</p>	<ul style="list-style-type: none">▪ Due to a major issue in the Lab Medicine Program, this had been delayed.	<ul style="list-style-type: none">▪ No change, as noted before

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2. Work towards filling all Pathology positions.	<ul style="list-style-type: none">▪ 5 physicians interviewed to date.▪ 4 have refused the offer of employment.▪ Still awaiting response from 5th physician.	<ul style="list-style-type: none">▪ 	<ul style="list-style-type: none">▪ New physician, Dr. Makala just recruited.	<ul style="list-style-type: none">▪ Commitments for 2 of 4 residents to take up a position▪ 2 other J1 visa applicants being considered

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3. Work on the major quality assurance issues of developing a policies and procedures manual for the Division of Anatomical Pathology.	<ul style="list-style-type: none"> Quality Assurance Committee set up, chaired by Dr. Bev Carter. Policy and Procedure Manual in progress. Checkpath Program/ College of American Pathologists Performance Implementation/ Evaluation Program Proficiency Testing Programs.' in place and records kept of how each individual pathologist performed. Participates in Cytopathology Evaluation Program. These programs are all approved by MCOMP via Royal College of Physicians and Surgeons. Interdepartmental consultations documented. Reconcile our reports with those sent outside the Province. 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Work ongoing; targeted at CAP accreditation for the immunohisto-chemistry section of the laboratory 	<ul style="list-style-type: none"> Work progressing

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4. Work with the Program Director for the Laboratory Medicine Program to ensure a smooth transition to the new Eastern Regional Health Authority.	<ul style="list-style-type: none">Awaiting set up of Eastern Health Authority.	<ul style="list-style-type: none">	<ul style="list-style-type: none">Ongoing with recent appointment of new director.	<ul style="list-style-type: none">Working in a supporting role with Regional Director

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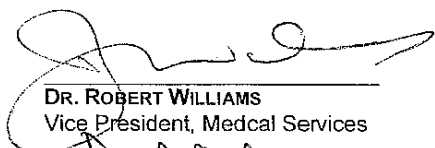
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5. Continue to support and work on implementing recommendations of the Surgical Pathology Review Committee.	<ul style="list-style-type: none">▪ Dr. Cook has asked Committee to focus on tissue audit.	<ul style="list-style-type: none">▪	<ul style="list-style-type: none">▪ Form completed and will be implemented after consultation with Clinical Chiefs.	<ul style="list-style-type: none">▪ Work ongoing▪ Form implemented

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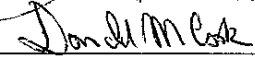
Date Proposed: December 10, 2004

Final Comments: Dr. Cook has dedicated himself to the stabilization and enhancement of Laboratory services with Eastern Health, staying on an extra year to deal with recent problems in immunohistochemistry.

He plans to step down as Clinical Chief at the end of February, 2006, but will stay on as a Site Chief at St. Clare's and continue his leadership at that level.

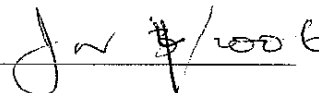


DR. ROBERT WILLIAMS
Vice President, Medical Services



Dr. Donald Cook
Clinical Chief
Laboratory Medicine Program

Date



Date

Jan 17, 2006