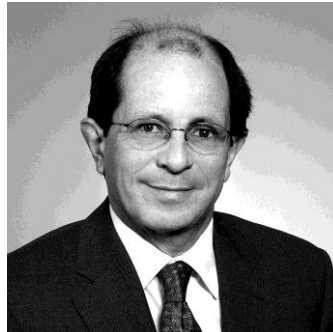


Isser Dubinsky

Toronto, Canada

HayGroup[®]



Associate Director Hay Group Health Care Consulting

Areas of Expertise

Dr. Isser Dubinsky is an Associate Director of Hay Group Health Care Consulting. He joined Hay Group from Miltom Consulting Inc. where he was Vice President. Dr. Dubinsky's academic and consulting focus includes improving the effectiveness and efficiency of healthcare services, human resource planning, physician compensation, conflict resolution, evaluation and assessment of new technologies and physical plant development and redevelopment.

Past Experience

Prior to entering consulting, Dr. Dubinsky was Chief of the Department of Emergency Medicine at University Health Network. Prior to this he was Chief of Emergency Medicine at North York General Hospital, one of Canada's busiest emergency departments.

He was member of the Medical Advisory Committee of both North York General Hospital and the University Health Network, a member of the Board of North York General Hospital, Program Director of the Emergency Medicine program at North York General Hospital, and a member of the Hospital Executive at both the Toronto Western and North York General Hospitals.

Prior to NYGH, Dr. Dubinsky was Chief of Anaesthesia at Memorial Hospital in Bowmanville. Following graduation from medical school he had a range of experiences from performing mission work in rural hospitals in Africa to working in small community hospitals in Canada.

Education and Affiliations

Dr. Dubinsky is an honours graduate from U of T's medical program (1975).

Dr. Dubinsky is currently an Associate Professor in the Department of Family and Community Medicine at University of Toronto. He has published more than thirty articles in scientific literature, served as an editor of two textbooks on emergency medicine, lectured around the world and has served as a visiting professor in the United States, Malaysia, Israel, and Japan. He is the past winner of many awards for excellence in teaching, including the prestigious PAIRO award.

Contact

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Relevant Project Work

Dr. Dubinsky has served as a consultant to a variety of organizations across Canada. His consulting experience includes health system planning, analysis and restructuring, hospital strategic and clinical services planning, operational reviews of medical departments, and of academic and community hospitals, development and review of medical staff management processes, hospital architectural reviews, . His consulting experience includes the following projects:

- Emergency Departments Reviews
 - Surrey Memorial Hospital, Surrey, BC,
 - Etobicoke General Hospital, Etobicoke, Ontario,
 - Dartmouth Hospital
 - Stratford Hospital
 - Port Hope/Cobourg Emergency Services
 - St. Joseph’s Hospital, Toronto
 - Thunder Bay Regional Hospital
 - The Scarborough Hospital
 - Peterborough Regional Hospital
 - Windsor Regional Hospital
 - Grand River Hospital
 - Woodstock General Hospital
 - Quinte Healthcare Corporation
 - Joseph Brant Hospital
 - Southwestern New Brunswick Region
 - William Osler Health Centre
 - North Wellington Health Care Corporation
 - Ontario MOHLTC Review of ED Services in Waterloo
- Operational Review
 - Ajax Pickering Hospital
 - Ottawa Civic/Children’s Hospital Eastern Ontario
 - Hawkesbury Hospital
 - Mississauga-Queensway Hospital
 - Collingwood General Marine Hospital
 - Timmins Hospital
 - Chatham Kent Health Alliance
 - Vancouver Richmond Health Board Patient Flow Study
 - Sarnia Lambton Health Board
 - Windsor Area Hospital
 - The Ottawa Hospital

- Health Care Corporation of St. John’s
- Sunnybrook & Women’s College Health Sciences Centre
- Rouge Valley Health Centre
- Strategic Planning
 - St. Thomas-Elgin Hospital “Becoming the Best”
 - College Family Physicians of Canada “The Family Physician of the Future”
 - Ontario College Family Physicians
 - Brockville General Hospital
 - Hôpital Montfort Clinical Focusing
 - Ross Memorial Hospital Clinical Services Plan
 - North East LHIN
- Regionalization/Rationalization/System Restructuring/System Design
 - Mt. Waddington, Vancouver Island Health Authority
 - North Vancouver Island, Vancouver Island Health Authority
 - Facilitator for Ontario Family Health Network Implementation
 - Emergency Services, Department of Health, New Brunswick
 - Ontario College of Family Physicians, Primary Care Restructuring
 - York Central Hospital, Ambulatory Care Redesign
 - Trillium Health Centre, Ambulatory Care Redesign
 - West Parry Sound Health Centre, Integrated System Model
 - Halton Health Sciences, Dept. of Family Medicine Inpatient Care
 - Increasing Support for Family Physician Transition to New Primary Care Models for College of Family Physicians of Canada
 - Supporting Links between Primary Care and Specialist Communities for the College of Family Physicians of Canada
 - Saskatoon Health Region
 - South Muskoka Region
 - Generation Seven Health re: First Nations Health Delivery
 - Saskatoon Health Region Physician Human Resource Plan
 - Sault Area Hospitals Review of Physician Services and Related Allied Health Services
 - New Brunswick Department of Health and Wellness Trauma System Redesign
 - Atlantic Health Sciences Corporation Endovascular Surgery Services Planning
 - Hôpital Montfort Clinical Service Plan Follow-Up
 - New Brunswick Department of Health and Wellness Trauma System Redesign Advisory Committee
 - Ontario MOHLTC Wait Time Strategy Information System
 - Health PEI
 - North East LHIN Surgical Services

- Physical Plant Design
 - Toronto Western Hospital Emergency Department
 - Emergency Departments, University Health Network
 - Emergency Department, Thunder Bay Regional Hospital
 - Emergency Department, Scarborough General Hospital
 - Emergency Department, Pembroke Hospital
 - Emergency Department, Sudbury General Hospital
 - New Hospital Planning Abbotsford Hospital, Spring
 - New Hospital Planning William Osler Health Centre
 - Emergency Department, Saint John Regional Hospital
- Payment System Negotiation
 - Emergency Department, University Health Network
 - Private Placement, MRI/CT scanners for Otter Tail Corporation
 - Emergency Department, Pembroke Hospital
 - Facilitation for Ontario Family Health Networks
 - Collingwood General and Marine Hospital Emergency Department
 - Doctors Nova Scotia
 - Health PEI
- Physician Remuneration/Human Resource Planning/ Performance Management
 - Facilitated contract development for:
 - Clinical Department Chiefs
 - Associate Dean of Medical School
 - Program Directors
 - University Department Chiefs
 - Grand River and St. Mary's Hospitals Emergency Department AFA Negotiation
 - Health Employers Association of British Columbia Physician Placement System
 - Facilitated search for VP, Medical Affairs, Bridgepoint Hospital
 - York Central Hospital Physician Leader Role and Compensation Review
 - Bridgepoint Health Medical Human Resources Plan
 - Council of Academic Health Organizations Physician Performance Management Methodologies
 - St. Joseph's Health Centre (Toronto) Review of Division Head Role and Compensation
 - Niagara Health System Physician Leaders Compensation Review and Environmental Scan of Multi-Site Medical Staff Governance Models
 - Ontario MOHLTC MRP Models
 - Whitby Mental Health Centre Physician Performance Evaluation and Compensation Plan
 - Niagara Health System

- Province of New Brunswick Trauma System
- Bylaws/Medical Staff Leadership
 - Windsor Regional Hospital
 - Brockville General Hospital
 - Grand River Hospital
 - Mount Sinai Hospital
- Health Care Quality
 - Hospital Report Card Project, Province of Ontario, Advisory Panel re Patient Satisfaction
 - Quality/Risk Management Review, The Scarborough Hospital
 - Quality/Risk Management Review, Central Park Lodges
 - Government of Ontario Food Safety Review
 - Various projects for Ministry of Health and Long-Term Care, Province of Ontario
 - North Network, Risk Management Assessment
 - Saskatoon Health Region Emergency Department and Internal Medicine Programs
 - Perth and Smith's Falls District Hospital Physician Conflict Resolution
- Information Technology
 - Canada Health Infoway, Cost Benefit of PACS Installation
 - New York Health and Hospital Corporation EHR for Emergency Departments
 - Province of Alberta, IT Support for Primary Care Reform Initiative
 - Ontario MOHLTC Ontario Trauma Registry Review