

# PHSA Medical Staff

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*\*denotes readers will need to be on-site or access the PHSA network remotely to view these pages.*

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### Updates and Reminders:

#### 1. Message of Gratitude from the Medical & Academic Affairs Leadership Team

As we reflect on the past year, the Medical & Academic Affairs Leadership Team would like to express our heartfelt gratitude for your dedication to providing exceptional care and service across PHSA. Please take a moment to read our [year-end message](#) from David Byres, president & CEO, on behalf of the PHSA executive leadership team, reflecting on our shared accomplishments and aspirations for the year ahead.

Wishing you peace, rest, and joy this holiday season.

#### 2. Update on CMO Role for BC Children's Hospital and BC Women's Hospital + Health Centre

As shared earlier this year, Dr. Jana Davidson, chief medical officer (CMO) at BC Children's Hospital and BC Women's Hospital + Health Centre has made the decision not to continue in her CMO role when her five year term concludes at the end of this month.

A search firm has been engaged to support recruitment for this important role. The position posting and application link is now live and can be found [here](#).

For more information on the CMO role, please reach out to [Dr. Sean Virani](#) or [Susan Wannamaker](#).

### 3. Start Now: Begin Indigenous-Specific Anti-Racism Training by January 31 to Meet March 31 Deadline

To meet the March 31, 2025 deadline for mandatory **Indigenous-Specific Anti-Racism (ISAR) Training**, all medical staff must begin the training no later than January 31, 2025. Compliance rates are critically low, and your participation is essential to achieving a culturally-safe and equitable healthcare system.

Last month as part of the BEACON medical leadership education module, a facilitated panel discussion on the ISAR learning journey was undertaken with two seasoned medical leaders, Dr. Annabel Mead and Dr. Eric Webber. The panel discussed why this training is critically important in a healthcare setting and shared positive experiences after completing it.

#### ***Why is Indigenous-specific anti-racism (ISAR) training critically important in a healthcare setting?***

- Understand unique challenges and health inequities faced by Indigenous patients and colleagues
- Fostering cultural safety and an inclusive and informed work environment

#### ***Positive experiences shared based on completing the ISAR training?***

- Personal growth and awareness to be able to model key learnings within daily routines
- Recognition of systemic racism and steps towards its eradication through reflective practice

#### **What You Need to Do:**

All medical staff must complete both:

1. [San'yas Anti-Racism Indigenous Cultural Safety Training](#) ([Core ICS Health](#) or [Core ICS Mental Health](#))
2. [Anti-Indigenous Racism Response Training \(ARRT\)](#)

#### **Why You Need to Act Now:**

- **Eradicating Racism:** Indigenous patients continue to experience racism in healthcare. This training is a critical step in creating a culturally safe health system for everyone.
- **Policy Compliance:** This training is required for medical staff under PHSA's [Indigenous-Specific Racism and Discrimination for PHSA Staff Policy](#).

#### **Support Available to You:**

- **Compensation:** Eligible medical staff can receive reimbursement for time spent on training.
- **CPD Credits:** Earn Continuing Professional Development credits for completing these courses.
- **Resources:** For instructions on reimbursement and access to the courses, visit the [Indigenous-Specific Anti-Racism Training page](#) on the medical staff website.

**Start no later than January 31 to meet the March 31 deadline.** Together, let's fulfill our commitment to providing equitable, anti-racist care for all.

## Questions?

Contact Heather Paterson at: [Heather.Paterson@phsa.ca](mailto:Heather.Paterson@phsa.ca).

### 4. Medical Staff Compensation Services: A New Name Reflecting Expanded Scope

Effective December 2024, the Physician Compensation team will be renamed Medical Staff Contracting and Compensation Services to reflect its expanded scope. In addition to serving physicians, the department will now support all dentists, clinical scientists, midwives, and nurse practitioners. This change aligns with PHSA's commitment to streamlining the processes for the documentation and payment of all medical staff members.

This transition aims to improve efficiency and create a unified approach for medical staff onboarding and compensation. While this change primarily affects medical administration teams and program leaders involved in these processes, it ensures a more cohesive system that benefits everyone. Over the next few months, Medical Staff Contracting and Compensation Services will onboard non-physician medical staff into their portfolio and collaborate with affected teams to clarify roles and procedures.

For any questions or further details, please contact: [PHSAMedicalStaffCompensationGeneral@phsa.ca](mailto:PHSAMedicalStaffCompensationGeneral@phsa.ca).

### 5. Speak Up Culture: Workplace Incident Reporting Mechanisms

In healthcare, a strong speak-up culture and commitment to maintaining a safe and supportive work environment are essential to ensuring everyone's health, safety, and wellbeing. This culture of positive change embodies the PHSA Coast Salish teachings of Thee eat "Truth" and Eyhh Salxin "Good Medicine".

Workplace incident reporting is one mechanism to enable this speak-up culture, providing a structured way to raise issues, report hazards, obtain supportive resources and determine areas for work experience improvements. When everyone contributes to incident reporting, it makes our workplace safer and more responsive to everyone's needs.

Medical staff who experience an incident in the workplace, including injuries, illnesses, and near misses have access to dedicated reporting mechanisms to ensure these events are documented and addressed. These mechanisms can be found on the [Office of Medical Staff Safety and Wellbeing \(OSWELL\) webpage](#) and below.

#### *Contract Medical Staff*

- Report incident details using the [Medical Staff Incident Reporting Tool](#).

#### *Salaried Medical Staff*

- Call the [Provincial Workplace Health Contact Centre \(PWHCC\)](#) at 1-866-922-9464.

A culture that encourages speaking up and incident reporting empowers everyone to take ownership of safety. By fostering this culture, we protect one another, enhance our practices, and create an environment where concerns are acknowledged and addressed seriously.

For more information or questions, please contact [medstaff.safety@phsa.ca](mailto:medstaff.safety@phsa.ca).

## In the News:

### 6. BEACON Medical Leadership Program: Elevating Leadership through Planning and Processes in Module 4

On November 25 and 26, the inaugural cohort of the BEACON Medical Leadership Program completed Module 4. This module focused on Planning and Processes within PHSA and the broader health system. Participants gained practical tools to navigate organizational structures, decision-making frameworks, and resource management, all while building upon the leadership principles introduced in the previous modules.

This module continued to integrate teachings on cultural safety and anti-racism. Participants reflected on Coast Salish teachings, which emphasize interconnectedness, respect, and shared responsibility. These teachings were woven into discussions, offering a framework that enabled participants to explore planning and processes within healthcare, reinforcing the importance of equity and inclusivity in leadership practices.

The BEACON participants were privileged to engage with PHSA's distinguished leadership team, including:

- Dr. David Byres, President & CEO, PHSA
- Dr. Kim Chi, Executive Vice President & Chief Medical Officer, BC Cancer
- Alexandra (Lexie) Flatt, Executive Vice President, Health System Intelligence, Data Governance & Analytics, PHSA
- Dr. Carl Brown, Provincial Lead for Surgical Oncology, BC Cancer
- Dr. Sean Virani, Vice President, Medical & Academic Affairs, PHSA
- Michael Lord, Vice President, Finance and Business Services & Chief Financial Officer, PHSA

These and other leaders across PHSA generously shared their insights and expertise, providing participants with invaluable guidance and inspiration.

Next for BEACON - Module 5, scheduled for February 2025, will focus on leading through conflict, preparing participants with strategies to address challenges effectively while fostering respectful and collaborative environments.



For more information about BEACON, please contact [beacon@phsa.ca](mailto:beacon@phsa.ca).

### 7. Key Insights From The Royal College of Physicians and Surgeons of Canada 'Listening Tour'

On November 14, 2024, Medical and Academic Affairs, in partnership with PHSA Alumni Quality Improvement, hosted a webinar with Dr. Chris Watling, CEO of the Royal College of Physicians and Surgeons of Canada. The session focused on the Royal College's strategic priorities and highlighted the importance of connecting with healthcare professionals to understand their challenges and gather diverse perspectives. This engagement was part of the Royal College's Listening Tour, which seeks to foster collaboration, shape strategic decisions, and align priorities with the needs of the healthcare community. The event concluded with a Q&A session.

You can view the presentation slides ([SharePoint Link](#)) and the webinar recording ([SharePoint](#) or [Zoom Link](#) – Passcode: Vj9A.e.v.)

As part of the listening tour, Dr. Watling noted feedback and insights from medical professionals are highly valued and will contribute to shaping the Royal College's future priorities. After viewing the slides and recordings, please feel free to share your perspectives directly with Dr. Watling at [cwatling@royalcollege.ca](mailto:cwatling@royalcollege.ca).

For further inquiries, contact [medstaffquality@phsa.ca](mailto:medstaffquality@phsa.ca).

## Upcoming Events and Courses:

### 8. PHSA Leadership Development: Leadership Community of Practice (CoP)

Are you new to leadership or looking to enhance your leadership skills? Registration is now open for upcoming sessions, starting on January 29 from 11:00 a.m. to 12:00 p.m. This CoP provides micro-learning on various leadership topics, along with skills-building activities and networking opportunities. [Register on LearningHub](#)

### 9. Webinar With Dr. Chris Booth: Common Sense Medicine: Moving Back to Outcomes That Matter

The **Alumni Quality Improvement (AQI)** at PHSA is cohosting a virtual presentation with Dr. Chris Booth on Thursday, **January 16, 2025, from 12:00 p.m. to 1:00 p.m.**

Dr. Chris Booth, a medical oncologist and health services researcher from Queen's University, will present Common Sense Medicine: Moving Back to Outcomes That Matter.

Attendees will explore the value crisis in contemporary medicine, gain insights into patient-centered outcomes, and learn about the mandate and work of the Common Sense Medical initiative.

This session is accredited for **CME credits**, and ideal for medical staff and quality improvement professionals.

Register now: [\[Click here\]](#)

For questions, contact: [medstaffquality@phsa.ca](mailto:medstaffquality@phsa.ca).

## PHSA Operational & Leaders' News

- Read the latest [PHSA Operational News](#) and [Leaders' News](#)\*:
  - [Coast Salish teachings art and materials](#)
  - [Prioritize your mental health with the Calm app](#)
  - [Self-report your influenza protection choice](#)
  - Unique PHSA stories this week
  - Jobs of the week

## Ongoing Resources:

- Check out the [Medical Staff webpages](#) on phsa.ca for information and resources for dentists, midwives, nurse practitioners, clinical scientists and physicians.
- Learn about [health and wellness](#) resources to support you.
- Looking for past issues of the Medical Staff Newsletter? Visit our Communications [page](#).
- Visit [POD](#) for stories about our workforce and supporting resources\*.