

# PHSA Medical Staff

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### Highlights:

#### 1. PHSA launching new medical staff leadership program

*Dr. Jeff Pike, executive medical director, PHSA Medical & Academic Affairs*

This coming March, PHSA will be launching its very first bespoke medical staff leadership program, open to emerging, early and mid-career medical leaders. The program will be the first of its kind rooted in PHSA’s renewed purpose, vision and values grounded in the foundation of the Coast Salish teachings gifted to us by Knowledge Keeper, Sulksun, Shane Pointe.

Participants will receive comprehensive and practical leadership training that will empower them to lead B.C.’s health system into the future.

More details will be shared in the coming weeks and provided during the medical staff town hall on December 14.

Anyone with questions is asked to submit them in advance through Slido using the event code #PHSAMedStaff. To avoid duplication, up-vote any questions similar to yours to ensure it is answered.

## Updates and Reminders:

### 2. Save the date: PHSA medical staff town hall

*Andrea Visscher, PHSA Communications*



Save the date PHSA  
medical staff town hal

- **Thursday, December 14, 2023 from 5:30 p.m. to 6:30 p.m.**
- Watch the town hall via this webcast link:  
<https://mediasite.phsa.ca/Mediasite/Play/8c7dcfe9eec04f04b662a2e3f3db09c91d>
- Slido is now open for questions: [www.slido.com](http://www.slido.com) (event code #PHSAMedStaff)
- Agenda forthcoming

### 3. Thank you for sharing your voice in the Self-Identification and Workplace Experience survey

*PHSA Communications*

Thank you for taking the time to complete PHSA's first ever Self-Identification and Workplace Experience survey. The survey closed on November 3rd, 2023 with a response rate of 19.5 per cent, or over 400 members of medical staff sharing valuable insights about their experiences.

Data analysis will begin shortly, and plans are underway to share the overall results in early 2024.

The feedback we received from you and your teams is invaluable and will inform our organization's Diversity, Equity and Inclusion (DEI) strategic plan to create an anti-racist organization, a safe, inclusive and diverse community, where all employees feel they can learn, grow and belong and health equity for all.

Thank you again for contributing toward building a culturally safe and inclusive environment for all.

Learn more about [DEI on POD](#), or reach out at [selfid@phsa.ca](mailto:selfid@phsa.ca) if you have any questions.

### 4. Update on Physician Master Agreement "PMA" rate increases and payment timelines

*Physician Compensation*

Interim service and salary contract rate increases pertaining to the 2022/23 General Increase and 2023/24 General Increase and Cost of Living Allowance (COLA) as outlined in the 2022 Physician Master Agreement (PMA) have been implemented by Physician Compensation. All eligible service contract and salaried physicians on Alternative Payment Program (APP) arrangements would have had their new rates of pay updated effective October 1, 2023 (for physicians paid via invoice) or October 13, 2023 (for salaried physicians and physicians paid via installment schedule).

Physicians can expect to receive their retro payments for the period of April 1, 2022 to the effective date (September 30, 2023 for physicians paid via invoice and October 12 for salaried physicians and physicians paid via installment schedule) on December 1, 2023.

**Please note the following:**

1. Sessional rate increases are not included in the above, as they have been previously implemented and retro payments were issued to eligible physicians in June 2023.
2. Service and salary contract interim rate increases exclude rate increases resulting from the Allocation Committee, as these rate increases have not yet been announced.
3. The retro payments made to salaried physicians will be reflected on their December 1st pay advice as follows:
  - a. “REG PayAdj” (negative \$ figure): The payments made at the old 2021/22 rates for the 2023 payroll calendar year (December 23, 2022 – October 12, 2023) were reversed.
  - b. “REG PayAdj”: The hours were added back in for the 2023 payroll calendar year (December 23, 2022 – October 12, 2023) and paid at the new 2022/23 and 2023/24 rates.
  - c. “Retro”: The retro related to the 2022 payroll calendar year (Apr 1, 2022 – Dec 22, 2022) is reflected as a lump sum with no hours attached.

**In the news:**

**5. New bronchiolitis toolkit provides tools and resources to help clinicians and caregivers manage bronchiolitis**

*Stephanie Stewart, PHSA Communications*

Bronchiolitis is a viral infection that mostly affects infants and children under the age of two. In most cases, children will get better without the need for additional tests or treatments. Yet over half of children with bronchiolitis receive unnecessary tests and treatments.

Choosing Wisely Canada’s [new toolkit](#) features easy-to-use tools and resources to help clinicians and caregivers manage bronchiolitis appropriately. Developed with experts from across Canada, the toolkit provides guidance on bronchiolitis care in emergency and primary care settings, and includes resources such as a patient info sheet and a viral prescription pad to support your discussions with families.

For more information please contact: Zahra Hussein, provincial lead, primary care, Child Health BC at [zahra.hussein@cw.bc.ca](mailto:zahra.hussein@cw.bc.ca).

**6. New video provides guidance on reducing unnecessary antibiotic prescribing in dentistry**

*Nick Smith, Project Manager, Community Antimicrobial Stewardship, BCCDC*

The Community Antimicrobial Stewardship program at the BC Centre for Disease Control (BCCDC) has [launched a new video](#) providing guidance to dentists on ways to reduce unnecessary antibiotic prescribing in their practice to improve patient safety. You can view the video and additional tools and resources on the BCCDC’s [Antimicrobial Stewardship in Dentistry](#) page.

A similar page for all prescribing professions can also be found on the [BCCDC website](#). Please continue to refer your patients to [www.antibioticwise.ca](http://www.antibioticwise.ca) to learn more about antibiotics and their proper use.

**7. Share your thoughts on PHSA’s finance processes and services in a quick survey**

*PHSA Communications*

The Financial Services department has developed a Financial Management Framework outlining the standards and expectations for financial administration across the organization. As a first step to ensure that PHSA leaders are aware of, and adhere to the framework, we are conducting a [survey](#) to assess leaders' current experiences and knowledge of finance at PHSA.

Survey topics will include relevant legislation, policies, financial planning, budgetary controls and other internal controls. Results will help improve training, resources, and education, ensuring leaders, as budget/cost centre owners, are knowledgeable and equipped to handle all financial aspects of their jobs and meet the Financial Management Framework standards. We want to hear about what needs to be improved and where they need support.

Please complete the [Checkbox survey](#) and share with any team members who are involved with financial processes (typically level 8+). It will take about 10-15 minutes. This survey is anonymous and open until Dec 29, 2023.

Questions? Contact Alexandra Warren, strategic initiatives manager, Financial Services, at [alexandra.warren@phsa.ca](mailto:alexandra.warren@phsa.ca).

## 8. Growth and Development Funding

*PHSA Medical Staff Development Office*

Medical and Academic Affairs has a modest amount of funding for medical staff to pursue growth and development opportunities.

Our window for applications for this fiscal year is open until January 31, 2024.

Details about the funding and application process are on the POD at <https://pod.phsa.ca/employee-essentials/learning-development/phsa-growth-dev-fund/Pages/default.aspx>.

Please advertise this opportunity to medical staff in your program.

### Ongoing Resources:

- Visit [POD](#) for stories about our workforce and supporting resources.
- Learn about [health and wellness resources](#) to support you.
- Looking for past issues of the medical staff Newsletter? Visit our Communications [page](#).