

# PHSA Medical Staff

Quarterly Newsletter | Volume 1 | Issue 4

November 16, 2022

---

INDEX. In this issue:

#### Updates:

1. HAMAC Update from October 21, 2022
2. PHSA Medical Staff Reappointment 2023 Update

#### Reminders:

3. Free Virtual Fitness Classes are back
4. Review the Indigenous Cultural Safety, Cultural Humility and Anti-Racism Practice Standard

#### In the news:

5. Additional seats available for San'yas Indigenous Cultural Safety training program
  6. Physician Quality Improvement (PQI) Alumni Network
  7. CART service makes health care more accessible for hard-of-hearing patients
  8. Congratulations to the 2022 UBC Faculty of Medicine Award recipients!
  9. Thank you for tuning in to last week's medical staff town hall
- 

#### Updates:

##### 1. HAMAC Update – October 21<sup>st</sup>, 2022 Meeting

*Eric Webber, Chair PHSA HAMAC*

The PHSA Health Authority Medical Advisory Committee (HAMAC) met on October 21, 2022. The following are the highlights of that meeting.

- Joe Gallagher (PHSA VP Indigenous Health and Cultural Safety) was welcomed as a new member of HAMAC. Given the need for HAMAC to focus on addressing Indigenous-specific racism we look forward to the guidance and perspective Joe will bring.
- The Local Medical Advisory Committees (LMACs) provided their respective credentialing reports in advance of the meeting. These were all approved and have been provided to the PHSA Quality and Safety Committee.
- BC Mental Health and Substance Use Services, and BC Cancer provided organizational charts that will be added as appendices to the Medical Staff Rules pending approval by the PHSA Board of Directors.

- Lexie Flatt (PHSA VP Pandemic Response and Chief Data Governance and Analytics Officer) and Yurik Sandino (PHSA Director, Performance Evaluation, Reporting and HR Analytics) gave a presentation to HAMAC regarding the Quality Indicators that are reported to the PHSA Board on a regular basis. These indicators provide measures of the timeliness of care provided and the quality of that care.
  - The presentation stimulated a good discussion regarding the choice of the specific indicators for each PHSA Program and the opportunity for the LMACs to provide input on the choice of these indicators and to review the trends for these indicators. It is anticipated that Lexie and Yurik will meet with the LMACs to discuss this further.
- Shannon Malovec (PHSA Executive VP, Provincial Digital Health and Information Services) and Pam Smith (PHSA Executive Director, Provincial Digital Health and Information Services) made a presentation regarding the Digital Health Strategy and Health Gateway. This elicited a good discussion regarding the benefits and potential risks of providing more patient-specific information directly to patients. While there was support for openness and transparency, concerns were raised regarding the challenges to patients in being provided access to test results without necessarily having the proper background and context to understand and interpret the findings.
- Upcoming activities
  - Next HAMAC meeting: January 2023

## 2. PHSA Medical Staff Reappointment 2023

*Department of Medical Affairs*

The 2023 reappointment process will be launching soon. As a reminder, PHSA Medical Affairs has changed its reappointment review process from an **Annual to Biennial (two-year) cycle** for eligible staff.

- **Eligibility for Biennial Reappointment**
  - Only providers in the following medical staff categories are eligible for a two-year cycle at the discretion of their Medical Leaders: **Active, Associate, Clinical Associate, Consulting, Scientific and Research**
- Members who are confirmed to be eligible for biennial reappointment are further split into two groups by last name.

<i>If</i>	<i>Reappointment Cycle</i>
Last name starts with A-L	Odd Year (e.g. 2023)
Last name starts with M-Z	Even Year (e.g. 2024)

- Providers in the **Locum Tenens, Temporary** and **Provisional** medical staff category will remain on an annual reappointment schedule.
  - Note: Temporary medical staff formerly were not eligible to be reappointed, however this was recently changed per the new version of the PHSA Medical Staff Rules, approved June 2022.
- **How will the Biennial Reappointment Cycle affect you?**
  - Members who meet the criteria for the Odd or Annual cycle will receive an invitation for Reappointment in early 2023. Members who fall into the Even cycle will not receive an invitation for Reappointment in 2023 and will undergo Reappointment in 2024 instead.
- **Next Steps**
  - Medical Leaders will be sent their staff lists to confirm at approximately the end of November.

- The Reappointment invitations for all PHSA Facilities will be sent to applicable members mid-January.
- **Not Renewing? Going on Leave? Need to make a change?**  
Please complete the appropriate form on the [PHSA Medical Staff Website](#) and send to [credentialing@phsa.ca](mailto:credentialing@phsa.ca) if you:
  - will be on a Leave of Absence (LOA) during 2023
  - would like to add an affiliated Department/Division/Program, or change your Facility
  - would like to request a change of category (*Note: to change from Provisional to Active requires a completed In-Depth Review process.*)

If you have any questions, please send them to [reappointment@phsa.ca](mailto:reappointment@phsa.ca) and we will respond as soon as possible.

## Reminders:

### 3. Free Virtual Fitness Classes are back

*Kathryn George, Manager, Psychological Health and Safety*

From November 2022 to March 2023, PHSA's Psychological Health & Safety team is partnering with Curtis Health to offer [free monthly virtual fitness classes](#). Sign up on [Learning Hub](#) to receive a class schedule.

We also invite you to check out the [PHSA November Working Well Newsletter](#) for resources, activities, and much more to support your wellness and enhance psychological health and safety in the workplace.



For more information, check out the Courses and Workshops [POD page](#), or contact [psychhealthsafety@phsa.ca](mailto:psychhealthsafety@phsa.ca).

### 4. Review the Indigenous Cultural Safety, Cultural Humility and Anti-Racism Practice Standard

*Alisha Pillay, Communications Officer, Communications and Engagement*

On February 25, 2022, the Board of the College of Physicians and Surgeons of B.C. (CPSBC) approved the [Indigenous Cultural Safety, Cultural Humility, and Anti-Racism Practice Standard](#) for all physicians and surgeons. On the same day, the B.C. College of Nurses and Midwives (BCCNM) also approved a practice standard for [Indigenous Cultural Safety, Cultural Humility, and Anti-Racism for all nurses and midwives](#). These standards were developed collaboratively between CPSBC and BCCNM along with Indigenous partners, members of the public, registrants, and key health partners. A number of resources, including [educational videos](#), are also available to support nurses, midwives, physicians and surgeons understand and apply the new standards.

## In the news:

### 5. Additional seats available for San'yas Indigenous Cultural Safety training program

*Alisha Pillay, Communications Officer, Communications and Stakeholder Engagement*

PHSA is committed to eradicating Indigenous-specific racism within the health-care system and putting an end to the harm that continues for Indigenous peoples and communities throughout the province.

As health-care leaders, we must commit to learning about the origins of Indigenous-specific racism found in historic and ongoing settler-colonialism and the continued impacts on Indigenous peoples.

The [San'yas Indigenous Cultural Safety \(ICS\) training program](#) is an educational anti-racism intervention that brings knowledge, self-awareness and skills to health-care providers about attitudes and behaviours that can transform health-care practice.

The program is available to all PHSA medical staff, with new sessions beginning every week. The training is held online, can be done at your own pace and takes approximately 10 hours to complete over an eight-week period. It is also accredited by both the College of Family Physicians of Canada and the Royal College of Physicians and Surgeons of Canada.

For more information and to register, visit the website: [www.sanyas.ca](http://www.sanyas.ca).

## 6. Physician Quality Improvement (PQI) Alumni Network

*Jodi Gillich, Communications Officer, Content Services, Communication and Engagement*

*“When thinking about the future of the PHSA PQI Alumni Network, we have a vision to build a well-assembled community of PQI-trained physicians who can be an asset for PHSA programs and services, and serve as valuable resources to PHSA. A parallel goal that aligns with such vision would be to build a group that can support leadership in fostering, undertaking, and spreading PQI activities and help with change; and potentially set up as future leaders within the PQI program”*

*Dr. Michael McKenzie, Physician Lead, PHSA PQI Alumni Network*

In 2022, the work Michael did through PQI Central helped shape the vision for the Alumni Network:

- Improve the quality and safety of care of patients and families by creating physician quality leaders in PHSA
- Foster health systems transformation by including physician quality leaders in key committees and working groups at PHSA

Our three main objectives are to build connections and capacities and making a contribution.

### 1. Building Connection

- a. Bring alumni together by program, by specialty, by theme of QI work, etc. to share ideas, current work, and to troubleshoot together.
- b. To connect PHSA PQI Alumni with leadership, both at the health authority level and at the program level, to provide perspectives, expertise, and experience.
- c. To spread successful quality improvement activity

*Examples to date:* BC Mental Health Substance Use Engagement Meetings, Work to optimize Cerner workflows.

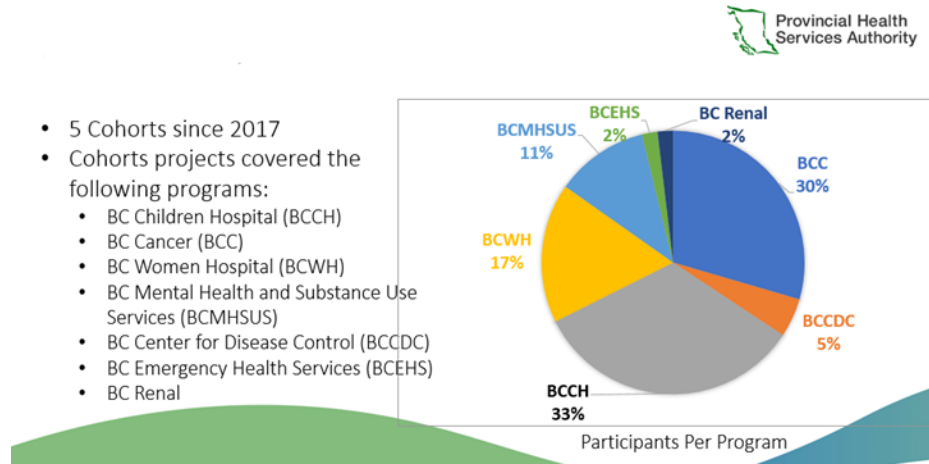
### 2. Building Capacity – increasing & maintaining the QI knowledge & skills of alumni by providing:

- a. Review workshops on requested QI topics
- b. Advanced training in QI-related topics

*Examples to date:* Development of PQI faculty from alumni, additional workshops on QI, Data Analysis (QI Macros), Creating a Business Case, Targets for Healthcare Improvement work

3. **Making a Contribution**—using the skills, experience and knowledge of the PHSA PQI Alumni to help improve the healthcare system and ultimately the care experienced by patients  
*Examples to date: BC Cancer Level 2 QI Workshop put on with the help of alumni, EDI (Equity, Diversity & Inclusion) workshop under development with Deepak Manhas and Charlotte Yong-Hing*

Where our alumni have come from:



## 7. CART service makes health care more accessible for hard-of-hearing patients

*Alisha Pillay, Communications Officer, Communications and Engagement*

In September, PHSA’s Provincial Language Services (PLS) program launched the Communication Access Real-Time Translation (CART) service to support patients who are hard-of-hearing in communicating with health-care providers in medical settings.

CART offers immediate, verbatim streaming of voice-to-text transcription between health-care providers and patients during appointments and is also available for virtual health visits using Zoom for Healthcare’s closed captioning features.

Learn more about CART and how to book this service for your next medical appointment, [here](#).

## 8. Congratulations to the 2022 UBC Faculty of Medicine Award recipients!

*Jodi Gillich, Communications Officer, Content Services, Communication and Engagement*

Congratulations to the PHSA investigators and medical staff members who are recognized in the 2022 UBC Faculty of Medicine Awards.



Each year, the University of British Columbia’s Faculty of Medicine recognizes faculty and medical staff members for excellence in teaching, research, administration, innovation and public service. This year, 17 out of 46 recipients work with PHSA.

“It is my great honour and pleasure to recognize PHSA’s Faculty of Medicine Award recipients. These smart, dedicated individuals are a credit to this organization, and are changing the world one patient at a time, one life-saving procedure at a time, one research project at a time,” says Dr. Sean Virani, vice president, Medical and Academic Affairs. “Thank you for your extraordinary contributions, and congratulations on your very well-deserved awards.”

See the complete [list of recipients](#). Congratulations to all!

## 9. Thank you for tuning into last week’s Medical Staff Town Hall

*Jodi Gillich, Communications Officer, Content Services, Communication and Engagement*

On November 8, Dr. Sean Virani, vice president, Medical and Academic Affairs, hosted the latest town hall for medical staff across PHSA. The [webcast recording is available to view](#), and a [transcript of the webcast is also available on POD](#).

Read on for a short summary and select the links below to be taken directly to that portion of the webcast:

- Dr. Sean Virani, Vice President, Medical and Academic Affairs: [Introduction \(0:10\)](#), [VP update \(11:30\)](#) and [closing \(56:01\)](#). In his update, Dr. Virani spoke to:
  - The PMA, including the tentative agreement and how it will impact medical staff. Once the proposed PMA is ratified, educational sessions and/or information will be provided, and questions are welcomed.
  - Among what’s new is the commitment in the PMA from both parties to support and invest in creating culturally safe spaces, to ensure that we are addressing anti-Indigenous racism, and also acknowledging the pervasive and ongoing harms of colonialism, though the new memorandum of understanding.

- Additionally, \$2 million has been assigned or set aside to expand support of the physical and psychological health and safety of our Medical Staff, and physicians specifically.
  - I hope to announce the new medical director of Medical Staff Occupational Health and Safety at PHSA soon.
  - We will be collaborating with Interior Health to launch the NAVIG8 program at PHSA.
  - Thank you to Dr. Laura Sauve, who completed her tenure as the medical director of IPAC for PHSA. We are in the process of recruiting a new medical director for IPAC.
- Dr. Mike Allard, Vice Dean, Health Engagement, Faculty of Medicine, University of British Columbia: [Clinical Academic Physicians' Working Group \(3:35\)](#).
    - This is a joint project between PHSA and the UBC Faculty of Medicine, and we hope to complete the project itself by the end of March 2023.
    - The overarching goal is to obtain provincial government agreement to a funding model that will allow academic clinicians to have an optimal distribution of time among clinical care, research, education of health practitioners and learners, and clinical academic leadership activities.
    - What we're hoping to accomplish is to work on creating a written framework that describes new model(s) and compensation structures that will identify academic clinicians with clearly specified time dedicated for all activities and services.
    - We're grateful and thankful for all involved for participating in this project.
- Dr. Eric Webber, Chair, PHSA HAMAC: [HAMAC update \(19:35\)](#).
    - One of the most important areas of discussion at the recent HAMAC meeting was around the Quality and Safety Indicator Report.
    - These are specific indicators used to monitor the performance of the various PHSA programs. Some of these are chosen by the Ministry of Health as markers of health care, and others are selected by the specific program, Chief Operating Officers, and Chief Medical Officers. These reports currently go to the Ministry of Health and to the PHSA Board.
    - There are seven dimensions to this reporting framework: Four focus on the individual or patient perspective, and three at a systems level.
    - Our goal over the next few months is to share the specific indicators for programs to their local MACs, and to discuss how to move this forward across PHSA.
- Dr. Jana Davidson, Chief Medical Officer, BC Children's Hospital and BC Women's Hospital + Health Centre: [New initiative – Associate Physicians at BC Children's Hospital and BC Women's Hospital + Health Centre \(23:47\)](#).
    - Associate physicians is a new class of physicians brought in by the College about two years ago. These physicians have gone to medical school at a recognized medical school in the world listing; have had two years of medical or surgical residency; are Canadian citizens, residents or eligible to work in Canada; but are not eligible for full licensure with the College as physicians.
    - It's an opportunity to enable those who can't obtain full licensure in British Columbia to work in their field, and also to support patient care where we have gaps or require additional

medical staff support by people who can work under the supervision of a licensed attending physician.

- BC Children's and BC Women's have been working with the College, as well as internally, to become accredited for three programs, and two additional programs will be reviewed for accreditation by the College.
- We are currently recruiting and looking forward to bringing on several associate physicians at BC Children's and BC Women's, and specifically BC Children's at the moment.
- [Q&A \(29:13\)](#). The Q&A time on the agenda looked at questions submitted via Slido, including:
  - Medical staff burnout is real. What tangible strategies can we use to support and retain staff? E.g., rotating sabbaticals, summers off.
  - What is being put in place to address racism? Staff members of colour (at all levels of staffing) are also subject to racism. It seems there is no clear strategy to address this.
  - We operate in a constant data deficit – i.e., there is a lack of data to support the majority of decisions/practice changes. How can we access better data?

Thank you to all who tuned in to the live webcast, are watching the [recording](#) or reading the [transcript](#).

#### Your ongoing resources:

Thank you for your continued dedication and service to the province of B.C.

- Visit the [COVID-19 Resources section on POD](#) for staff guidelines, FAQs and updates.
- Visit [POD](#) for stories about our workforce and supporting resources.
- Learn about [health and wellness resources](#) to support you.