

Medical Staff Newsletter

November 2025

November 27, 2025

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

Updates and Reminders:

1. PHSA Medical Staff Rules Updated

The PHSA Medical Staff Rules have been updated following a comprehensive review, which included input from the Oversight Committee, Local Medical Advisory Committees, and the Medical Staff Association representatives. The revised PHSA Medical Staff Rules were approved by Health Authority Medical Advisory Committee in March and the Board of Directors on November 19, 2025.

Key updates include:

- Integration of the [Indigenous-Specific Racism and Discrimination Policy](#) and the [Anti-Racism and Anti-Discrimination Policy](#), including the requirement for medical staff to complete training.
- Substantial clarification was added regarding delegated medical acts
- Clarifications on the roles of HAMAC and Local MACs, as well as updated processes for appointing HAMAC leadership and membership.
- An emphasis on timely completion of all clinical documentation.
- Revisions required under the Physician Master Agreement related to Respect in the Workplace and disciplinary meetings.
- Consideration of extending the Rules review cycle from every two years to every three years.

The Medical Staff Rules outline how PHSA Medical Staff are organized and the processes that guide day-to-day care delivery across PHSA. These updates ensure continued alignment with current policies, governance structures, and our commitment to safe, high-quality, culturally safe care.

For more information, visit the [Bylaws, Rules & Policies](#) page.

In the News:

2. Inaugural cohort graduates from BEACON Medical Staff Leadership Program

Cohort 1 of the BEACON Medical Staff Leadership Program has officially graduated, marking an important milestone in strengthening medical staff leadership capacity across PHSA. Launched in March 2024 and grounded in Coast Salish teachings, the program brought together physicians, dentists, midwives, and nurse practitioners for a shared learning journey centred on cultural humility, psychological safety, and system-wide collaboration.


Over seven modules, participants explored leadership fundamentals, the historical dynamics shaping trust and relationships, cultural humility, psychological safety, system improvement, dyad collaboration, and strategies for navigating complexity with confidence and purpose. Each session blended system-leadership tools with Indigenous ways of knowing, reflective practice and open dialogue.

Participants shared that BEACON helped them lead with greater intention, communicate more effectively in high-stakes environments, and build stronger partnerships across disciplines and regions. Many noted a deeper awareness of the cultural, and structural contexts that influence patient care.

As the program prepares for Cohort 2, launching in March 2026, BEACON continues to serve as a leadership development model that enhances connection, equity and collaborative decision-making across the system.

[Learn more about the BEACON Medical Staff Leadership Program](#) and how it supports leadership development.

3. Dr. Mark Gilbert receives PHSA+ Award for Outstanding Medical Staff

Dr. Mark Gilbert is this year's recipient of the Outstanding Medical Staff PHSA+ Award. This award recognizes the achievement of a  physician, nurse practitioner, dentist, midwife, clinical scientist or team of medical staff who serve as an inspiration to others and are a pillar of excellence in their medical community and the medical profession.

Dr. Gilbert is a public health physician at the BC Centre for Disease Control and has spent nearly two decades shaping equitable, evidence-based care through groundbreaking initiatives like GetCheckedOnline, the first of its kind in Canada.

[Watch a video of Dr. Gilbert](#) from the awards ceremony on Oct. 27.

"Through his tireless efforts, Dr. Gilbert has helped position PHSA as a leader in digital health innovation and person-centred public health services. His combination of clinical expertise, research acumen and unwavering dedication to improving care access for marginalized communities makes him a truly outstanding member of PHSA's medical staff."

Join us in congratulating Dr. Gilbert on his award for Outstanding Medical Staff by leaving a [comment on his photo](#)* or [sending a kudos](#)*!

4. New Accessibility Feedback Tool Available

The Accessibility Project Team has launched the [Internal Feedback Form](#) to support accessibility improvements across PHSA. The form provides all staff, including medical staff, with a direct way to share input on what is working well and where barriers may exist. Feedback will contribute to PHSA's goal of identifying, removing, and preventing barriers that may impact workplace experiences.

The form is anonymous, with the option to self-identify. Any personal information provided will be protected under the *Freedom of Information and Protection of Privacy Act*. Personal identifiers should not be included in the description of issues.

Alternative reporting is available by email at accessibility@phsa.ca. Responses will be provided within 7–10 business days, subject to capacity.

Additional information about PHSA's implementation of the *Accessible British Columbia Act* and commitment to an equitable, anti-racist, and culturally safe health system can be found on the [Accessibility POD page](#).

Medical staff interested in participating in accessibility work within program areas are invited to complete the [online sign-up form](#).

Upcoming Events and Courses:

5. Advance Your Clinical Practice: Gender-Affirming Care Modules for BC Health-Care Professionals

Strengthen your ability to provide safe, inclusive, and evidence-based care for trans, Two-Spirit, and non-binary (TTNB) patients with two new clinical learning modules—available free to BC health-care professionals.

- [Gender-Affirming Conversations: Improving health care experiences for TTNB people](#) is designed for clinicians who are relatively new to providing gender-affirming care to build their confidence interacting with gender diverse individuals.
- [Gender-Affirming Sexual Health Care: Pleasure, Desire, & Sexual Expression](#) is a primer for supporting gender diverse clients with concerns related to their sexual health and wellbeing.

These clinical courses, offered free of charge through Trans Care BC on the LearningHub, are designed specifically for health-care providers. Each course takes approximately two hours to complete, and both are eligible for 2 Mainpro+ credits per completion.

Please visit [PHSA's Learning Hub](#) to register and begin these courses – certificates are issued upon completion. For those who are outside of the health-care system, these courses, as well as a broader catalogue of courses, are also available at [Trans Care BC's Education Centre](#).

PHSA Operational & Leaders' News

- Read the latest [PHSA Operational News](#) and [Leaders' News](#)*:
 - [Advance your Indigenous-specific anti-racism learning journey](#)
 - [First-of-its-kind public health ethics guide, with workshop and online course](#)
 - 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*.