

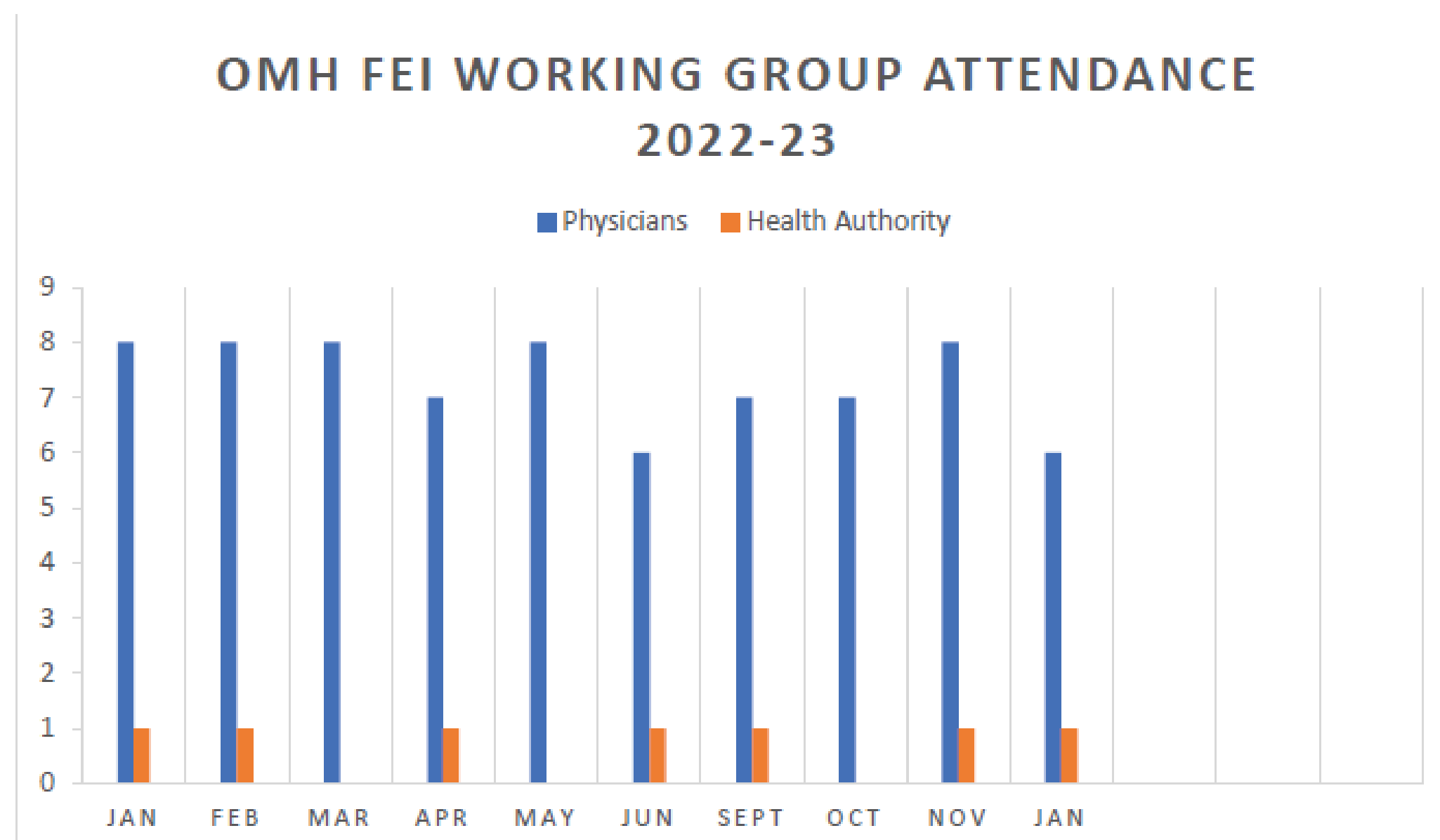
# 100 MILE HOUSE HOSPITAL – OMH FEI

Dr. Sawi Omer (President), Dr. Bruce Nicolson (Vice President), Dr. Bhavin Patel (Treasurer), Anna Meyers (Project Manager)

100 MILE DISTRICT  
GENERAL HOSPITAL

## OMH FEI Working Group

**About:** The OMH Working Group dedicates their time monthly for Working Meeting meetings to discuss opportunities for collaboration with the Health Authority. There is a strong physician representation and nurse practitioners from the small community at the working group meetings and Health Authority attendance.



## Strategic Goals

**Strategic Goals:** OMH FEI takes pride on reviewing their strategic goals biennial to reflect the current needs of the facility and to align with the health authority.



**Strategic Goal #1**

- To collaborate between the MSA and Health Authority to effectively optimize physician and health care provider engagement within the facility.



**Strategic Goal #2**

- Improve the quality of healthcare service delivery.



**Strategic Goal #3**

- Support continuing education courses and guides for physicians to optimize health care.

## OMH FEI Projects

### Current

<b>Site Orientation Manual</b>	The creation of an orientation manual for physicians and locums who are new to our facility. Focus is on understanding ways in which care at our facility is different than other facilities (i.e. referral patterns, available resources such as lab and imaging, etc.)
<b>First Nations Cultural Sensitivity Enhancement</b>	To work with the White Feather Clinic Staff to design and implement a half day session on First Nation Culture as it applies to health care.
<b>Medical Staff Lounge Update</b>	To provide an engaging collaboration space for medical staff. Improves the dedicated area for general practitioners, where there is access to information, consultants, presentations, competitions, and other information etc
<b>Working Group and Executive Meetings</b>	The working group determines the priorities for the medical staff association and allocates funding. Sessional payments for physicians engaged in activities of the Facility Engagement working group and operating costs of the working group.
<b>LMAC Meetings</b>	Participation by physicians at the monthly hospital Local Medical Advisory (LMAC) meetings which are held monthly. Promote physician involvement in hospital administration by encouraging in-person attendance
<b>Physician Engagement Events and Meetings</b>	To organize and fund meals and provide sessionals for physicians to attend meetings to discuss facility issues and how to collaborate with the health authority to be a part of the decision making process. Task Force meetings, collegiality, etc

### OMH FEI Projects -COMPLETED

<b>OMH Procedure Room Proposal</b>	Collect data, survey's and research for information to support the use of a Procedure Room at OMH to provide to the HA, instead of being seen in the ER. Improve access and flow and patient access to ambulatory care services.
<b>OMH ER Planning Group</b>	Weekly meetings to create a solution for sufficient physician resources at 100 Mile House (OMH) for sustainable Emergency Room. Physicians meet weekly to discuss ER sustainability and involve stakeholders for improve the staffing/recruitment in the OMH ER.
<b>OMH FEI Communication Board</b>	Provide a FEI Communication board at the site to provide meeting dates, events and updates for physicians and staff. Work with the local HA to update the board.
<b>SIMS</b>	Provide SIMS in the ER involving team based. Focusing on leadership, communication and teamwork within the department between physicians and other multidisciplinary staff. Providing a debriefing after each SIMS for further communication.
<b>Task Force Meetings</b>	Physician attendance at meetings with the health authority to discuss recruitment and retention needs at local site and provide input on decision making regarding the critical physician shortage in the community.

## OMH FEI and First Nations Cultural Safety

Physician Leads: Dr. Bruce Nicolson and Dr. Adrienne Montgomery.

**GOALS**

To address a current need for improved understanding of First Nation culture as it relates to health care provision.

To establish a template of cultural experience that may have useful application in other small rural communities.

To nurture an ongoing productive alliance amongst health care partners (First Nations, Primary Health Care Providers and Health Authority) as we move forward with primary care transformation.

To improve health care outcomes for our local First Nations population through an educational experience co-designed by the Canim Lake (White Feather) Health Facility and 100 Mile House Primary Care Providers.

### OMH Facility Impact #1

This directly influences positive change for the medical staff work environment and patient care.

### OMH Facility Impact #2

Supports all physicians in all disciplines.

### OMH Facility Impact #3

Supported by the Health Authority to explore education and resources to engage in culturally safe approach in their day-to-day practice.



White Feather, Canim Lake

## Collaborations

Interior Health

Rural Continuing Medical Education

Central Interior Rural Divisions

White Feather Family Centre-Tsq'escenemc

UBC CPD



Contact:  
Project Manager, Anna Meyers  
omhfei@gmail.com



# Cariboo Memorial Hospital – CMH FEI

Dr. Safiya Adam (President), Dr. Bianka Saravana-Bawan (Vice President), Dr. Mariska Neuhoff (Treasurer), Anna Meyers (Project Manager)

A special thank you to Dr. Roland Engelbrecht and Dr. Emil Labossiere for their most recent terms on the CMH FEI Executive Team

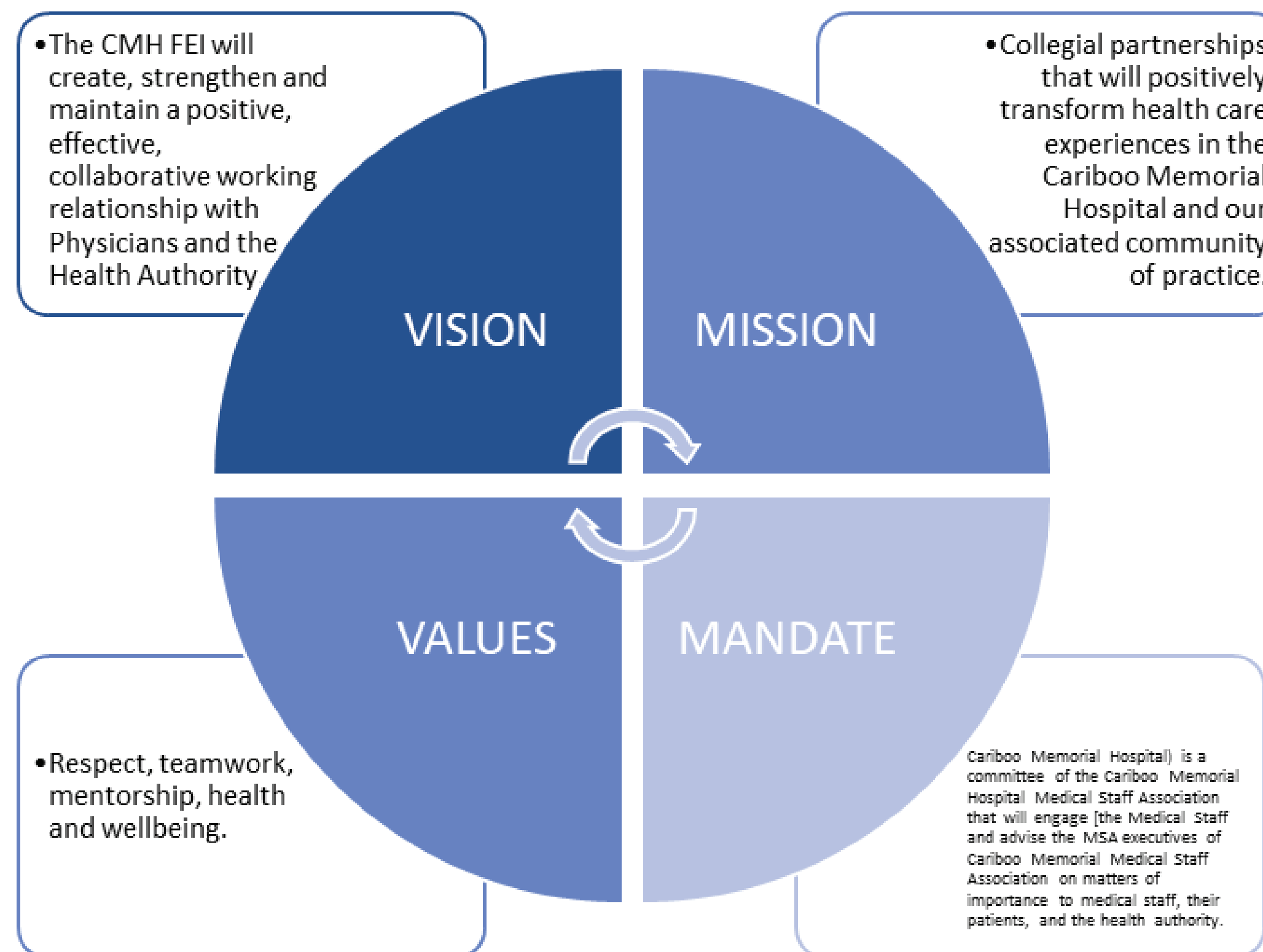


## Cariboo Memorial Hospital Facility Engagement Initiative

The Cariboo Memorial Hospital & Health Centre is a Level 2 Community Hospital in Williams Lake.

The Hospital embodies a resident-centered philosophy designed to support residents' choices, help people function at their highest level and provide the best quality of life possible.

With 28 inpatient beds, hospital offers ER, ICU, OR, med-surg and obstetrical units. Lab and diagnostic imaging on site; outpatient hemodialysis unit operate on-site. Residential beds are embedded within med-surg unit on second floor of hospital.

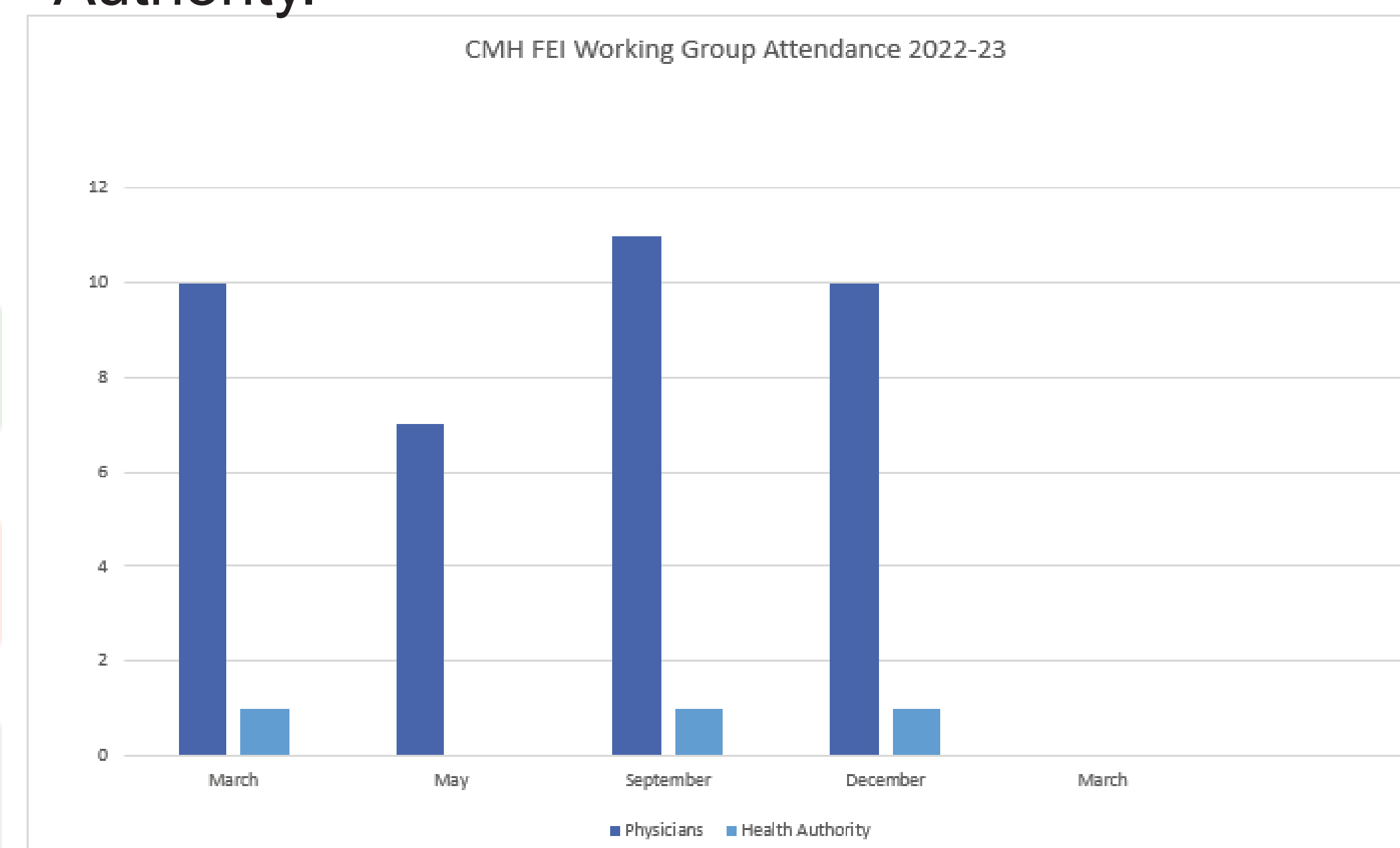


## Current CMH FEI Projects

- Pediatric Diabetes Clinic**
  - Propose a project to develop a Paediatric diabetes clinic run at CMH, incorporating all caregivers into a multidisciplinary clinic for paediatric diabetic patients in the Williams Lake and 100 Mile area.
- Perinatal Addictions**
  - Form a working group of physicians/nurses/community organization representatives to discuss challenges/solutions with regard to interdisciplinary communication and care of patients with perinatal addictions on inpatient and outpatient basis.
- L&D Video and Pregnancy Resources**
  - Patients unable to tour L&D due to Covid-19; photo series or video would solve this problem. Collate/map out a listing of resources in community for patients/providers - examples: breastfeeding, food bank
- Recruitment and Retention Data**
  - Hire a third party consulting company with experience with healthcare infrastructure and human resources to perform exit interviews/surveys with physicians who have left the community in the last 2-3 years as well as all physicians remaining to determine results and use this information to come up with a specific action plan to improve recruitment and retention in the future.
- Physician Engagement Events**
  - Provide meals for Physician Engagement Events. Outside of work purposeful physician discussion. These events are the highest yielding attendance of physician participation. Annual amount set by working group members. To pay for meals.
- Physician Recruitment**
  - To assist in physician recruitment at the site, allow 15 hrs sessionals per department FTE for physicians to use to be involved with potential candidates.
- Surviving to Thriving**
  - A session designed to support in developing and leveraging the power of relationships. Discussions about ways to work effectively together despite the constantly changing healthcare system, and to transform the stumbling blocks of conflict and misunderstanding into opportunities to accelerate collective success.
- Community Cultural Events**
  - To support cultural events at the hospital for physician attendance and promote awareness of topics such as Orange Shirt Day, Walk with a Doctor, Addictions Awareness, First Nation Ceremony or invites.
- First Nation Cultural Sensitivity**
  - Improve communication for communities and CMH to encourage engagement in cultural safety education. With more local site cultural awareness events to help raise awareness of cultural education within the facility. Focusing on the First Nation culture and education. Develop communication tools etc.
- Snacks and Relax**
  - Provided snacks once a week in the physician lounge to encourage physicians to mingle and increase engagement. Annual amount set by the working group members

## The Working Group

The CMH FEI Executives provide engaging and purposeful meetings that increase engagement within the physician group. Their ongoing dedication and attendance to the meetings provide a positive outcome and encouragement to the CMH FEI Working Group members, in addition to the collaboration with the Health Authority.



The Working Group meets quarterly alternating between in person and zoom meetings.

Annual discussions include:

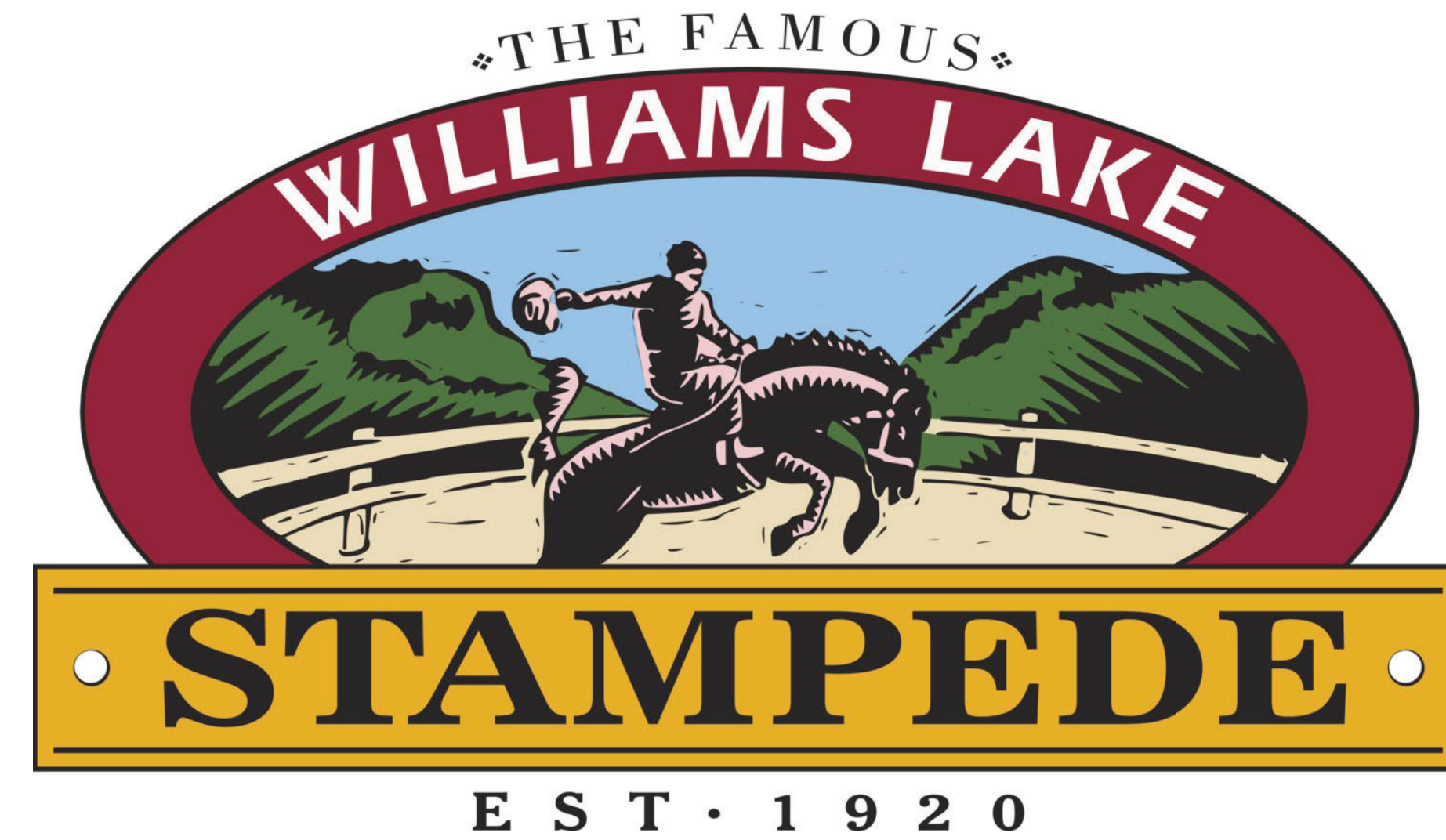
- Working Group Membership Review
- Terms of Reference Review
- Project Reviews (twice a year)
- Strategic Goals (Biennial)

## Strategic Goals

- Strategic Goal #1**
  - Contribute to the development and achievement of plans impacting patient care within the facility.
- Strategic Goal #2**
  - Enhance and Improve communication between physicians, departments and CMH Administration that will foster increased physician engagement.
- Strategic Goal #3**
  - Facility Based Health, Safety and Cultural Projects.

## Facility Impacts

- The working group meetings saw a decrease in health authority attendance.
- There is an increase in projects at CMH despite site challenges.
- The physicians recognize the importance of engagement and increase of efficiency of FEI projects, which has resulted in an increase in project submissions.
- The physicians have utilized their networks in discussing with other physician leads at other sites on successful projects.



## Collaborations

- Interior Health
- Rural Continuing Medical Education
- Central Interior Rural Divisions
- First Nations Wellness Center
- BC Children's Hospital



# Boundary District Hospital

Dr. Max Liu (MSA Vice President) , Tina Hnatiuk (Project Manager)

## BDH Working Group

### Our History

The Boundary has a rich history of full-service patient care provided by physicians who are willing to work together, making a meaningful difference in the health and wellbeing of the community. As a small team of practitioners, we continue to evolve to meet the demands of increased primary care needs alongside an escalating complexity that all involved in healthcare face. As the healthcare landscape shifts, we aim to shift with it, coming together to meet the challenges and opportunities with both commitment and innovation.

### Our Physician Mission Statement

The Boundary Physician Medical Staff Team is committed to providing full-service patient care. Collegiality, trust, mutual respect and collective responsibility helps to ensure the health and wellbeing of our community, our colleagues and our families. We live where we work, and we care about who we serve and how we do it.

### Members

- Dr. Mark Szykaruk, MSA President
- Dr. Max Liu, MSA Vice President
- Dr. Gwen Campbell, MSA Treasurer
- Dr. Mike Slatnik
- Dr. Nathan Dalla Lana
- Dr. Bob Lewis
- Dr. Allison Carroll
- Dr. Heine Brussow
- Dr. Devin Hasanally
- Dr. David Merry
- Dr. Robb Sebastian

## BDH Projects

### Role of Rural Physicians in the Boundary

This project had 3 purposes:

- Define what is FTE for a GP in a rural area and how many FTE are needed.
- To cultivate consensus on a clear and fair method to keep the ER staffed.
- Craft a clear mission statement for recruiting and to pass on to future recruits.



### Meetings with IHA

Key issues worked on:

- Inpatient bed management and eventual closure.
- nursing staffing shortage and advocating for their retention incentives.
- working with authority on emergency department resources.

FE funding has been crucial in ensuring physicians voices were included in these decision-making processes.

## Supporting ED Director and MSA President

Supporting these roles to attend regional meetings. Which are crucial to representing our small hospital as rural sites can be quite easily overlooked in discussions.



### MSA Engagement Meetings

Regular engagement meetings among physicians, to discuss and make decisions regarding relevant issues affecting the site and patient care.





DR. ATMA PERSAD FP    DR. ERIN EWING FP    <sup>physicians</sup> DR. JOHNNY CHANG FP & CHIEF OF STAFF

project manager  
NANCY RAINEY

**95%**  
PHYSICIAN  
PARTICIPATION



WE HAVE 22 PHYSICIANS  
OUR AREA POP. 15,000

**ATTENDANCE  
RATES**

FE WORKING  
GROUP MEETINGS

**60%** ATTENDANCE  
CONSISTENTLY

**72%** ATTENDANCE  
AT OUR LAST  
TRAINING  
WORKSHOP

## SUCCESSFUL RECRUITMENT

RECRUITMENT

**3** DOCS    **1** FPSS

MAPLE MATERNITY

- NOW HAS 4 OBSTETRIC DOCTORS
- PLUS ADDING A PCN RN

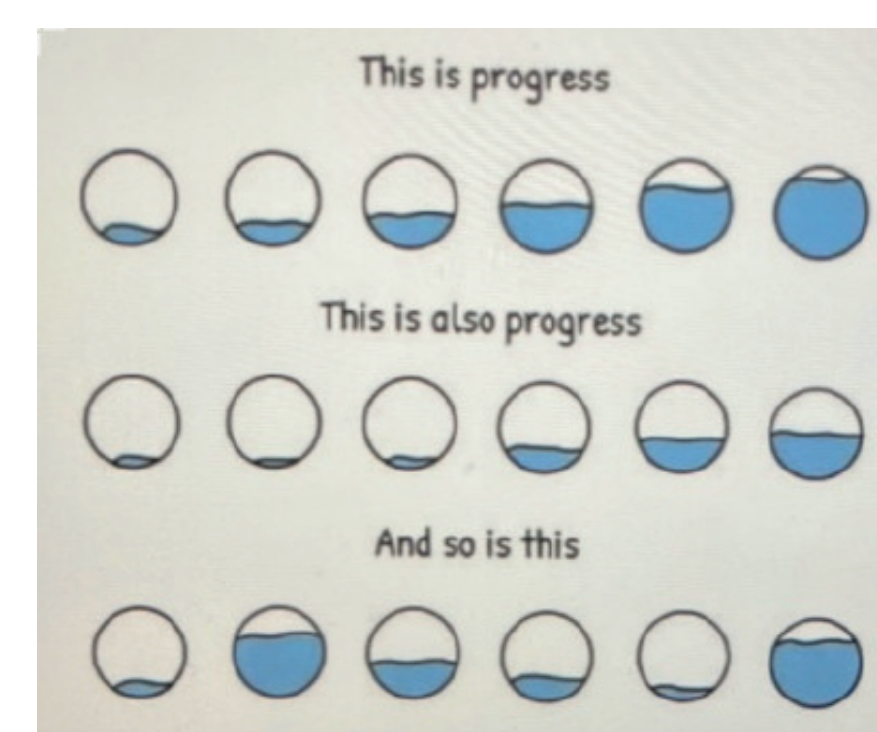


THE 3R COMMITTEE  
RECRUIT, RETAIN, RETIRE

IS THE MAGIC TO OUR RECRUITMENT SUCCESS.

COMPRISED OF . . .

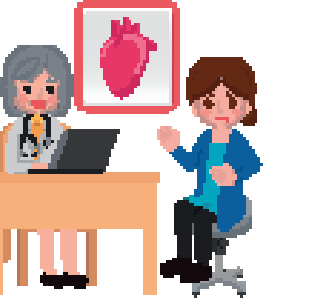
- PHYSICIANS FROM 3 MEDICAL CLINICS
- CHIEFS OF STAFF
- CRESTON'S COMMUNITY RECRUITER



ADAPTING  
OUR VIEW  
OF HOW  
PROGRESS  
IS ACHIEVED

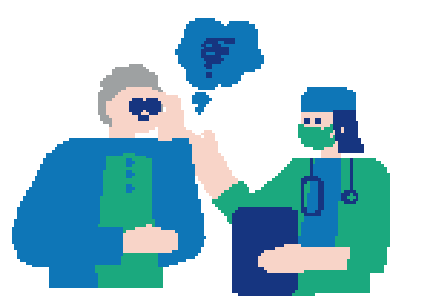
## SPECIAL PROJECTS

CONGESTIVE  
HEART  
FAILURE



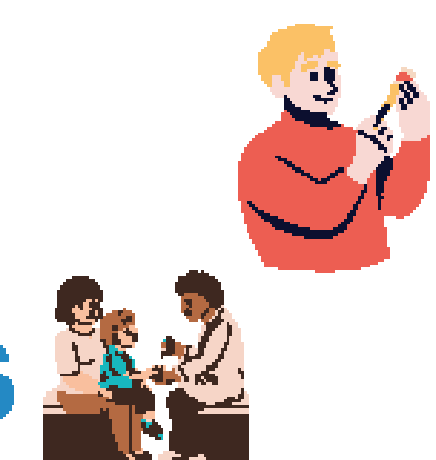
To learn more about Congestive Heart Failure services and supports in Creston, open the photo app on your device and focus on the QR Code to be redirected online.

ALZHEIMERS



To learn more about Alzheimers services and supports in Creston, open the photo app on your device and focus on the QR Code to be redirected online.

DIABETES



To learn more about Diabetes services and supports in Creston, open the photo app on your device and focus on the QR Code to be redirected online.

YOUTH  
MENTAL  
HEALTH



To learn more about Youth Mental Health services and supports in Creston, open the photo app on your device and focus on the QR Code to be redirected online.



*We are grateful to live, work and recreate on the ancestral traditional and unceded territories of the Ktunaxa and Secwepemc First Nations*

## Recruitment Initiative Project:

MSA representatives and IHA Admin staff are members of the Columbia Valley Recruitment Committee. Attendance at the 2023 RURAL PHYSICIAN SOCIETY conference in Niagara Falls and the launch of the website [Invermeredoctors.ca](http://Invermeredoctors.ca) resulted in several inquiries and Invermere has procured 2 locums for fall and winter 2023/24

## Health Authority Collaboration

**Labor and Delivery Room Repurposing:** currently on Capital Projects list due to insufficient ventilation

**Physician On Call Room Relocation, Renovation and Upgrade:**

### Cast Clinic:

Working with Cranbrook Orthopedic Specialists on referral procedures and follow-up treatment



Many thanks to:

Doctors of BC for implementing the Facility Engagement Initiative And especially to :[Our IHA Partners at Invermere District Hospital](#) Site Director: Laura Slipp Site Manager: Krista Hakeman and Medical Administration Assistant: Galina Kang

## Encouraging Engagement

burnout levels, time and support limitations, family and life balance, desire for further education, sense of pride in work, interest and passion to improve patient care and collaboration with allied health care workers and Health Authority partners.

### Engaging with Allied Care workers:

- Catered Halloween lunch and costume contest
- Cookie appreciation Day
- Sponsored “GoByBikeWeek” and “Earthday”
- CAGE sessions (Collaborative And Group Education)

### Regional Work:

East Kootenay Transportation Committee  
Agitation in the Emergency Department  
Electronic Health Records in ED

## Who Are We?

### Invermere Medical Staff Association

As we are a very small rural facility, all of our MSA members are also our Facility Working Group members.

**Members:** Dr. Michael J Walsh, Dr. William D Brown, Dr. Edward Schaffer, Dr. Keith Weber, Dr. Joyanne Krupa, Dr. Shannon Page, Dr. Gareth Mannheimer, Dr. Jane Fleet, Dr. Karolina Maslowska, Dr. Roberta Creighton, Dr. Bruce Johnson, Dr. Stefanie McLellan, Dr. Christopher Sveen, Kyra Warrem RM, Joanne Gillies RM

### Facility Engagement

EP: Patti King FEPM: Gail Gross

### MSA Executive



KYRA

MIKE

BILLY



# Kelowna General Hospital Physicians Society

Dr. Joey Podavin, Interim President KGHPs    Dr. Deema Jassi, KGHPs Secretary-Treasurer  
 Zeno Cescon, Director Facility Engagement    Susan Cyr, Administrative Assist / Project Lead



## Who We Are



### Our Values

- Collaborative Physician Engagement
- Patient & Family Centered
- Continuous Quality Improvement
- Integrity, Respect, Trust
- Compassion

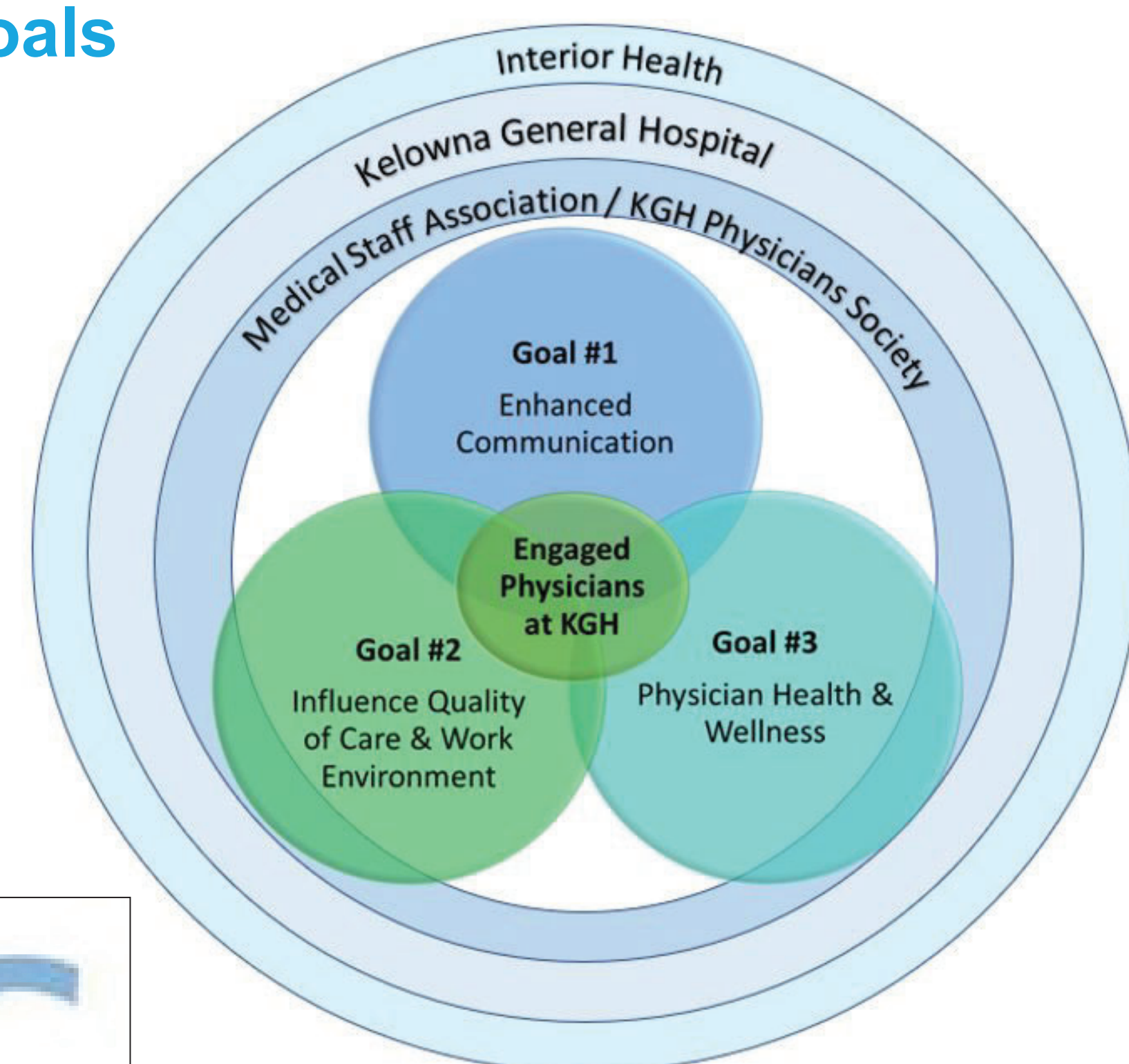
### Our Vision

Fully engaged and supported physicians with a meaningful voice in improving quality patient centered care, their working environment and the health system.

### Our Mission

To increase physician engagement at the Kelowna General Hospital by providing medical staff meaningful opportunities to participate collaboratively, to express their views, and to contribute to the development, prioritization and achievement of quality health programs and initiatives which have the ultimate goals of improving the quality of care for patients coupled with an improved working environment for the facility-based physicians.

### Our Goals



## KGHPs Working Group Members

- Dr. Sarah Sunderland, Chair (Anesthesiology)
- Dr. Helen Bibby (Laboratory Medicine)
- Dr. Amber Burrige (OB / GYN)
- Dr. Laura Callan (BC Cancer Centre)
- Dr. Vikas Chaubey (Critical Care)
- Dr. Nevin de Korompay (Medical Imaging)
- Dr. Ingrid Douziech (Psychiatry)
- Dr. Mark Duncan (Pediatrics)
- Dr. Issa Eptimios (Medicine)
- Dr. Daniela Goldie (Anesthesiology)
- Dr. Deema Jassi (Hospitalists)
- Dr. Neil Long (Emergency Medicine)
- Dr. Joey Podavin (Hospitalists)
- Dr. Marci Smit (Family Medicine)
- Dr. Tara Stratton (Emergency Medicine)
- Dr. Kathie Xie (Residents)
- Dr. Gary Yang (Surgery)
- Melina Moran, KGH Foundation

## KGHPs MSA Board of Directors 2023/24



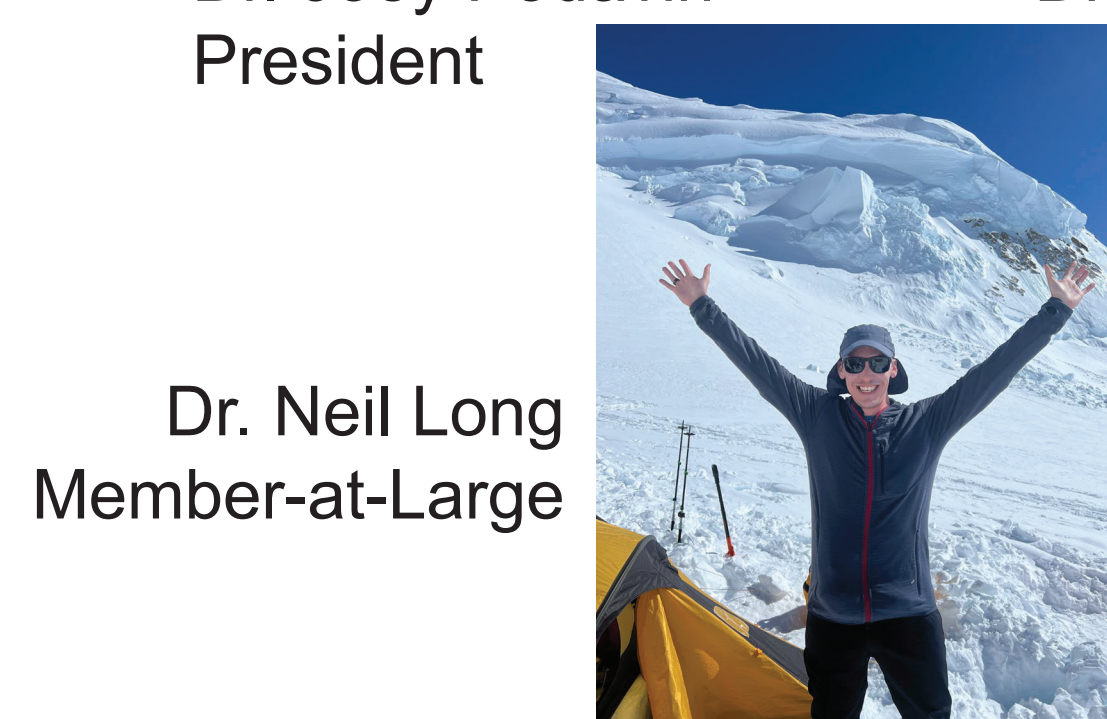
Dr. Joey Podavin  
President



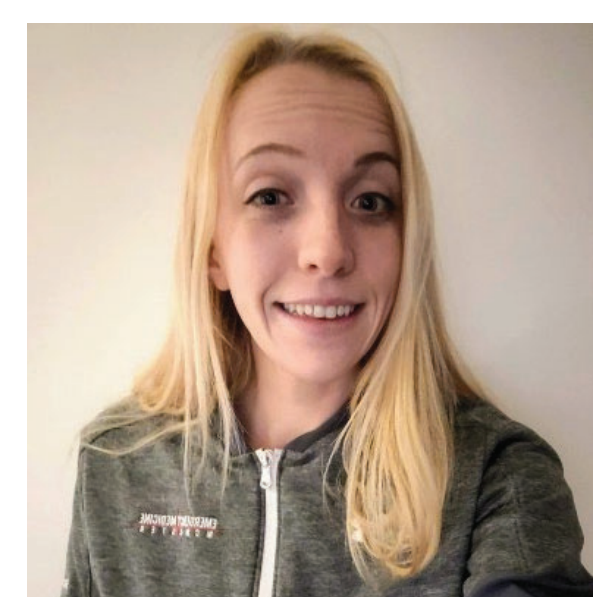
Dr. Amber Burrige  
Vice President



Dr. Deema Jassi  
Secretary-Treasurer



Dr. Neil Long  
Member-at-Large



Dr. Tara Stratton  
Member-at-Large

## Advocating for Physician Wellness



The “**KGHPs Pier Support Initiative**” was made possible through a one-time, start up funding under the Physician Health Program (PHP) and the Joint Collaborative Committees (JCC) to support the development and implementation of a peer support program for KGH physicians. The objectives of the Peer Support Initiative are to:

- Facilitate responsive and proactive formal peer support opportunities for physicians needing emotional support for work or life-related stressors.
- Support physician peer supporters to offer non-clinical emotional support to physician colleagues in formal peer support settings.
- Provide opportunities for participating local organizations (Divisions, MSAs, etc.) to share knowledge and collaborate as they develop and build their own local peer support programs.
- Actively pursue alignment and coordination between different peer support programs provincially.

The KGH Medical Staff Association’s Board of Directors and support staff will work in conjunction with other MSAs who were also successful in qualifying for the same program.

## Thanking the Hard-Working Physicians & Staff at KGH

For the second year, the KGH Physicians Society held a physician and staff appreciation event at KGH. **Scooters Ice Cream Truck** was onsite July 26<sup>th</sup> to offer tasty, cool treats on a hot summer’s day. It was greatly appreciated by the many who attended!





## Kootenay Boundary Physicians Association

KBPA was formed in a little over 8 years ago with the mandate to facilitate engagement at Kootenay Boundary Regional Hospital. This group is tasked with soliciting members ideas, issues and projects and using a fair selection process, choose those that address top priorities. Over those 8 years, the KBPA has distributed over 1.8 million dollars in funding to support and drive the priorities of our 120 physicians in our MSA.



### KBPA Board Executive



**Kathryn Hale**  
President



**Carolyn Stark**  
Treasurer



**Brian Garrett**  
Director

**Board:** Caroline Gardiner, Elena Shurshilova, Sasha Cihal

**Working Group:** Gonzalo Ansele, Melissa Herr, Stefanie Houde, Anne Dobson, John Peachell, Heather Stephanison, Ian Ferguson, Seth Bitting, Andrea Dutchak (IHA)



## KBPA Projects Physician and Staff Wellness Projects

Physician and staff wellness have been priorities since the formation of the KBPA. Each year's projects focus has been varied from staff appreciation to outdoor activity gatherings and staff support to open the KBRH gym. Revitalizing a physician lounge for networking and nourishment, Reducing Overwhelm in Parenting event, and hosting department and IHA team building collaborations all contribute to the well being of our teams.



### DEI Project

After hosting Dr. Dosanjh, Doctors of BC to present on DEI to our region in October 2022, the KBPA DEI committee developed their strategic plan for the year. Participating at the KB Regional Gender Equity committee, and working locally with the KBPA DEI team, our physicians are actively collaborating to build knowledge, open discussion and shift culture at KBRH. Collaborating with IH teams they are creating learning opportunities within the hospital and the MSA.



## Recruitment and Retention Project

A key stressor for KBRH currently is recruitment of specialists, hospitalists and emergency physicians. The KBPA has dedicated funding this year to provide a core focus on recruitment and to explore retention needs for departments. Collaboration across the KB is at the Recruitment and Retention Hub under KB Med Net. This table hosts all FEI working groups along with the Division of Family Practice to market the KB collectively for the benefit if the entire region.

Locally, our recruitment lead works closely with the department heads, Chief of Staff, and the IHA recruiter to communicate with potential recruits, support locum placements, address housing, and connect our recruits and their families into our community.



### Other Recent Projects:

**DYAD Dinner:** This series of events was designed to build relationship between Department heads and their Nurse Manager dyad. Approximately 8-10 dyad partners physicians and non physician partners met for dinner to ultimately improve patient care, health care staff wellness, retention and recruitment. Based on the Joy In Work IHI White Paper, including appreciative inquiry.

**Interdepartmental Dinners:** KBPA provided staff support and funding for collaborative team building cross departments and intra-departmental.

## Future Directions

- Continue collaboration with IHA on medical staff priorities;
- Provide a deep understanding of the retention and resilience needs of physicians to maintain / support healthy department teams;
- Deepen our DEI focus to create inclusive culture at KBRH.

### KB Med Net



KOOTENAY BOUNDARY  
medicine network

The KBPA participates in the KB Med Net, a collaborative network across all Doctors of BC funded initiatives in the KB: Shared Care, FEI, Division of Family Practice, PQI. This table is a networking, learning, and open space to pollinate cross systems collaborations between staff and physicians. [www.kbmednet.org/](http://www.kbmednet.org/)

KBPA has worked with other initiatives to promote and support our medical staff objectives including:

- IH Health System Redesign Initiative;
- Shared Care Initiative;
- Other FEI / Division co-funded regional activities IE: [www.kbdoctors.ca](http://www.kbdoctors.ca)





# PENTICTON MEDICAL STAFF ASSOCIATION

Dr. Michelle Scheepers (President), Dr. Danielle Weisgarber (Vice President), Helen Crocker (Director of Operations)



## OUR PMSA

### OUR VISION

A future where the healthcare system is optimized for medical staff success as a critical enabler of quality patient care

### OUR GOAL

Every member engaged and empowered to ensure quality patient care

### OUR PURPOSE

To be a cohesive voice for better care in our community

### OUR VALUES

#### IMPACT

Making a positive difference for members and the broader hospital system

#### ENGAGEMENT

Combining the strengths of our members and partners for impactful results

#### WELLBEING

Focusing on members at our core so they may provide exceptional care and support a better system

#### INNOVATION

Facilitating member-led innovations for greater efficiency and effectiveness within the hospital system

#### COMMUNITY

Fostering unity, connection, inclusion, and goodwill within our membership and broader community

#### CONTINUOUS LEARNING

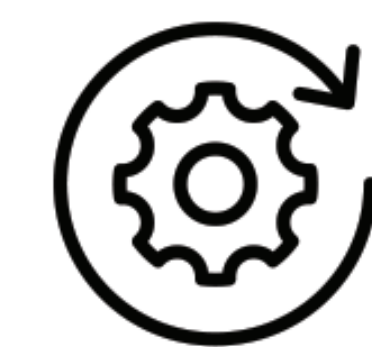
Ensuring members stay current in our constantly evolving healthcare landscape

## OUR PILLARS



### Continuing Medical Education

The medical profession is constantly evolving with new technologies, best practices and innovations. CME is essential to career management in the ever-changing healthcare landscape



### Innovation

Broad medical staff engagement for creative solutions to ensure efficient and effective patient care and workflow processes at Penticton Regional Hospital



### Advocacy

Representing the collective voice of medical staff members and bridging lines of communication to advocate on issues of importance to medical staff



### Wellness

We aim to support the mental, physical, and emotional well-being of our medical staff to better serve patient care and our community



### Recruitment

Member-led recruitment, retention and retirement efforts enable successful recruitment of medical staff to our community, ensures member focused retention initiatives, and supports members as they transition into retirement



### Awards

The PMSA is proud to honour our award winners who have made significant contributions to the field of medicine and to our community. Award recipients are innovators in their field, provide exceptional patient care, go above and beyond the call of duty, and are dedicated to leading opportunities that promote and increase learning and knowledge exchange

## OUR PROJECTS

### Collaborative Tables Funding Initiative

Low barrier access to funding to facilitate initial conversations between or within departments.

Tables may act as a launching pad for the development of a project for complex problems.

### Department of Medicine Strategic Planning

Establishing a collective direction for Internal Medicine at PRH. Collaborative project with Health System Redesign (HSR).

### Geriatrics Program Planning for the SO

Development of referral and consultation pathways for geriatric inpatients at PRH.

A Facility Engagement project that transitioned to Shared Care.

### Getting to Know Your Specialist

An initiative to strengthen collegiality between specialists and family medicine.

Series of bimonthly informal sessions featuring topics from local specialists.



Dr. Sarah Broder, Department of Medicine, PRH



# KOOTENAY LAKE HOSPITAL

Dr. Lisa Sawyer (FE Working Group Executive Member) & Danica Burwash (Administrator and Project Manager)



## KLH FE Working Group

The Kootenay Lake Hospital (KLH) Facility Engagement Working Group (FEWG) is a representative committee of the KLH Medical Staff Association (MSA). The FEWG engages on matter of importance to KLH medical staff and the health authority.

## Vision

Fully engaged and supported medical staff with a meaningful voice in improving quality patient-centered care, their work environment, and the health system.

## Mission

To support the improvement of medical staff engagement at KLH through a variety of means to ensure that medical staff has ample opportunities to meaningfully participate in collaborative work to improve quality of care for patients and create an improved work environment for them.

## Strategic Priorities



## 2023/24 Project Portfolio

### Equity, Diversity & Inclusion in Medicine

**Purpose:** Continued resources, tools and information to help health care leaders promote equity, diversity, and inclusion, and implement trauma-informed care at KLH.



### KLH Sacred Space

The completion of KLH's new sacred space (pictured above) was a huge accomplishment resulting from the Equity, Diversity & Inclusion project

### 3rd Floor Team-Based Care

**Purpose:** To involve physicians in team space allocation decisions with HA partners, and in optimizing team functioning in providing inpatient care on the 3rd floor.

### Recruitment

**Purpose:** To make the recruitment experience a most positive and successful one for physician candidates, their spouses and families, as well as for KLH department leads.

## Doctor of the Day

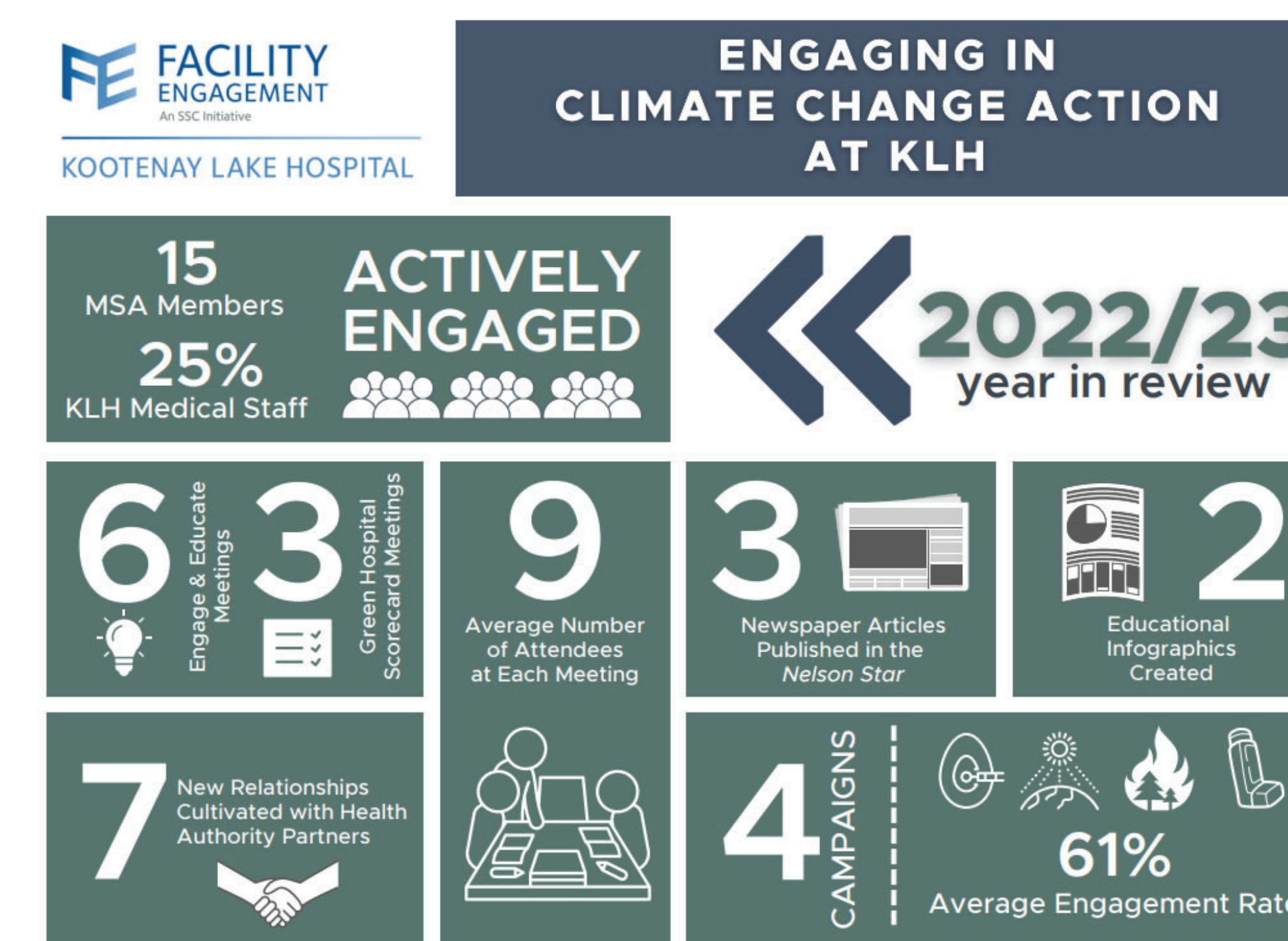
**Purpose:** To ensure the Doctor of the Day program remains until such time that long-term decisions about the provision of inpatient care at KLH have been made.

## Strengthening FP/SP Relationships

**Purpose:** Strengthen relationships and foster educational opportunities between family physicians and specialists at KLH and KBRH to improve consultative processes. Support efforts by IH to increase OR slates with visiting SPs.

## Engaging in Climate Action

**Purpose:** To reduce the impact of the health system on the environment by advocating for systems-level change and to engage and educate the local-level community on topics related to sustainable healthcare.



### Climate Action Evaluation

The infographic above was created to highlight the success of this project last fiscal year. The work continues to flourish this fiscal year.

## Working Group members

- Dr. Rahul Khosla (Chair)
- Dr. Lisa Sawyer (Treasurer)
- Dr. Marian Berry
- Dr. Greg Hand
- Dr. Rob Kobayashi
- Dr. Shiraz Moola
- Tanya Momtazian, RM
- Dr. Linda Johannson
- Tyler Van Ramshorst (Director of Clinical Operations, KLH)



## Learn more

For further information about the KLH FEWG, you can email Danica Burwash, Administrator & Project Manager, at [danicaburwash@gmail.com](mailto:danicaburwash@gmail.com), or Rachel Schmidt, Strategic Project Manager, at [rschmidt@kbmednet.org](mailto:rschmidt@kbmednet.org)



# Royal Inland & Hillside Physician Association

Dr. Kaveri Gupta (President), Dr. Tina Allibhai (Vice-President), Dr. Tochi Anyansi (Hillside),  
Karen Vogel (Program Director)



## Who We Are

RIHPA is comprised of all physician specialists on staff at RIH and Hillside. The Association aims to advance opportunities, and to enhance physician engagement within the hospital, the Health Authority and the healthcare system at large.

The Association seeks to create opportunities for its members to collaboratively participate and express their views on matters that are important to them contributing to the development of prioritization and achievement of Interior Health plans and initiatives. The ultimate goals being improved quality of care for patients and their families and an improved working environment for facility-based physicians.



## RIH FEI Activities:

- **C-Section Management**
- **Diabetic Care Initiative**
- **Enhanced Recovery After Surgery**
- **GIM Visioning**
- **IH West Ethics Committee**
- **Ongoing Surgical Wait Time and Demand Analysis**
- **Physician Retention & Wellness**
- **ECG Quality Improvement**
- **Same Day Discharge for Laparoscopic Hysterectomy**
- **Trauma Performance and Patient Safety**
- **Wounds Care Formalization**
- **Leadership Training**

*Active interest and participation of physicians in organizational and system change and improvement activities.*

## Examples of Joint Initiatives

- Fawcett Farm Welcome to New Physicians (RIF, TRDFP)
- CME (TRDFP, RIHPA)
- Medical Staff Directory (TRDFP, RIHPA)
- Family Practice Networks (TRDFP, PSP, HLC)
- TRDFP / RIHPA Office Co-location
- Wellness Events (Cookie and Coffee Day; Harper Mountain Family Tubing, etc)

## Vision

Our physicians have access to the resources and support they need to meet the needs of our patients in TCS in a healthy, happy, and productive work environment.

## Mission

We are an association of physicians for physicians, supporting them to deliver excellent clinical care.

## Values

Throughout our organization, we strive to adhere to the following principles:

- Teamwork & Collaboration
- Effectiveness
- Commitment
- Quality

## Strategic Areas of Focus

- **Advocacy**
- **Retention and Recruitment**
- **Specialty Programs**
- **Physician Leadership**

[www.rihpa.ca](http://www.rihpa.ca)



Dr. Kira McClellan (President), Dr. Yann Brierley (Vice-President)  
Sharon Hughes-Geekie (Program Director), Taylor Blake (Administration)

## The Team:

### Executive:

Dr. Kira McClellan (President)  
Dr. Yann Brierley (Vice President)  
Dr. Jason Doyle (Secretary/Treasurer)  
Dr. Marius Aucamp (Director at Large)

Sharon Hughes-Geekie (Program Director)  
Taylor Blake (Administration)

### Working Group:

Eleven members representing the ideas, and initiatives of over 200 medical staff. Group meets monthly to discuss issues, make decisions and approve project applications.

Maja Keast (Project Coordinator)

### Vernon Alliance:

Brings funding partners together to identify resource opportunities for physician projects. Partners include:

VJH Facility Engagement  
VJH Administration  
Senior Medical Director IH North  
Interior Health Quality Improvement (QI)  
Physician Quality Improvement (PQI)  
Practical Support Program (PSP)  
Shared Care  
Specialist Services Committee (SSC)  
Health System Redesign (HSR)  
Division of Family Practice  
VJH Foundation

**Mission:** To engage Interior Health to improve patient care and physician wellbeing by developing solutions, streamlining systems, and promoting collaboration and open professional dialogue with key stakeholders.

**Vision:** An agent of positive change and an effective partner within BC Health Care System.

### Priorities:

- Physician Engagement
- Physician Development (Leadership & Wellness)
- Quality Improvement
- Attraction, Recruitment and Retention of Top Talent

**SEE IT. THINK IT. DO IT.**

### Project Partnerships:

**Radioactive Seed Localization for Breast Cancer**  
(FE, VJH Foundation)

**Civility Matters to Patient Care** (FE, HSR, NAVIG8, PQI)

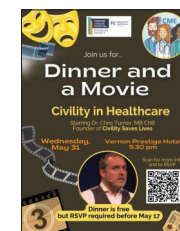
**Project Sandbox: Texting Platform to Build Engagement with Youth with T1 Diabetes**  
(KGF Foundation, FE, HSR)



## Success Stories:



Accessible to all VJH employees, the “Hunt” enhanced work-life balance and connection among colleagues. A *must do* again. (FE, MSA) Scan to watch the video!



Physicians and administrative staff came together to watch Dr. Chris Turner’s video on incivility and to discuss fostering a culture of civility at VJH. (FE) Scan for info.



## New Projects:

An on-line gathering place for North Okanagan physicians to Work, Learn, Play and Connect. Focus



**Physician  
Waffle House**  
A GATHERING PLACE TO THINK, TALK, AND PLAN

is on recruitment, learning opportunities, and chat forums that facilitate professional collaboration and social connection. This site will be used by City of Vernon at international recruitment fairs. (NAVIG8, FE, City of Vernon)