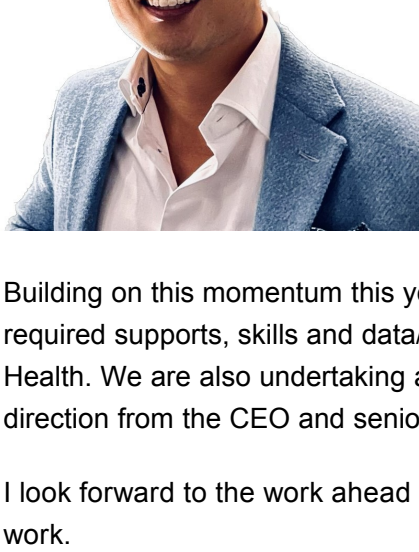


Medical Staff News

Providing updates for dentists, midwives, nurse practitioners and physicians

Spring 2025

MESSAGE FROM THE OFFICE OF THE VICE PRESIDENT OF MEDICINE AND ACADEMIC AFFAIRS



As we step into spring—a season symbolizing hope and renewal—we are seeing exciting growth and progress with our important Medical Affairs transformation efforts.

We're streamlining processes and eliminating barriers to support medical staff so we can focus on what truly matters: providing high-quality, comprehensive safe care. I'm pleased to share that we are already seeing related success with the improved 2025 reappointment process.

The new dashboards have brought visibility and efficiency to the process—creating space for meaningful conversations and engagement between medical leaders and medical staff—and are providing assurance that all necessary qualifications and standards are met.

Building on this momentum this year, we are prioritizing planning for health human resources and determining (with your input) the required supports, skills and data/analytics capabilities required to assure the quality of medical care we render at Vancouver Coastal Health. We are also undertaking a redesign of the medical leadership structure, as asked for by our VCH Board of Directors with direction from the CEO and senior leadership team and in consultation with medical staff.

I look forward to the work ahead and I am grateful for your dedication and collaboration as we continue to make VCH a great place to work.

Chad

INDIGENOUS CULTURAL SAFETY

New guide to support you with territory acknowledgements

Acknowledging the territory of First Nations is an important practice that follows protocol and shows respect. It recognizes that the land on which we live and conduct business has been stewarded by First Nations since time immemorial. This act is a meaningful step in the process of reconciliation and brings visibility to the ongoing history and inherent land rights of First Nations.

Territory acknowledgements are typically made at the beginning of an event, presentation, conference, meeting or gathering whether in-person or virtual. They are often delivered by the host and/or individual participants. VCH has developed a new resource to assist in crafting and delivering these acknowledgements. [Check it out.](#)

Welcome Figures unveiled at Paul Myers Tower

Creating welcoming spaces for patients, clients and families is an important step in providing exceptional care and cultural safety. Earlier this month, Lions Gate Hospital held an unveiling ceremony for two Welcome Figures located at the main entrance to the new Paul Myers Tower. Honoured at the event were the carvers from the Squamish (Skwxwú7mesh) and Tsleil-Waututh (səlilwətaʔ) Nations which represent the traditional and ancestral territories on which the hospital is built. [Read more.](#)

LEADERSHIP

Accountability—What your medical leaders have been working on

At the March 2025 Health Authority Medical Advisory Committee (HAMAC) meeting, members received a presentation launching the priority setting process to refresh HAMAC's priorities for the coming year. In addition, the interim Vice President of Medicine and Academic Affairs provided an update on the work ahead for the medical leadership structure realignment project and the HAMAC Chair provided an update on the VCH Medical Staff Rules. [Read more.](#)

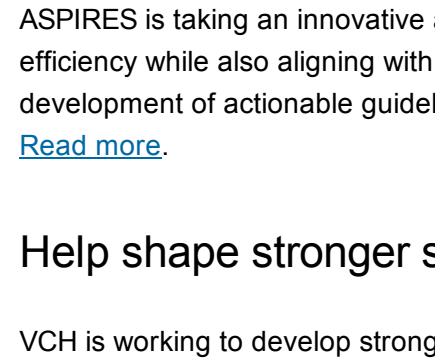


At the March 2025 Medical Leaders Breakfast, around 40 VCH and PHC medical leaders convened to discuss strategies for enhancing performance conversations with medical staff.

Dr. Finn Austin, an Emergency Physician and former co-Senior Medical Director of Richmond Hospital, shared valuable insights and guidance for fostering meaningful engagement. After the session, attendees expressed a renewed commitment to holding more frequent performance and check-in conversations with staff, building strong relationships, and pursuing continuous leadership development to ensure they remain "an asset to my team in my leadership role."

PLANETARY HEALTH

Advancing antimicrobial stewardship for our patients and planet



VCH's Antimicrobial Stewardship Program (ASPIRES) is taking significant strides towards optimizing patient outcomes and supporting planetary health by integrating environmental sustainability into antimicrobial stewardship.

Switching from IV to oral antibiotics, when appropriate, has many potential benefits to patients including reductions in adverse events related to having an intravenous catheter in place such as infection or thrombus formation, and can also lead to earlier discharge from hospital.

As a co-benefit, switching from IV to oral antibiotics, when appropriate, can also benefit the planet by reducing carbon footprint and environmental waste.

ASPIRES is taking an innovative approach to promote IV to PO antimicrobial switch to enhance patient outcomes and hospital efficiency while also aligning with VCH's commitment to reducing healthcare's environmental impact. Through education, audits and the development of actionable guidelines, ASPIRES is leading the charge for greener health-care practices while improving patient care. [Read more.](#)

Help shape stronger sustainability solutions across VCH in this five-minute survey

VCH is working to develop stronger environmental sustainability solutions in our business and clinical practices, and we want to hear from you! Share your thoughts and experiences around climate change and sustainability in [five-minute GreenCare survey](#) by April 4, 2025.

All responses are anonymous, and you may include your email to enter the prize draw for a basket of locally made products (\$50 value). Please take the survey today; your voice matters in moving [VCH's planetary health work](#) forward.

POLICY AND PRACTICE

Artificial Intelligence (AI) guidance at VCH

AI technologies represent significant opportunity for automation and increased efficiency in health care. The rapid pace of AI growth is driving the development of policy and process. VCH is working in collaboration with other health organizations to establish a unified approach that benefits patients, improves care, ensures human oversight, safeguards patient privacy, and keeps research at the core of decision-making. Refer to [VCH guidelines and tips for using AI.](#)

Updates to VCH Respectful Workplace Policy

The Respectful Workplace Policy was updated in February 2025. Key changes include:

- Title change: Previously referred to as Respectful Workplace and Human Rights Policy.
- Clear and transparent processes: Provides detailed outline on how complaints are managed and what information is provided at the conclusion of the process.
- Consideration on impacts to participants: Promoting early and informal resolution.

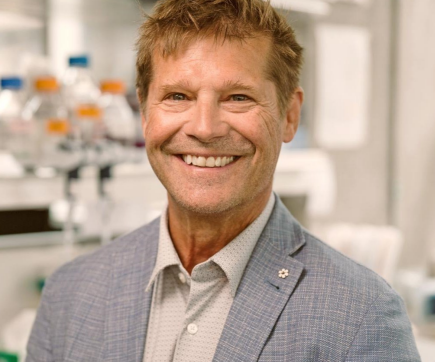
The Respectful Workplace Team refers formal complaints against a member of medical staff to Medical Affairs, where complaints are processed in compliance with the VCH Medical Staff Rules and Medical Staff Bylaws. Read the [updated policy.](#)

QUALITY AND PATIENT SAFETY

Firstline app reaches over 1,200 monthly users, supporting smart antibiotic prescribing

The Firstline app has quickly gained traction among health-care professionals in the region, with over 1,200 monthly users and close to 100 daily sessions since it launched at VCH last fall. This innovative tool provides easy access to local infectious disease guidance and antimicrobial dosing information, empowering health-care providers to make informed, evidence-based decisions at the point of care. By using the app, professionals can optimize patient outcomes, reduce the risk of drug-resistant infections and minimize the negative impacts of unnecessary antibiotic use. If you haven't already, [download](#) the Firstline app today on your mobile device or access it online for fast, tailored guidance wherever you are.

How a small kit helps teams provide care where needed



Long-term care medical director Dr. Marla Gordon's leadership and collaboration with the Vancouver Division of Family Practice has been instrumental in launching new laceration kits that include essential education and training for health-care providers. The kits are just one of 10 interventions, such as antibiotics and diuretics, as part of a Spreading Quality Improvement project. The standardized kits provide everything needed to treat cuts and scrapes on-site, reducing the need for hospital transfers and allowing residents to receive care in familiar surroundings. By giving long-term care teams the supplies and knowledge to manage minor injuries, the initiative ensures providers are confident and ready to treat injuries on-site.

[Read more.](#)

RESEARCH AND INNOVATION

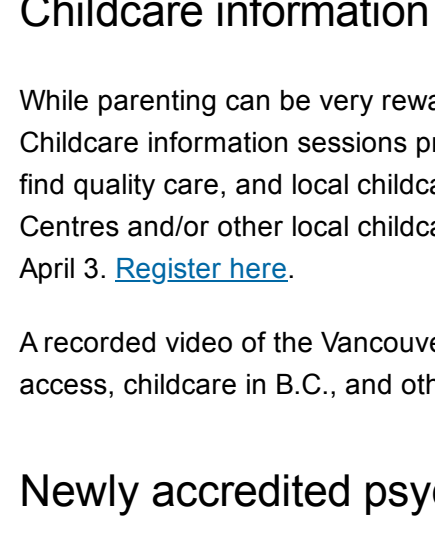
Appointment of Dr. Martin Gleave as Chief Scientific Officer, M. H. Mohseni Institute of Urologic Sciences



The VCH Research Institute (VCHRI) is delighted to announce the appointment of Dr. Martin Gleave as the inaugural Chief Scientific Officer of the [M. H. Mohseni Institute of Urologic Sciences](#), for a five-year term to December 5, 2029. As part of VCHRI, the Institute was established thanks to the VGH & UBC Hospital Foundation's fundraising campaign. Under Dr. Gleave's leadership, the Institute will create a dynamic translational research environment for clinicians, surgeons and scientists. These efforts will drive advancements in diagnostics, prevention and therapeutic interventions across a wide spectrum of urologic conditions, including cancer, calculi, transplantation, reconstruction, neuro-urology, infertility, sexual health and pediatric transition care.

[Read more.](#)

Providing results around the clock to improve patient care



Dr. Marthe Charles (right) is the head of VGH's Medical Microbiology Lab, which handles more than half a million samples each year from patients throughout VCH. Traditionally, working in the lab has involved repetitive manual processes and multiple steps that take up substantial time for technologists and impacts how quickly patients get results back. VGH's microbiology lab has embraced these opportunities to innovate, acquiring first-in-Canada technologies to maximize added value for patients and to make staff feel supported in an environment where the volume of work can sometimes feel daunting. Dr. Charles says introducing automation into the lab has made a significant difference in turning around results for patient care teams and reducing staff burnout.

[Read more.](#)

WELLNESS

Childcare information sessions: Childcare in your community

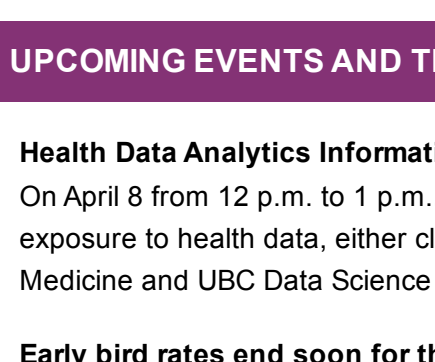
While parenting can be very rewarding, the stress of being a caregiver can affect one's emotional and physical well-being. The Childcare information sessions provide opportunities to explore childcare in your community, including key factors to consider, how to find quality care, and local childcare plans and resources. Each session features representatives from Childcare Resource and Referral Centres and/or other local childcare authorities. Upcoming sessions for North Shore are scheduled on April 2 and for Sea-to-Sky on April 3. [Register here.](#)

A recorded video of the Vancouver session can be found on the [Childcare Resource](#) page, including childcare centres with VCH priority access, childcare in B.C., and other resources and information. For questions, email childcare@vch.ca.

Newly accredited psychological health and safety course available

What is psychological health and safety in the workplace, why does it matter, and what role can you play in enhancing it for you and your team? A self-directed two-hour online course is available on the Learning Hub for both [medical staff](#) and [medical leaders](#) to delve into this topic. The course is accredited for 2.0 credits under the Section 3 and Mainpro+ self-assessment categories.

Show colleagues you care with new recognition resources



New cards, certificates, digital badges and virtual backgrounds are available to celebrate life events and recognize our colleagues' dedication to delivering high-quality care to the people we serve.

Showing appreciation is linked to improvements in well-being and psychological health and safety, including enhanced morale and stronger teamwork. These new resources that can be used to acknowledge and celebrate colleagues, show we care and let them know we are grateful to have them on our team.

[Check them out.](#)

VCH Physician Wellness Survey results

During the December 17 Medical Staff Forum, Dr. Fahreen Dossa, Interim Regional Medical Director of Wellness at VCH, and Andrew Pinfold, Operations Director of the Vancouver Physician Staff Association, presented the findings from the 2024 VCH Physician Wellness Survey. [Read the session summary with recording.](#)

The survey saw participation from over 1,000 physicians, representing approximately 31% of the physician workforce across VCH. Although this survey focused on physicians, the factors contributing to burnout impact all medical staff. Dr. Dossa highlighted the critical importance of wellness among medical staff for delivering quality care. She pointed out that physician burnout has significant cost and sustainability implications for the healthcare system. Led by Dr. Dossa, Medical and Academic Affairs will be working together with medical leadership, internal and external partners to advance this initiative.

UPCOMING EVENTS AND TRAINING

Health Data Analytics Information Session: Micro-certificate in Health Data Analytics

On April 8 from 12 p.m. to 1 p.m., explore the new program for health care professionals and researchers in the health sector with exposure to health data, either clinical or operational. This part-time technical program was developed by the UBC Department of Medicine and UBC Data Science Institute. [Register.](#)

Early bird rates end soon for the Urgent and Primary Care: Connect 2025 Conference

On May 6 and 7 from 9 a.m. to 4:30 p.m., connect with your peers and gain access to hands-on workshops, valuable insights and up-to-date clinical knowledge at the first-of-its kind event. Access innovative strategies and best practices in team-based urgent and primary care at this event. Early bird rates end April 2, 2025. [Register.](#)

Join the Next PAWS Webinar: Beyond Quality Improvement – Quality Planning

On May 22 from 5:30 p.m. to 6:30 p.m., the PQI Alums Webinar Series invites you to an engaging virtual session with guest speakers Dr. Stephen Van Gaal and Allison Zentner of the Physician Quality Improvement program. Don't miss out on this opportunity to enhance your quality improvement expertise. [Learn more.](#)

2025 B.C. Rural Health Conference

From June 6 to 8 from 9 a.m. to 4:20 p.m., rural medical staff are invited to join their fellow rural colleagues in Prince George at the Prince George Conference and Civic Centre to learn, connect, and collaborate. This will be an opportunity to experience hands-on workshops, rapid-fire lectures, AMA sessions and socials. [Register.](#)

IN CASE YOU MISSED IT

VCH virtual job fairs and open houses

Physicians and nurse practitioners are invited to take part in interactive and informative sessions with leadership while learning about exciting career opportunities.

- Vancouver Community Virtual Job Fair | April 1 from 6 p.m. to 7 p.m. | [Register](#)
- Richmond Virtual Job Fair | April 16 from 5 p.m. to 6 p.m. | [Register](#)
- Nurse Practitioner Virtual Open house | April 23 from 3 p.m. to 4 p.m. | [Register](#)

The VCH medical staff newsletter shares timely and relevant information including upcoming events and opportunities, innovative projects led by medical staff and organizational news and updates. Let us know about what you want to read about at MedicalStaff@vch.ca