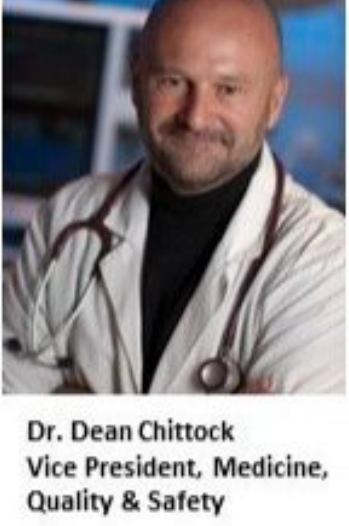


MEDICAL STAFF LEADERSHIP

Joint message from Dr. Dean Chittock and Dr. Chad Kim Sing



Dr. Dean Chittock
Vice President, Medicine, Quality & Safety



Dr. Chad Kim Sing
Associate Vice President, Medicine, Quality & Safety

The past 20 months have been a challenging time for all of us in supporting our provincial and regional COVID-19 response and recovery efforts in addition to our regular work. As we experience another recent rise in the number of COVID-19 positive patients in our hospitals, additional strain is placed upon our already taxed health-care system and health care teams.

Through these ongoing challenges, our medical leadership continues to witness incredible resilience. We should be proud of what we have accomplished in coming together and ensuring that high quality of care and service continues to be delivered to our clients and patients, in a time of so many unknowns and competing pressures. As we supported the continued roll out of the provincial vaccination, many VCH staff and medical staff raised their hands to work at the clinics and administer tens of thousands of vaccinations to residents in our region. This is another example of the commitment we share to keeping one another safe. We continue to get closer to moving beyond this pandemic.

We know this comes at a cost. We know that you are tired, and have been asked to continue to work more, work differently, and provide services in ways not familiar to you prior to this pandemic. You have done incredible work, have made sacrifices and for this, we remain humbled and grateful.

The health and wellness of our staff and medical staff are paramount on our minds as the many challenges we have faced along the way continue to take their toll. We see this. We feel this. And we are listening and committed to finding improvements. We ask that you afford one another the benefit of curiosity in approaching difficult issues and decisions. We will do the same.

Wellness remains an important priority in our organization, and you will continue to see increased medical leadership, partnership, and advocacy across our organization. We encourage you to seek out the support of one another and your leadership, and to access the services available to our physicians, medical staff and staff through [LifeWorks](#) and other channels.

Together, we will continue to do what we do best and support one another along the way. As we have said since March 2020, we are in this together - as unique individuals, as colleagues, as professionals, and as a team. Thank you for your continued dedication, support, and care of our population, yourself, and one another.

MESSAGE FROM VCH PRESIDENT & CEO, VIVIAN ELIPOPOULOS

Vancouver Coastal Health, along with our friends, families and colleagues across our province, has spent almost two years in some of the most trying circumstances we've ever had to experience. In addition to a global pandemic, extreme heat events with ravages of forest fires, and the tragedies associated with Residential Schools have added even more challenges to provide care to those within our region and beyond.

We have endured a lot, yet when I look at the incredible leadership, resilience and innovation shown by our medical staff during these trying times, it gives me great optimism for the future of VCH.

We've heard from medical staff that you appreciate the ways we've been engaging with you over the past year-and-a-half and that you'd like to maintain the open communications. We've listened to you and worked to develop new approaches, shifted our communication and information flow, and we're continuing to leverage what we've learned works well and change what doesn't.



[Read more](#)

WELLNESS



Supports for medical staff and their families

Physician Health Program

The Physician Health Program is a valuable resource for B.C. medical staff, medical students, and residents as well as their partners and children.

The program provides 24-hour access to a confidential helpline – anytime you need it – to receive support, referrals and counselling for challenges such as mental health, relationship stress, and career and life transitions. To learn more, visit its [website](#).

LifeWorks Employee Family Assistance Program (EFAP)

VCH staff, medical staff and their families can access counselling and individual wellness services by calling 1-833-533-1577 for all of their health and wellness needs. For more information, log into the staff hub [here](#).

IN THE SPOTLIGHT

HAMAC Co-Chairs: Dr. Jennifer Beaveridge & Dr. Brenda Wagner



In June 2021, Dr. Brenda Wagner and Dr. Jennifer Beaveridge were announced as the new co-chairs of the Health Authority Medical Advisory Committee (HAMAC), which oversees the work of medical staff, quality of care, and the development of Medical Staff human resource plans.

Becoming co-chairs of HAMAC was a natural progression of their respective professional journeys. Dr. Wagner is an obstetrician and gynecologist, so is used to a high-risk practice. Dr. Jennifer Beaveridge, is a Nurse Practitioner who has worked in primary care/community in Vancouver with a focus on vulnerable complex populations for the past sixteen years.

[Read more](#)

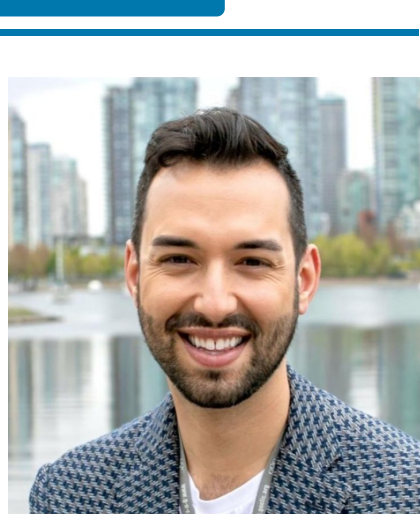


Dr. Jade Kolde

[Read more](#)

Dr. Jade Kolde works at the Heatley Community Health Centre, situated in the heart of the Downtown Eastside in Vancouver. She has a passion for addressing the psychological and social determinants of health and strives to increase the cervical cancer screening rates for patients in this community.

Dr. Justin McGinnis and his team are working to ensure cancer patients can receive the protective benefits of the flu vaccine. Influenza is a very common infection-related cause of death in Canada, and cancer patients are especially susceptible to contracting the virus. Flu vaccines are the best way to protect cancer patients, but there were some obstacles in administering them to patients.



Dr. Justin McGinnis

[Read more](#)

COVID-19 transmission rates among health-care workers similar to the general population despite variants of concern



Dr. Annalee Yassi

Vancouver Coastal Health Research Institute researcher, Dr. Annalee Yassi leads Medical Staff Occupational Safety and Health, the occupational health program established at Vancouver Coastal Health (VCH) to protect medical staff.

Health care workers have been on the front lines of the COVID-19 pandemic since it began in early 2020. Diagnosing, treating and caring for patients infected with the virus, they were potentially put at higher risk of contracting the disease without proper protection. Despite this, research led by Vancouver Coastal Health Research Institute researcher, Dr. Annalee Yassi, found health care worker infection rates were similar to those of the general population, even in the face of more transmissible COVID-19 variants of concern.

Read more [here](#).

[Read more](#)

DID YOU KNOW?

Updated virtual care policy

On Sept 3, 2021 the Provincial Health Officer, Ministry of Health and the College of Physicians and Surgeons of BC jointly announced [their position](#) on the provision of in-person and virtual care. For in-person visits, they stated that **'All practitioners are expected to resume routine in-person visits based on clinical needs and patient preferences.'**

[Read more](#)

Strategy & planning at VCH

As a large, complex organization, Vancouver Coastal Health (VCH) has a mandate to plan, deliver, monitor and report on the full continuum of quality health services to meet the needs of the population within our geographic region. Have you ever wondered how this happens? Is there a long-term vision or strategy that VCH follows? How is VCH funded?

VCH has more than 17,000 staff, nurses, physicians and volunteers serving over 1.25 million people - nearly 25 percent of B.C.'s population. We serve 12 municipalities and four regional districts, as well as 14 First Nations communities. The work we do every day is focused on building an integrated and well-coordinated health system aligned with direction from the BC Ministry of Health (MoH) and our own strategic framework for providing seamless, culturally safe, person-centered, quality care to the populations we serve.

[Read more](#)

Existing VCH programs & committees

Understanding the Interdisciplinary Learning Review Process by Nicky Huang
In fall 2018, VCH adopted the Interdisciplinary Learning Review, a system process review which helps to identify system-level opportunities for improvement. The ILR approach utilizes a systems-level lens to identify, learn, understand and share opportunities for improvement through a process of examining patient journeys. The goal is to make these improvement opportunities thoroughly understandable, measurable and actionable.

[Read more](#)

VCH's Physician Diversity, Equity, and Inclusion (DEI) Leadership Skills and Talent Management working group

by Dr. Sophia Park

The Physician Diversity, Equity and Inclusion (DEI) Committee was established in 2019 with the purpose of implementing the recommendations from the 2019 appreciative Inquiry report, and its mandate was broadened to define action beyond gender. The committee created three working groups to operationalize the different sections of the action plan: the Culture and Environment Working Group; the Meaningful Metrics Working Group; and the Leadership Skills, Talent Management, and Succession Planning Working Group.

[Read more](#)

PLQI News

The Physician-Led Quality Improvement (PLQI) initiative is excited to announce the fifth cohort of physicians who have received advanced quality improvement training and have a chance to put QI in action. With 26 new physicians and 11 continuation projects, the team is excited to support [QI projects across different departments](#) and community of care areas. You can also learn more about the accomplishments of Cohort 4 [here](#).

For more information about PLQI visit: <http://medicalstaff.vch.ca/working-for-change/vch-phq-plqi/>

GET INVOLVED

HTAC annual topic nomination

The provincial Health Technology Assessment Committee (HTAC) is preparing its annual call for topics to inform its 2022/2023 work plan. The HTA process was established by health-informed CEOs and the Deputy Minister in 2011 through a Memorandum of Understanding. The process provides evidence-informed advice about which devices, diagnostics, medical procedures or programs should receive funding in the province.

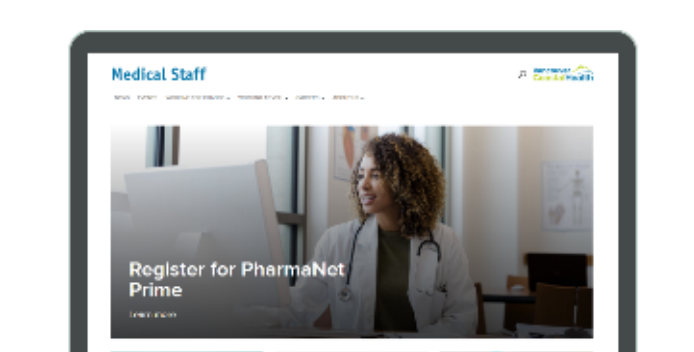
Submit your nominations by Nov 30th, 2021 by completing the single-page [HTA Topic Nomination Form](#) and send it via email to the Health Technology Assessment Office Office@gov.bc.ca.

[Read more](#)

Medical staff website redesign

Over the next 12 months, VCH is working on a redevelopment project for the main vch.ca website to modernize the site, move to a platform with increased functionality, refresh the content and ensure the website meets the needs of its many user groups. As part of this project, the Medical Staff website (medicalstaff.vch.ca) will also be refreshed to ensure we create a site with all the necessary resources required to serve you better.

If you're interested in sharing feedback and/or participating in internal consultation on the future design, please reach out to medicalstafffeedback@vch.ca.



EVENTS & EDUCATION OPPORTUNITIES



VCH honours National Day for Truth and Reconciliation

by Vivian Eliopoulos

On Sept 30, 2021, the first National Day for Truth and Reconciliation, Vancouver Coastal Health commemorated the history and legacy of residential schools, to remember those who were lost and to honour the healing journey of survivors, families and communities. This day serves as an opportunity to advance reconciliation with Indigenous peoples and to commit to understanding the truth of our shared history. Read more [here](#).

[Read more](#)

UPCOMING COURSES & CONFERENCES

Physicians may be eligible for coverage of the tuition or registration fees for the courses and conferences listed here from your [SSC Physician Leadership Training Scholarship](#), before starting the course, complete the application form found [here](#).

[More information on courses and conferences](#)

<p>Just Culture In Healthcare Certification Course Nov 3, 10, 17, 24 & Dec 1, 8, 2021</p> <p>Feel safe to report openly about errors and near misses. Participants in the accredited Just Culture in Healthcare program learn how to apply the Just Culture Algorithm, to reinforce Just Culture principles and to create a culture of learning that sustainably reduces risk and improves patient safety.</p> <p>Register</p>	<p>VCH/PHC Physician Led Quality Improvement (Level 2) Nov 25, 2021 & Nov 26, 2022</p> <p>A two half-day custom-built training introduction to fundamental quality improvement (QI) skills and concepts. For those interested in leading a QI project, our funding model and program supports will be discussed.</p> <p>Register</p>	<p>Institute for Healthcare Improvement Forum 2021 Dec 5 to 8, 2021</p> <p>The IHI Forum will give health care professionals a shared vision and contribute to a shared sense of quality, equitable care for all. This year's forum will center around nine topics including Joy and Well-being at Work to Leadership and Equity.</p> <p>Register</p>
<p>Specialists Symposium 2022 Jan 21, 2022</p> <p>The Specialist Services Committee - a partnership of doctors of BC and BC Government - and Specialists of BC invite specialists to collaborate on how to improve specialty care in a post-pandemic world.</p> <p>Register</p>	<p>Leadership begins with Self-Awareness Jan 31 to Mar 13, 2022</p> <p>In this Physician Leadership Institute course, you will begin to develop a profound sense of self through examining your personal vision and values, personality attributes, emotional intelligence skills and intrinsic strengths. These personal insights will help shape your leadership development plan.</p> <p>Register</p>	<p>VCH/PHC Physician Led Quality Improvement (Level 1) Learn at your own pace</p> <p>The Institute for Healthcare Improvement (IHI) offers dozens of online courses to medical staff (physician, midwives, NPs and dentists) on quality improvement, patient safety, and leadership, amongst others. <i>Note: Physicians are eligible for sessional payment of five hours after completing Level 1 training.</i></p> <p>Register</p>

Meet your Editorial Board

We would like to express a sincere thank you to each of the members of our Editorial Board, as well as to VCH Communications, Vivian Chan & Laurie Kilburn (Medical Quality Leadership & Practice). These individuals have taken the time to help ensure the sharing of timely updates that are relevant to our VCH medical staff within our diverse groups and communities of care.

Meet the VCH Editorial Board

<p>Nicole Adams Communications Leader Corporate Communications, VCH nicole.adams@vch.ca</p>	<p>Laurie Kilburn Project Manager - Medical Quality Leadership & Practice Laurie.Kilburn@vch.ca</p>	<p>Dr. Tasleem Rajan Internal Medicine, Richmond tasleem.rajan@vch.ca</p>
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<p>Leah Christoff, NP Cardiology, VA leah.christoff@vch.ca</p>	<p>Dr. Simon Pulfrey Emergency Medicine, Coastal Simon.Pulfrey@vch.ca</p>	<p>Dr. Don Wilson Medical Director, Indigenous Health don.wilson@vch.ca Twitter handle: @heiltsuk_paleo</p>

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HAMAC co-chairs – Dr. Jennifer Beaveridge Beaveridge@vch.ca & Dr. Brenda Wagner Wagner@vch.ca
VP Pandemic – Ross Brown Ross.Brown@vch.ca

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Powell River General Hospital	Local Medical Director	Rachel Bell	Rachel.Bell@vch.ca
Squamish General Hospital	Local Medical Director	Stephen Masseink	Stephen.Masseink@vch.ca
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Whistler Health Care Centre	Local Medical Director	Fern von der Porten	Fern.VonderPorten@vch.ca
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Pemberton Hospital	Local Medical Director	Marius Welgemoed	Marius.Welgemoed@vch.ca
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Richmond – Community	Co-Senior Medical Director	Alexandros (Alec) Alexiades Vinay Dhinra	Alexandros.Alexiades@vch.ca
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Vancouver – Acute	Co-Senior Medical Director	Ladan Sadrehashemi	Ladan.Sadrehashemi@vch.ca

VCH is strongly committed to diversity within its community and especially welcomes input from racialized persons / persons of colour, women, Indigenous / Aboriginal / People of North America, persons with disabilities, LGBTQIA2S+, and others who may contribute to the further diversification of ideas.