

MEDICAL STAFF RECOGNITION PROGRAM

Results from the 2017 Accreditation Canada Engagement and Safety Culture Survey, as well as extensive local consultation has highlighted the value in recognizing medical staff and cultivating a culture of recognition within Island Health. The Medical Staff Engagement and Development team of Medical and Academic Affairs is currently developing a Medical Staff Recognition Program to enhance activities.

What is meaningful recognition?

Extensive medical staff consultation on what constitutes meaningful recognition, identified:

- The ability to informally and formally be recognized and recognize their colleagues.
- Recognition of:
 - achievements and contributions, with a focus on patient care,
 - retirement and long service,
 - individuals who take on leadership roles.
- Recognition activities best to occur locally, amongst peers.
- To regularly see the faces and hear the stories of those being recognized.

What are we doing now?

With the launch of the new medical staff website we have been:

- Sharing stories about current Island Health medical staff.
- Announcing new medical leaders and medical staff.
- Acknowledging retirements.

What are we doing next?

We are expanding recent efforts to include:

- A personal communication to any medical staff member being recognized from their senior medical and/or administrative leader.
- A formal award program that:
 - Includes achievement awards and recognition of retirement and long service.
 - Peer nomination process for achievement awards.
 - Supports the presentation of an award within an existing event that is meaningful for the individual recipient.
 - Is developed in partnership with the medical staff.

What can you do?

- Share stories to recognize your peers.
- Let us know if you are interested in participating in further program development.
- Submit stories to MedStaffEngagement@viha.ca

Questions or feedback contact:

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**Medical Staff
Engagement &
Development**

