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July 2024



2024/25 Workload Funding Application Notional Approvals

Earlier this year, Medical & Academic Affairs worked closely with physician leads representing groups across the Island to finalize submissions for the 2024/25 Workload Funding Applications.

In late June, we received notional approvals from the Ministry of Health regarding Island Health's sessions. We are pleased to share that all nine applications from across the Island Health region received notional approvals for their full or partial FTE request.

Next steps

Notional approval communications have been sent to physician groups and operational leads. Please contact milena.restanperez@islandhealth.ca if you have a question pertaining to an application.



Medical Leader Spotlight

Dr. Sarah Lea is a family physician specializing in maternity care and addiction medicine. She's also Medical Director for Education, Onboarding, & Leadership Development within Medical & Academic Affairs. **Dr. Lea joins us for our first Medical Leader Spotlight segment:**

Please outline your Leadership role

I see my role as a bridge between Medical Staff and Leadership. I want folks to feel supported and know what resources are available to them so that they can build skills and confidence.

When did you accept this position?

I accepted the Medical Director role in April. My experience as a Division Head, and Medical Lead in Perinatal Addictions, inspired me to apply.

Why might a member of the Medical Staff reach out to you?

I'm eager to hear from Medical Staff who want to know more about leadership education opportunities, or leaders who feel they need more supports. If my colleagues have ideas about educational initiatives that MAA could facilitate, I am all ears!

Do you have a guiding principle/goal for your work as a Medical Leader?

I want to strengthen the relationships between Medical Staff, Operational Staff and Medical Leaders. I like to dismantle hierarchies and show up as a human, first. I value authenticity, vulnerability, and community—so I will always lead by leaning into those.

Earlier this year, Dr. Lea gave an impassioned presentation as part of TEDx Royal Roads University speaker series. You can watch Dr. Lea's TED talk about the transformative potential of interhuman connection in healthcare by clicking [HERE](#).

Sauder Physician Leadership Program

Congratulations to Cohort 21 of the UBC Sauder Physician Leadership Program. Six Island Health graduates completed the program in June after 6 months of rigorous virtual and in-person study. The objective of this program is to deliver the knowledge and skills Medical Leaders need to effectively engage in transforming our health care system. **Congratulations again to Drs. Fulton, Lemire-Elmore, Avenant, Eksteen, Boldon, and Da Silva on completing the Sauder PLP!**

For more information about upcoming cohorts and the application process, please contact MedStaffDevelopment@islandhealth.ca

Welcome NEW Medical Leaders



Dr. James Broere
Medical Director,
Cowichan Community



Dr. Danielle Downe
Medical Lead, Palliative & End of Life Care,
Nanaimo, Oceanside, Alberni-Clayoquot

Also welcoming...

Dr. Cliff Duncalf

Medical Lead, Eating Disorders, Mental Health Substance Use Services

Dr. Janet Conrad

Site Medical Lead, Campbell River Urgent Primary Care Centre

Dr. Simon-Pierre Glaude

Physician Lead, Emergency, Cowichan District Hospital

Dr. Tika Okuda

Medical Lead/Division Head, Family Practice, Campbell River Hospital

Dr. Paeta Lehn

Medical Lead, Physician Assistant Program, Saanich Peninsula Hospital

Dr. Taylor Swanson

Medical Director, Nanaimo Community



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