

November 2024

Medical Staff Bulletin



SAVE THE DATE: End of Year Medical Staff Forum

THURSDAY DECEMBER 12th, 7.30—8.30am

Medical staff are invited to join Dr. Ben Williams, Vice President Medicine, Quality, Research and Chief Medical Officer, and guest speakers, as they reflect on key milestones from 2024 and provide a glimpse into the year ahead. Topics for discussion include Island Health's new provider programs, medical staff recruitment, and changes to BC's healthcare system. An invite for this virtual event will be circulated to all medical staff shortly.

There is an opportunity for medical staff to pose questions or thoughts in advance to leadership via [THIS](#) Slido link. Submissions are open from now, until Tuesday December 10th.

Violence Prevention Training

Providing a safe workplace for everyone at Island Health is a priority. [The Provincial Violence Prevention Curriculum \(PVPC\)](#) provides medical staff with strategies to prevent and de-escalate violent situations in the workplace. The recently redesigned curriculum consists of two modules:

1. The first component is an online module (1.5hours) and is a required learning module for all medical staff. This course is accredited.
2. The second component is in-person training (3.5hours) and is co-led by a physician lead and Occupational Health & Safety lead. **This training is a requirement for medical staff practicing in the following high-risk areas:**

- Emergency Departments/Urgent Care
- Mental Health & Substance Use
- Psychiatry
- Neurology
- Long-term care
- Community Health Services

If you are part of the high-risk cohort listed above, please register for an in-person session through [LearningHub](#). **Course completion will be tracked and time will be compensated for the high-risk cohort.** From January to March 2025, 13 in-person sessions will be offered at multiple sites across the region. [The medical staff website](#) has all available session dates, detailed information about the Violence Prevention training, and LearningHub support. For further questions about the PVPC, please email MedStaffPrograms@islandhealth.ca

[REGISTER HERE FOR PVPC IN-PERSON TRAINING](#)

Engagement Opportunity: Anti-Racism Position Statement

Island Health has developed an Anti-Racism and Discrimination position statement, with 3 upcoming opportunities for medical staff input. If you are interested in participating in a facilitated discussion on the position statement development and broader DEI work, please email MedStaffDevelopment@islandhealth.ca (Zoom link for engagement session will be shared via email).

When:

January 7th, 9am

January 21st, 4.30pm

January 28th, noon

Where: Virtual Zoom session (90 minute session)

Who: Up to 30 members of Island Health medical staff

These engagement sessions are supported via funding from the [Memorandum of Agreement on Physician Physical and Psychological Safety](#). Medical staff time to participate in the session will be compensated from Island Health allocated funds via Doctors of BC.



Medical Staff/SI-MSA Co-President Spotlight

Dr. Fred Voon is an Emergency Physician who works at Victoria General and Royal Jubilee Hospitals. In addition to his clinical roles, Dr. Voon is co-President of the South Island Medical Staff Association (SI-MSA) alongside Dr. Catherine Jenkins. He is also the author of [Your Inside Guide to the Emergency Department and How to Prevent Having to Go!](#), a guide for everyday Canadians navigating the emergency health system.

Not everyone is aware of what MSAs are, and how they function to serve medical staff who hold privileges at hospital sites. Can you explain what the SI-MSA is, and how it supports its members?

The MSA acts like a union for hospital-based staff physicians at Victoria General Hospital and Royal Jubilee Hospital. Most of us work separately from one another—the MSA helps bring us closer together. We support the physician voice and work on improving communication, workplace culture, and wellness for approximately 1200 members.

Can you elaborate on your role as MSA co-president? What motivates you to lead as an MSA executive?

I am motivated by trying to make things better—specifically, the work environment for physicians. There are so many people involved in a patient's care journey. Patient care becomes easier, and more collegial, when you know who you are consulting, or who might be able to help you out in the middle of the night.

What's one thing you've learned about leadership that you think is worth sharing with your medical staff colleagues?

Most physicians don't go into medical school yearning to be a medical leader or administrator. Often, I have found myself in leadership roles out of necessity rather than ambition. However, there are a lot of surprising rewards and gratifying challenges that come from stepping up. I would encourage people who don't think that leadership is something that they are cut out for, to give it a shot. It can lead to personal and professional growth, schedule flexibility, and valuable new relationships.

Between your MSA role, clinical duties, volunteer work and home life, are you still aspiring to a work-life balance, or have you discovered the secret to success in that realm?

I'm a generalist at heart, so what keeps me balanced is being able to wear all these different hats. I've found that having the ability to effect positive change at work has helped stave off some of the burnout. It's nice to feel depended upon, but it's also easy to get a little overwhelmed. When I've struggled, I've had colleagues reach out to make sure I was okay. That inspired me to learn more

about physician wellbeing, or 'evidence-based happiness' as I term it. It's so much easier to cope when your struggles are not in secret. The opposite of burnout is engagement; we all experience difficulty in work, but when we come together as a team, everything becomes less onerous.

Can you explain a little about Crazy Socks for Docs?

This initiative started in Australia when a cardiologist showed up to work with mismatched socks. Now it's a global conversation about physician mental health awareness and suicide prevention. As doctors, we all try to have a poised exterior, but on the inside we're sometimes messy and chaotic, and that should be ok. Every year, on the first Friday in June, I wear my crazy socks as a show of support for colleagues who may be struggling with their mental health.

Welcome NEW Medical Leaders



Dr. Harold Hunt

Medical Director, Colonoscopy

Also welcoming:

- **Dr. Sophie Waterman**, Medical Lead/Division Head, Family Practice, Campbell River
- **Dr. Csilla Egri**, Medical Lead/Division Head, Medical Imaging, North Island and Comox Valley Hospital
- **Dr. Fiona Liston**, Medical Lead, Maternity, Cowichan District Hospital
- **Dr. Tyler Kovacs**, Medical Lead, Hospitalist Medicine, Nanaimo Regional General Hospital

Using Labs Wisely: A Choosing Wisely Virtual Event

What: Lab test ordering is the single highest volume medical activity in Canada. Recognizing our healthcare system is often faced with staff and resource shortages alongside the climate crisis, it is more important than ever to focus *on* the right test, *at* the right time, *for* the right purpose.

When: Friday, December 6th, 2024, 8 to 9am. Click [HERE](#) for more details and information on how to register for this 1-hour virtual event. HSR funding is available.



Island Medical Program, NEW Regional Associate Dean

On September 1st, 2024, Dr. Laura Farrell became the Regional Associate Dean, Vancouver Island, for the University of British Columbia Faculty of Medicine, and the Academic Director for the UBC distributed programs at the University of Victoria. Together with foundational partners UBC, UVic, and Island Health, Dr. Farrell will continue to cultivate a supportive and thriving medical education community focused on transforming health for everyone. Learn more about Dr. Farrell's recent appointment [HERE](#).



Demonstrating Island Health's commitment to ensuring the quality of training experience for medical trainees within our region, Medical and Academic Affairs has just launched a brand-new Resident Doctors Onboarding webpage. Click [HERE](#) to view the resources.

