

June 2025

Medical Staff Bulletin



SAVE THE DATE! Medical Staff Forum, Thurs July 3

Medical staff are invited to join Dr. Ben Williams, Vice President Medicine, Quality and Research & Chief Medical Officer, and special guest Kathy MacNeil, Island Health President & CEO, for a virtual Medical Staff Forum on Thursday July 3, 2025 from 7.30 to 8.30am. Topics will include: **Better Care, Better Value Initiative, Medical Leadership Strategy, Public Health update, and a Q&A.**



An MS Teams meeting invitation - with Slido link for advance questions - was circulated to all medical leaders and medical staff on Tuesday 17 June. If you did not receive an invitation, please email MedStaffCommunications@islandhealth.ca

UPDATE—Medical Leadership Strategy

Great medical leadership is critical to the success of Island Health. The current approach to medical leadership structure, compensation, and support within Island Health has been under review so it can better meet the existing and future needs of both medical staff and Island Health. Medical staff have stated that they want compensation cohesion, role clarity, supporting infrastructure, and alignment with the organizational structure.

What is the goal of the medical leadership strategy?

- To establish an infrastructure to adequately support medical leaders.
- To facilitate role clarity, effective co-leadership, decision-making, relationships, reporting, and medical staff governance.

- To have clear and consistent FTE allocation and compensation policies and processes.

How is this work being conducted?

A dedicated project team was assembled in the summer of 2024 to drive this work, and a rigorous consultation process was undertaken with over 100 medical leaders to inform the design of the medical leadership strategy. This process prioritized diverse perspectives, system integration, and the sustainability of leadership roles—with a shared goal to strengthen medical governance and support clinical excellence. A key strategy for incorporating the medical staff voice from the outset was the establishment of the Medical Leadership Advisory Group.

The Advisory Group served to guide, ground, and shape the medical leadership design process. Advisory Group membership was selected from open applications, to represent diverse geographies, leadership roles, time in leadership, and program representation. Two representatives from the Medical Staff Associations (MSA) were secured via nomination from the MSA executives.

What does the new structure look like and when will it be shared with medical staff?

The new medical leadership structure is based on clarity and efficiency and focusing on local medical leadership investment where patient needs it most. We aim to have a draft structure for medical staff review by the end of summer.

What happens next?

The Health Authority Medical Advisory Committee (HAMAC) supported a draft of the proposed medical leadership model on June 12. The medical leadership model will be translated into a defined structure for local sites with input from Chiefs of Staff and Department Heads between July and September 2025. The Medical Leadership Advisory Group reconvened on June 18 to review the proposed draft model and will continue to be an integral voice as this work unfolds.

Who can I talk to if I have questions about the medical leadership strategy?

Please reach out to [Dr. Keith Menard](#) with questions or comments.

Welcoming Jill Pearman RM as New HAMAC Chair



We are pleased to announce that Jill Pearman RM has accepted the position of Chair of the Health Authority Medical Advisory Committee (HAMAC). Jill brings strong leadership experience and an in-depth understanding of medical staff governance to the role. In addition to her clinical work, Jill is Medical Director, Medical Staff Credentialing, Privileging and Governance. In accepting the HAMAC Chair appointment, Jill will be stepping down as Chair of the Medical Planning and Credentials Committee (MPCC).

Please join us in wishing Jill well during her tenure as HAMAC Chair.

HAMAC Highlights

The Health Authority Medical Advisory Committee (HAMAC) meets on the second Thursday of every month. Full meeting minutes can be accessed on the Intranet [HERE](#).

In addition to regular business during HAMAC's May 2025 meeting, the Committee discussed:

- The new HAMAC Chair
- The new Department Head of Nurse Practitioners
- Summary of the Final 2024/2025 Results and 2025/2026 Budget
- Departmental Reporting—Department of Midwifery

Welcome NEW Medical Leaders



Dr. Shahzad Khurram

Co-Medical Director, Geriatric
Specialty Services, Island wide

Also welcoming:

- **Dr. Mark James**, Chief of Staff, NRGH
- **Dr. Kelly Cox**, Executive Medical Director, Nanaimo Acute Care, Community and Cancer Care
- **Dr. Alyson Osborne**, Co-Medical Director, Geriatric Specialty Services, Island wide
- **Dr. Ashley Freeman**, Medical Lead, Oncology, RJH/VGH
- **Dr. Vickram Singh**, Medical Lead, Cardiology, NRGH
- **Dr. Tanner Chahley**, Medical Lead, Medicine, NRGH

Preferred Email Addresses

Medical staff receive Island Health communications at the preferred email address indicated during onboarding. If you would like to change the preferred email address associated with your Department member profile, please contact Credentiaing-Data-Entry@islandhealth.ca to update your details.



Pride Month



National Indigenous Peoples Day

June marks Pride Month across Canada—a time to recognize the history of queer advocacy and celebrate the 2SLGBTQIA+ community—Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and other sexual orientations and gender identities. Island Health will be participating in 3 Pride events across the region. For more about participation and allyship, head to the Intranet [HERE](#).

Coinciding with the Summer Solstice, June 21 is National Indigenous Peoples Day. It is a day to listen, learn, recognize, and celebrate the many unique cultures, rich traditional knowledge, languages, traditions, experiences, and histories of First Nations, Inuit, and Métis Peoples across the country. For more details about how Island Health will be celebrating, and learning, click [HERE](#).

Updated Suicide Risk Guideline for Mental Health Substance Use

This new guideline addresses the screening, assessment, safety planning, and transitions in care for individuals presenting with suicide risk and/or imminent risk of harm to themselves. For more information, please click [HERE](#).

Responding to Harm (R2H) Huddles

On 10 June, Robyne Maxwell, Executive Director, and Dr. Jeff Kerrie, Executive Medical Director, Quality, Safety, Risk, Experience & Research circulated a memo regarding required attendance at R2H huddles. Medical staff who receive an R2H huddle invitation from the Patient Safety team are asked to prioritize the meeting or send an informed delegate if they are unable to attend. For details, click [HERE](#).



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