



MEDICAL STAFF BULLETIN

February 2026



Medical Leadership Announcements



Recognizing Dr. Brian McArdle

As Dr. Brian McArdle completes six years as Chief of Staff and Site Medical Director at Royal Jubilee Hospital (RJH), we would like to acknowledge the lasting impact of his leadership on our medical staff and hospital community.

Since assuming the role in January 2020, Dr. McArdle has guided RJH through a period of extraordinary change and complexity. From pandemic response to ongoing system pressures, he has consistently led with calm resolve, clinical credibility, and a strong sense of collegiality. Importantly, he remained grounded in frontline care—continuing his work on the wards and in clinic—ensuring leadership decisions were informed by real-time clinical experience.

His tenure has brought meaningful advancements across the organization, including the development of new clinical programs, implementation of CPOE, progress in medical staff governance, and leadership through complex negotiations and operational challenges. His

collaborative approach and steady presence have strengthened relationships across clinical and administrative teams alike.

Dr. McArdle will continue to have the site in his portfolio as Executive Medical Director. Also in Brian's portfolio is Saanich Peninsula Hospital, Medicine (including Heart Health, Renal, and Ambulatory Care), Surgery, Anesthesia, Colonoscopy, Critical Care, and Trauma.



Thank you, Dr. Kozoriz

It is with mixed emotions that we share that Dr. Kelsey Kozoriz will be stepping down from her role as Executive Medical Director (EMD), effective March 31. We are sincerely grateful for her outstanding leadership and many contributions.

During her tenure at Cowichan District Hospital, Dr. Kozoriz led several key initiatives, including the successful launch of the hospitalist program, opening of the Urgent and Primary Care Clinic, and implementation of the Computerized Provider Order Entry (CPOE) system. Together, these advancements have strengthened inpatient care and supported clinical excellence across the site.

She also worked closely with local teams to enhance medical staff recruitment across the Cowichan Valley, expanding the hospitalist team to include nurse practitioners and stabilizing physician staffing at the Ladysmith and Chemainus urgent care centres.

Dr. Kozoriz will continue to contribute in a local medical leadership capacity while focusing on her clinical work as a hospitalist. Please join us in thanking her for her dedicated service and wishing her continued success.

Welcome Dr. Andrew Clarke

As we prepare for the transition to our new [medical leadership structure](#) on March 1, 2026, we are pleased to announce that Dr. Andrew Clarke has accepted the role of Medical Director,

Enhanced Medical Staff Support (EMSS). Dr. Clarke will join Dr. Bruce Campana in this important leadership role, working together to strengthen and support our medical staff community.

As Medical Directors for EMSS, Dr. Clarke and Dr. Campana will serve as a central point of access for medical staff when EMSS-related concerns arise, offering guidance, coordination, and support to help ensure issues are addressed appropriately and swiftly.

Please join us in welcoming Dr. Clarke in his new leadership position.

Medical Leadership Structure Launch – Effective March 1

The new Medical Leadership Structure will formally launch on March 1. Until that time, all existing roles, responsibilities, and reporting relationships will remain unchanged to ensure stability and continuity across the organization.

Over the coming weeks, physicians who have been offered leadership roles within the new structure are required to confirm their acceptance by replying directly to their assigned leader. A signed contract must be submitted as part of this confirmation process.

To support a smooth and effective transition, onboarding sessions and leadership resources will be made available. These supports are designed to assist leaders in understanding their responsibilities and operational accountabilities within the new framework.

In the next few weeks, we will be sharing further information about our regional programs—such as Diagnostic Imaging, Mental Health, and Laboratory Medicine—including an overview of the community-based leadership structure.

For the most current and comprehensive information, please refer to the [Medical Staff website](#) and the [intranet resources page](#).

Doctors of BC Health Authority Engagement Survey

The full results of the ninth Doctors of BC [Health Authority Engagement Survey](#) are now available. This survey is a key tool for physicians to share their thoughts and feelings about their engagement with their health authority and/or local facility. Island Health results will be discussed at an upcoming HAMAC in March.

Launch of Novari MIRM for Community Outpatient Imaging

Island Health is preparing to launch Novari Medical Imaging Requisition Management (MIRM) across the region in March 2026. Novari MIRM is a new digital system that converts faxed community outpatient medical imaging requisitions into a centralized electronic workflow. This will reduce lost paperwork, streamline processing, and improve communication for both providers and patients.

Beginning March 2, 2026, all community outpatient imaging requisitions—excluding X-ray—must be faxed to newly established regional medical imaging numbers. Previous fax numbers will be discontinued at that time. **This change applies only to community outpatient referrals.** More information can be found [here](#).

Post Graduate Medical Education Spotlight

Resident doctors play a vital role in delivering patient care. They also represent the future of our health care system. Medical residency is a time of intensive learning, long hours, and a deep commitment to patients and their families. Residency training programs rely on the dedication of medical staff preceptors who share their passion, knowledge and experience to ensure residents gain the skills needed for success. Dr. Skye Creba, an ER physician and Site Director for UBC's Nanaimo based CCFP EM program, shares her resident teaching experience below.

“It has been a true privilege to teach and guide residents and to be part of their growth as clinicians and colleagues. Guiding them as they develop clinical judgement, confidence, and compassion has been deeply rewarding, and their curiosity and commitment continually inspire me. At the same time, I have learned a great deal from them—their thoughtful questions, fresh perspectives, and willingness to challenge assumptions, have pushed me to reflect on my own practice and stay engaged with evolving evidence and approaches to care. Teaching residents has been a reciprocal experience, one that has strengthened my skills as an educator and physician, while reinforcing the value of lifelong learning in medicine”.

Skye Creba MD CCFP EM

CCFP EM Nanaimo Site Director / Curriculum Director Nanaimo Emergency Education Program (NEEP) / Clinical Instructor UBC Department of Family Medicine / ER Physician NRGH

Medical Staff Educational Opportunities

Provincial Violence Prevention Curriculum (PVPC) - New Dates for In-person Sessions

The redesigned PVPC consists of two modules, including required in-person training for medical staff working in the following high-risk areas: **Emergency Departments/Urgent Care; Mental Health & Substance Use; Psychiatry; Neurology; Long-term Care; Community Health Services**. Upcoming in-person sessions:

- Friday, February 20th at NRGH from 12:00–15:30
- Monday, February 23rd at NRGH from 11:00–14:30
- Monday, March 23rd at RJH from 10:00–13:30
- Wednesday, March 25th at VGH from 11:00–14:30

If you are part of the high-risk cohort listed above, please register for an in-person session through the [medical staff website](#). **Course completion will be tracked, and time will be compensated at sessional rates for the high-risk cohort.**

Funded QI Training for Medical Staff (2026/27): Registration Deadlines Approaching

The Island Health Physician Quality Improvement (PQI) team offers **three funded pathways** for Medical Staff to learn Quality Improvement (QI) and apply it to everyday practice.

Registration is now open, and seats are limited for:

- Level 2: [PQI Fundamentals](#) (2-day in-person workshop): **Deadline May 29, 2026**
- Level 3: [Cohort 11](#) (year-long program with virtual + in-person workshops and coaching): **Deadline March 13, 2026**
 - **New for Cohort 11:** Operational leaders can co-apply with a physician as [dyad partners](#) to learn QI together and co-lead improvement work over the year.

[Express your interest today!](#)

HAMAC Highlights – January 2026 Report

In addition to regular business, the Health Authority Medical Advisory Committee discussed:

- CVH LMAC Report: Current Status of CVH
- WCGH LMAC Report: Status of the WCGH Closure of ICU/GIM and In-Patient Services
- Provincial Formulary and Antimicrobial Stewardship
- In-Patient MRP Medical Staff Rule Changes Update

- New Medical Leadership Structure: Contracts Progress update
- Departmental of Psychiatry Report to HAMAC
- MPCC Subcommittee Report

[Learn more in the latest HAMAC meeting minutes from January 8 HAMAC Meeting.](#)

SportChek Promotion:

SportChek is extending VIP pricing to medical staff at Island Health, offering discounts on a wide selection of items. This offer is valid from **March 12 to March 25, 2026. In-store purchases only. Medical staff can access their unique barcode by visiting [the Perks Page](#) on the intranet (Island Health login required), or by emailing EPP@islandhealth.ca.**



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