



MEDICAL STAFF BULLETIN

March 2026



Medical Leadership Restructure

Island Health's new medical leadership structure launched on March 1, marking an important step forward for the organization. As the transition continues, timely completion of outstanding contracts is essential.

Medical leaders who have not yet done so are asked to review, sign, and return their contracts as soon as possible. Prompt submission will help ensure compensation is not disrupted and support full implementation of the new structure.

For more information on the new Medical Leadership Structure, please visit the [Medical Leadership Website](#) and [Intranet](#).

Featured Medical Leadership Job Opportunities



We are actively seeking a [Division Head, Obstetrics & Women's Health](#), to provide specialty-specific leadership, guiding practice standards and workforce planning. This vital role also supports medical staff governance and clinical quality in alignment with Medical Staff Bylaws, Rules, and Island Health's quality framework.

Welcome New Medical Leaders

We are thrilled to have an influx of new medical leaders join our organization, following the launch of the new medical leadership structure. While there are too many leaders to name in this issue, we will focus on welcoming a role cohort in the Bulletin over the next few months.

In this issue, we extend a warm welcome to the following Chiefs of Staff:

- Evan Rogers, Chief of Staff, Port Hardy & Port McNeill, PHH, PMH
- Anik Mommsen-Smith, Chief of Staff, Lady Minto Hospital, (LMH)
- Laura Fraser, Chief of Staff, Royal Jubilee Hospital, (RJH)
- Brendon Irvine, Chief of Staff, Saanich Peninsula Hospital, (SPH)
- Carrie Marshall, Chief of Staff, Tofino General Hospital, TGH
- Chloe Lemire-Elmore, Chief of Staff, Victoria General Hospital, (VGH) and Chief of Staff Gorge Road Hospital (GRH)
- Thomas Dorrان, Chief of Staff, West Coast General Hospital (WCGH)
- Mark James, Chief of Staff, Nanaimo Regional General Hospital (NRGH)
- Graham Blackburn, Chief of Staff, Cowichan District Hospital (CDH)
- Dean Percy, Chief of Staff, North Island Hospital - Campbell River (CRH)

- Corey Tomlinson, Chief of Staff, North Island Hospital - Comox Valley (CVH)
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Medical Leadership Onboarding

The Navigating Island Health Medical Leadership Series supports new and current medical leaders by building the foundational knowledge needed for success in leadership roles. These onboarding sessions introduce key programs and departments, clarify roles and responsibilities, and provide guidance and support resources.

Who should attend?

- New medical leaders
- Current medical leaders
- Medical staff interested in leadership

For questions, support, or to register, please contact the Medical Staff Education and Development team at medstaffdevelopment@islandhealth.ca

Navigating Island Health Medical Leadership Series – Offered Sessions:

Foundations – Dr. Michelle Weizel

An introductory session covering Island Health’s structure, key processes, and available supports. Learn how programs and departments align to support medical leaders in their roles.

Sessions offered:

- March 27 | 7:00–8:00 AM
- April 8 | 5:00–6:00 PM
- May 14 | 7:00–8:00 AM
- May 22 | 7:00–8:00 AM
- May 29 | 7:00–8:00 AM

Patient Safety and Quality – Dr. Ali Tafti

Explore how a non-punitive reporting culture supports patient safety. Learn to identify system and *human factors in incidents and apply improvement strategies*.

Sessions offered:

- April 21 | 7:00–8:00 AM
- June 02 | 7:00–8:00 AM

Enhanced Medical Staff Support (EMSS) – Dr. Bruce Campana and Dr. Andrew Clarke

Learn practical approaches to managing professionalism concerns, including available supports, best practices, and strategies to strengthen leadership capacity.

Sessions offered:

- April 8 | 7:00–8:00 AM
- April 29 | 7:00–8:00 AM
- May 13 | 7:00–8:00 AM
- May 28 | 7:00–8:00 AM

Recruitment & Stabilization – Dr. Maria Kang

Overview of recruitment processes for new and replacement roles, including planning, current strategies, and available supports for medical leaders.

Sessions offered:

- March 30 | 7:00–8:00 AM
- April 14 | 7:00–8:00 AM
- May 20 | 7:00–8:00 AM

Contracts & Compensation – Dr. Alicia Power

Understand key processes, requirements, and resources for managing physician contracts and compensation accurately and in compliance with regulations.

Sessions offered:

- April 17 | 7:00–8:00 AM
- May 25 | 7:00–8:00 AM

Credentialing & Privileging – Jill Pearman, RM

A focused overview of credentialing and privileging processes, including roles, responsibilities, and governance requirements for medical leaders.

Sessions offered:

- April 23 | 7:00–8:30 AM
- May 21 | 7:00–8:30 AM

Data at your fingertips - Introducing Provider Profile

Data accessible through the Provider Profile offers actionable insights to support medical staff and team-based quality improvement initiatives, as well as ongoing continuing professional development (CPD).

What is it? The Provider Profile is an interactive web-based tool, enabling inpatient physicians who were most responsible provider (MRP) in the last 5 years to explore data related to their patient population and quality metrics. **Only you can see your own data.**

What's new? [Provider Profile has been refreshed to include 2024/2025 \(click here to access your data\)](#). Department specific measures are available for providers involved in [maternity care](#) and [pediatrics](#).

Introducing Data for Emergency Physicians: Emergency Department measures are now available for emergency physicians. [Visit the ED Provider Profile to see your data.](#)

[Click here to view the Provider Profile website.](#) Please email MedStaffQI@islandhealth.ca if you have questions or if you would like to learn more about how Provider Profile supports CPD and QI.

Regional Physician Health & Safety Working Group Member Callout

One physician representative is being sought to join the Island Health Physician Health & Safety Working Group. Meetings are held the first Thursday of every month from 8-9AM virtually and provide a valuable place to collaboratively engage with Island Health and Doctors of BC on regional matters related to physical and psychological safety.

For more information about this opportunity, please click [HERE](#).

Transparency & Communications (T&C) Steering Committee Member Callout

One medical staff member representing the North Island is being sought to join the T&C steering committee. The Committee is integral to the projects and improvement initiatives related to the Doctors of BC Health Authority Engagement results.

For more information about this opportunity, please click [HERE](#).

HAMAC Highlights – February 2026 Report

[Review the latest HAMAC meeting minutes from February 12.](#)

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

- Impact Analysis Improvement Project
 - In-Patient MRP Medical Staff Rule Change Update
 - Service Capacity Management Procedure
 - New Medical Leadership Structure Update
 - Department of Nurse Practitioners Report to HAMAC
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Important: Invoice & Hour Submission Deadlines

The Medical Staff Compensation team appreciates your patience as they prioritize payment processing. Please ensure you are aware of the following deadlines:

- March 31, 2026: Submit invoices dated up to February 28, 2026
 - June 15, 2026: Final deadline to submit all invoices dated April 1, 2025 – March 31, 2026
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