



MEDICAL STAFF BULLETIN

April 2026



Medical Staff Forum - Save the Date

Medical staff are invited to join Dr. Ben Williams, Vice President Medicine, Quality, Research and Chief Medical Officer and Dr. Michelle Weizel, Associate Vice President & Deputy Chief Medical Officer for the **Medical Staff Forum, Thursday 28 May, 7.30-8.30am on MS Teams**. An email invitation will arrive in your inboxes soon. Agenda items will include a public health update, advanced Electronic Health Record (EHR) update and peer recognition, closing with dedicated time for questions and answers with leadership.

Celebrating Dedication and Care: National Physicians' Day

Island Health celebrates National Physicians' Day with deep appreciation for the passion, compassion and expertise Physicians share with our communities today and every day. Physicians' leadership and commitment to care is seen in countless ways from patient interactions to introducing innovations in care to collaborating with colleagues on research, care and advocacy. Their efforts create a sustainable healthcare system that keeps our communities healthy and happy. Thank you for all you do.

UBC Sauders Physician Leadership Program

The UBC Sauders Physician Leadership Program equips practicing physicians with advanced leadership skills including teamwork, communication, strategic thinking and integrating medical expertise with practical management training to support physicians stepping into leadership roles. Please send **Expressions of Interest** by [submitting a nomination form](#) or by [email](#).

Congratulations to the graduates of Cohort 24 on the successful completion of their learning journey and the outstanding achievement of their final projects!

- **Class Valedictorian, Dr. Jodie Turner**, Medical Director, Medical and Academic Affairs, Post Graduate Medical Education: [*Supporting Resident Doctors within Island Health*](#)
 - **Dr. Graham Blackburn**, Executive Medical Director, Cowichan Acute, Community and Redevelopment; Hospitalists/Family Practice MRP and Indigenous Health: [*Reconciliation is a Journey*](#)
 - **Dr. Ali Yakhshi Tafti**, Medical Director, Patient Safety, Patient Care Quality Office, and Risk: *Outpatient Diagnostic Pathway for New Suspected Cancer*
 - **Dr. Robert Trachter**, Site Chief, Emergency, Nanaimo Regional General Hospital: *Equitable Care 24/7*
 - **Dr. Ajaysharn Bains**, Medical Director, Medical Systems and Informatics: *Improving Medication Reconciliation Rates at Island Health*
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Celebrating Island Health's Midwives



Midwives provide essential sexual, reproductive, perinatal and newborn health services to women and gender diverse people. **On May 5, International Day of the Midwife**, Island Health celebrates, with deep gratitude for their work, the **141** registered midwives working in our region.

Midwives in Island Health are involved in the care of more than **50%** of perinatal patients at **9** sites contributing to quality patient care, safer births, and improved perinatal outcomes. Island Health celebrates and expresses gratitude to the RMs working within our region. [Full story.](#)

Welcome New Medical Leaders

We are thrilled to have an influx of new medical leaders, following the launch of the new medical leadership structure. 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:

Department Heads

- **Dr. Dennis Kim**, Department Head, Surgery
- **Dr. Michael Chen**, Department Head, Laboratory Medicine, Pathology, and Medical Genetics

They join a group of Department Heads and Standalone Division Heads who have resumed their roles in the new structure.

Medical Leader Opportunity

We're actively seeking to fill the role of [Stand-Alone Division Head, Hospitalist & Family Practice Inpatient Care](#). This role provides specialty specific leadership within their division, informing practice standards and workforce planning.

Island Health Medical Staff Recruitment Team's Successful Year

Our medical staff recruitment team has **increased provider recruitment by 19%** from FY25-26 compared to the previous year. **Since May 2025, 46 physicians and 15 nurse practitioners have been recruited from the United States.** All Emergency Medicine vacancies in Victoria have been filled, along with several hard-to-recruit roles, including a psychiatrist position on Salt Spring Island that had been vacant for seven years and a Dental Surgeon role in Victoria vacant for five years. [Full highlights](#).

We extend a sincere thank you to the medical leaders who have worked alongside our team, and we welcome our newest Medical Staff Recruitment team members, recruiters Jessica Robinson and Silya Reinhold and marketer Nicole Fleming. [Contact the team](#).

Medical Leadership Training

Navigating Island Health Medical Leadership Series – Upcoming Sessions

This series supports new and current medical leaders by building the foundational knowledge needed for success in leadership roles. Sessions introduce key programs and departments, clarify roles and responsibilities, and provide guidance and support resources. [Email to register](#).

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: 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.

Session offered: 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 29 | 7:00–8:00 AM, May 13 | 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.

Session offered: 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.

Session offered: 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.

Session offered: May 21 | 7:00–8:30 AM

Education Opportunity: Communicating Unexpected Outcomes (CUO)

We invite clinicians and leaders to [sign up for the CUO online course](#) (via Zoom, 4-hours total). Designed to improve communication skills and increase transparency of conversations with patients after unexpected clinical outcomes occur, including those resulting from errors in care.

Fax update: Qualicum Beach Civic Centre Outpatient Physiotherapy Clinic

For colleagues who refer patients to the **Qualicum Beach Civic Centre (QBCC) Outpatient Physiotherapy Clinic**, effective **April 24, 2026**, Rehab Strategy, in partnership with Community Access and the Oceanside Health Centre, will pilot a centralized intake process. To refer a

patient, please continue using the Referral Form through the existing [link](#) or pathways [link](#). **The QBCC fax number is being updated on the form.** Printed referral forms are out of date as of April 24, 2026.

HAMAC Highlights – March 2026 Report

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

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

- Interim Appointment of Department Head of Surgery, Dr. D. Kim
 - Doctors of BC 2025 Health Authority Engagement Survey Result
 - Focus Group Update: In-Patient MRP Medical Staff Rule Change
 - Service Capacity Management Procedure Update
 - Department of Primary Care Report to HAMAC
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