

memorandum



The following has been sent to all Island Health Medical Leaders on behalf of Dr. Ben Williams, Vice President Medicine, Quality, Research and Chief Medical Officer

November 19, 2025

Dear Colleagues,

We are deeply grateful for the work you do every day on behalf of our patients and our organization. We would like to provide you with an important update regarding the timing of the medical leadership restructure.

As we continue progressing through the implementation process, it has become clear that we require more time to complete critical backend components. This includes revising Credentialing & Privileging information in CACTUS, issuing new contracts, and finalizing a range of technical and administrative activities. Given the short period between anticipated Board approval and the end of the calendar year—combined with the holiday period, during which clinical demands take precedence over administrative work—it is not feasible to complete all necessary steps by December 31.

For this reason, we are asking all current medical leaders to remain in their existing roles until February 28, 2026. If you have concerns about continuing in your current leadership capacity during this transition period, please inform [Sarah Taylor](#) and your direct leader by November 28th so we can plan appropriately.

Over the coming weeks, members of the project team will be reaching out to medical leaders in a cascaded fashion to review next steps and address questions.

We apologize that this process is taking longer than anticipated. We also want to express our sincere appreciation for the [thoughtful input medical staff have provided](#) throughout the development of the new leadership model, including the discussions that led to HAMAC's approval of the new model on November 13th.

HAMAC will bring forward its recommendation to the Board of Directors on November 26 for final approval—a significant milestone, as Board approval allows us to begin issuing contracts under the new structure. Your feedback has been invaluable, and we remain committed to reflecting the insights you have shared.

We are confident that this additional time will allow the project team to complete the foundational work with the thoroughness and consistency you deserve.

You will have several opportunities to stay informed about the evolving structure, including at the [Medical Staff Forum on November 27](#), through Dr. Weizel's Restructure Newsletter, and in the monthly Medical Staff Bulletin. For questions regarding the model, please reach out to the project co-lead, Sarah Taylor or Robert Parker.

Thank you for your patience, your partnership, and your ongoing commitment to this important work. We remain deeply appreciative of your leadership and engagement as we continue moving forward together.

Sincerely,

Dr. Ben Williams

Vice President Medicine, Quality, Research and Chief Medical Officer