

Medical Leadership Restructure FAQ Sheet



Learn more at the Medical Leadership Strategy webpage

1. Understanding the Restructure

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How do I learn more about the Medical Leadership restructure?

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- If you are a Medical Leader, stay tuned for presentations from your Chief of Staff (CoS) and Department Head at Local Medical Advisory Committee (LMAC) meetings, or your next department meeting to learn more about your department and site.
- In late October 2025, we will be hosting Medical Leader Information Sessions for current and aspiring Medical Leaders (open to all Medical Staff), specifically focusing on new and revamped roles, such as the Division Head and Site Chief roles.
- If you are a Medical Leader, expect a 1:1 conversation with your direct Leader in late November/early December to discuss transition.
- Attend the upcoming Medical Staff Forum on November 27th to learn more about the restructure.
- Starting in January 2026, we will be hosting role specific webinars to provide training and education in the new roles and to build communities of practice.
- Onboarding seminars will be offered to all Medical Leaders starting in January.
- There is also a devoted [webpage](#) for the Medical Leadership Strategy.

2. Contract Termination & Transition

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Why is my contract being terminated?

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All Medical Leader contracts have been provided a 90-day notice to initiate transition to the Medical Leadership Restructure. In November/December new contracts will become available, and your direct Leader will have a 1:1 conversation with you to discuss your individual transition plan. We are looking forward to welcoming many Medical Leaders in the new structure in January, with minimal interruption of leadership continuity.

Q What does a contract termination letter mean for me?

A The contract termination letter is an administrative step. Most Leaders will directly transition into the new structure; however, a few roles will be discontinued. Your direct Leader will be in touch in the coming weeks to discuss your specific circumstances with you.

Q How does the contract termination align with the overall restructure transitions?

A The contract terminations are a required legal step as any contractual changes, including changes to the role description, require notice to be served. All Medical Leader contracts have been provided a 90-day notice to initiate transition to the Medical Leadership Restructure. In November/December, new contracts will become available, and your direct Leader will have 1:1 conversation to discuss your specific transition plan.

Q What does a contract transition look like for the Medical Leadership Restructure?

A Your direct Medical Leader will connect with you regarding a new role description. If you choose to accept it, deliverables will be developed and a new contract executed.

3. Role Continuity & Application Process

Q Will I have to reapply for my position if it isn't changing?

A You will not need to reapply for your role if it is not changing; you will be transitioned directly into the new structure. For the majority of contracts, direct transition or expedited recruitment will be emphasized during the restructuring period.

Q Where can I hear about new Medical Leadership roles and how do I apply?

A We are currently developing a bespoke Medical Leader recruitment page on the Medical Staff website where all competitive Medical Leader roles will be published. You will have an option to find, review and apply for relevant Medical Leader positions by uploading your resume. More details will be circulated soon.

4. Full-Time Equivalent (FTE) Allocations & Compensation

Q Will the new FTE allocations sufficiently cover the amount of work for each new Leadership position? Is there a timeline for publishing all FTE allocations?

A We are doing everything we can to ensure transparent, fair, and appropriate compensation for Medical Leaders.

We have developed a workload funding model to ensure consistency and transparency of FTE allocation. The model, developed in consultation with Medical Leaders, takes into account the number of reports, number of members, workload and other important aspects of the role.

FTE information will be included in the revised job descriptions offered to you under the new model.

Q If I am transitioning into a new role, will my pay be interrupted?

A We will make every effort to make sure pay is continuous. If you are participating in a competitive recruitment process for a net new role, there may be a delay in pay.

5. Individual Circumstances & Responsibilities

Q Who do I talk to about changes to my role?

A Please connect with your direct Leader to discuss your role. Your leader will approach you for a 1:1 conversation in late November/early December to discuss your contract transition plan.

Q If I have concerns with my new contract, who should I talk to?

A Your direct Leader will have a 1:1 conversation with you about your individual circumstance.

Q Will my direct reports change?

A Depending on your role, your direct reports may change. Please connect with your CoS/ Department Head regarding the structure in your area.

6. Site & Department-level Changes

Q Where do I learn about changes to my site/department?

A Department Head/CoS Leaders will be holding specific discussions about changes at department/site level, utilizing existing meetings such as LMAC and department meetings.

For site changes, please consult your CoS.

For department changes, please consult your Department Head.

These Leaders will have details specific to these areas. Some roles are still being determined, but all roles will be finalized by the end of October.

7. Points of Contact

Q I am a Medical Staff member. Who are my main points of contact in the new structure?

A We have created a quick reference guide to help Medical Staff identify their points of contact within Medical Leadership when they have concerns or issues that need to be addressed. [Go-To-Contacts | Medical Staff](#)

Q Who can I talk to if I have questions regarding the Medical Leadership Restructure?

A Please contact the project co-leads:
Sarah Taylor: Sarah.Taylor@islandhealth.ca
Bob Parker: Bob.Parker@islandhealth.ca