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Good day, and welcome to Spring!!

It's so exciting to see the trees with leaves and the flowers blooming. I hope all of you have the opportunity to enjoy some of the beauty of our home waking up for the season.

The Physician's Society has been busy supporting our members including such activities as funding coffee on National Physicians Day which was celebrated on May 1st, funding departmental retreats to engage physicians in conversation, and surveying the membership (thanks to those of you who were able to respond) to further our work on physician wellness. We partnered with the Kelowna Medical

Society and the Central Okanagan Divisions of Family Practice to host the first (hopefully to be repeated) Spring Meet and Greet BBQ. Mother Nature cooperated with a beautiful day to be out with the family while catching up with and meeting new colleagues!

One of the great things about being involved on the Society's Executive is seeing all the great innovative ideas our members put forth for funding. Congratulations to you all and a special shout out to **Dr. Brandy Bursey** on the successful completion of her ED Orientation and Mentorship Program project, and the Building Research Capacity project championed by **Dr. Devin Harris**.

Our biggest challenge through the fall and winter was a change to the funding paradigm through Doctors of BC. What this means to our membership is the addition of an end date to project funding. All projects will need to close by March 31st each year. No worries if you are not quite done (or even started...), you will simply apply for the balance of the funding required for the next fiscal year. We will work with you to make this as seamless and hassle-free as possible.

Lastly, I'd like to sign off with a few words of farewell, thanks and welcome. Tracy MacDonald, our fearless Executive Director, is leaving us for her next great adventure... retirement. Tracy has been with us from the start and has provided support to so many of us at the Executive, Working Group and project level. Her help and gentle nudging at the project level, insights into IH and KGH, creativity in finding solutions to the hiccups along the way, and diplomacy and professionalism in dealing with some delicate situations will be long remembered. Although sad to see Tracy leave, we are happy to report her successor has been named. Please give a warm welcome to Zeno Cescon who has accepted the position of Director, Facility Engagement. Zeno joins us with an immense knowledge of KGH and IH and a great history of working with physicians in many capacities. I look forward to working with him as the Society continues to grow.

Best wishes to you all for a great spring and a marvellous summer. Get out there and enjoy some of the beauty of this place we are so lucky to live, play and work in!!

Cara

KGH Physicians Society Welcomes New Director, Facility Engagement



We are pleased to announce that **Zeno Cescon** has accepted the position as Director, Facility Engagement for the KGH Physicians Society.

Zeno is a seasoned senior healthcare administrator with 40+ years of experience in diagnostic imaging environments. He retired from Interior Health as the Executive Director of Diagnostic Imaging (DI) Services in May of 2017 having begun his career at Kelowna General Hospital as an X-ray technologist in the mid 1970's. He is currently working on a part-time basis as a DI Assessor for Quality Management Systems for the College of Physicians and Surgeons of Alberta. His leadership skills and

experience working with physicians, coupled with his knowledge of Interior Health, will contribute to his success in this new leadership role with the Society.

Zeno, the son of Italian immigrants, was born and raised in Trail, BC. He's been married to Sandy for 41 years and together they have two married sons, two awesome daughters-in-law and are blessed with 5 grandchildren. They all live close by each other in the Mission Flats.

Zeno and Sandy together have many relatives and friends in Italy, whom they enjoy visiting and travelling the country. They both have their Italian citizenship and are able to communicate, albeit with a lot of hand movement. In addition to travelling, Zeno enjoys camping, gardening, exercising at the gym and following his Kelowna Rockets.

He looks forward to the challenges of working for the Society, reacquainting with former colleagues and meeting new ones. As well, Zeno would like to focus on improving patient care, assisting KGH physicians to navigate through quality improvement projects all the while focusing on their health, wellness and work satisfaction. He hopes to continue the fine work started by Tracy MacDonald.

Spring Meet & Greet Barbecue A Success



May 5th was a bright and sunny day for the Spring Barbecue Meet & Greet at Sarsons Beach. Hosted by the Kelowna Medical Society, the KGH Physicians Society and the Central Okanagan Divisions of Family Practice, it was a great afternoon full of comraderie and fun.

There was a good turn out with physicians from the community and hospital attending with their families. Children of all ages were entertained with lots of activities – a bouncy castle, balloon animals, glitter tattoos and badminton and quite a few of the adults enjoyed the demo

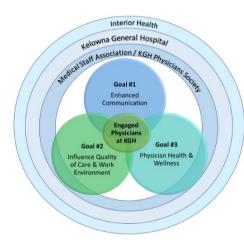
of the new e-bikes by Kelowna Cycle. As Dr. Cara Wall said, "It was a super great event on a beautiful day!"



A big thank you to Dr. Bernie Lewke and his wife Elsie, Dr. Jeanne Mace, and Angela S. and her family for their contribution to making the day a success. Also a big thank you to all the folks who brought delicious salads and desserts to complement the burgers & hot dogs. The Societies are sure to support this event again next year - such a great way to welcome new members to the community and get re-acquainted with colleagues outside the clinical environment.

KGH Physicians Society Prioritizes Goals for Coming Year

While still in its early days, the Society has been working hard to enhance physician engagement at KGH. To date, 243 hospital physicians have participated in and been compensated for their involvement in Departmental Retreats, Facility Engagement projects or attending the Society General Meetings.



The intent of the Society is to create opportunities to support physicians in becoming engaged in a meaningful way on matters of importance to them (you) – to improve quality patient centred care, your work environment and ultimately the health system of which you are an important part. The support from the KGH hospital senior leadership - Andrew Hughes, Health Services Administrator, Dr. Mark Masterson, Chief of Staff and Dr. Bruce Povah, Medical Director – has been invaluable in assisting the Society in moving forward on its many initiatives.

In collaboration with hospital administration, the KGHPS Board of Directors and Working Group revisited its goals and has prioritized its direction for the coming year. Should you have any ideas on ways for us to advance these goals please contact us at KGHPhysiciansSociety@gmail.com.

Strategic Goal 1: COMMUNICATION | Increase physician engagement through enhanced communication between physicians, departments and KGH / Health Authority administration.

Strategic Goal 2: ENGAGE | Increase meaningful physician engagement and influence on health care delivery within KGH focusing on improving quality of care and enhancing physicians work environment.

Strategic Goal 3: HEALTH & WELLNESS | Promote Physician Health and Wellness.

Successful Facility Engagement Projects - Making a Difference

Since its inception, the Society has allocated \$624,620 towards approved Facility Engagement projects led by physician champions. Aimed at improving quality of care or improving the work environment, these projects have enabled physicians, engaged with their colleagues, to make a difference. In the December issue of the KGHPS Newsletter

we highlighted the successful completion of three projects and over the last couple of months a few more projects have finalized with successful outcomes:



KGH Emergency Department Orientation & Mentorship Initiative: Last year, the KGH Emergency Department was busy hiring new locums and permanent Emergency Medicine Physicians. Dr. Brandy Bursey, ERP, recognized that there was no formal orientation or mentorship program in place to prepare the new recruits for working in the hospital's busy ED. Wanting new recruits to be prepared and welcomed into this new environment, Dr. Bursey, together with her

colleagues Drs. Karla Tujik and Jennifer Williams, successfully applied for funding through the Facility Engagement initiative and began work on developing an orientation manual for new staff. This manual (click here) covers a wide array of "need-to-know" information which has been well received by new Department members. In addition, the project team assigned a mentor to each new Emergency Department physician to welcome them and have a go-to person to connect with should they have questions. This was a great idea and the outcome has helped to improve the work environment for new Emergency Medicine Physicians, supporting them to be successful in their roles. If you would like to develop an orientation manual for your Medical Department apply here for funding.

Building Research Capacity for Physicians at KGH: In 2017, Dr. Devin Harris, Kelowna General Hospital's then Chief of Staff, together with Coleen **Adderly**, the hospital's Clinical Research Department Manager successfully applied for FE funding to support and facilitate hospital physicians in attaining their Health Canada certification requirements in research. The goal of this initiative was to bring like-minded physicians together and help prepare them for undertaking grant funded research. In doing so, this project has helped to increase capacity for improved patient care and safety through increased growth in clinical research at the hospital. Furthermore, this initiative has helped to advance Kelowna General Hospital's role as an academic health centre.



The Clinical Research Department's status report from last fall highlights many research projects led by KGH physicians (<u>click here</u>).

With new funding guidelines emerging from the Special Services Committee of Doctors of BC, the Society is no longer able to fund initiatives related to research; however, the KGHPS is very pleased to have been able to support the participating physicians in our early days to build research capacity at KGH.



Thank you to all the physicians and staff participating in these FE Projects! Through these initiatives the Society continues to advance its goal of engaging physicians and giving them a meaningful voice to improve quality of patient care at KGH and enhance their work environment.

Impact of New SSC Funding Guidelines



Doctors of BC continues to refine its Funding Guidelines as better understanding is gained through the provincial Facility Engagement Initiative. In April 2019 the Society received a copy of the revised Special Services Committee (SSC) Funding guidelines which direct the Society on how it can and cannot allocate Facility Engagement CIALIST SERVICES funds. The revisions provide more clarity on guideline interpretation and were reviewed by the KGHPS Board of Directors and Working Group. For a copy of the revised

guideline Summary Table click here.

Some of the key changes & what they mean to you are as follows:

- Funding allocation is on an annual basis. Funding for approved FE Projects will need to wrap up by March 31st of the fiscal year. Should you need to carry over your project into the next year, Zeno Cescon, Director of Facility Engagement, KGHPS or Helga Wendt, Administrative Assistant | Project Lead can assist you with the paperwork to re-apply. Email them at KGHPhysiciansSociety@gmail.com.
- Funding for FY2019/20 will follow a methodology referred to as "Gated Funding." While the KGHPS has been allocated full operational funding for the year of \$500,000 plus an allocation for outstanding liabilities, the Society will only receive funds as needed based on the balance in the bank account. Allocations of quarterly installments will occur when the bank balance drops below a set threshold.

Recap of earlier changes:

- Capital Projects FE funds may be used for capital projects or renovations up to a one-time total limit (not renewed annually) of 15% of their annual funding or \$40,000 whichever limit is higher. For KGHPS this amount is \$75,000.
- **Training** FE funds cannot be used to pay physicians' sessionals and expenses for required CME accredited clinical training.

This Year's Budget



A big thank you to **Dr Giulio Dominelli**, KGHPS Secretary/Treasurer and **Dr. John Falconer**, past Chair, KGHPS Working Group for their work and effort in negotiating this year's funding for the KGHPS.

Working collaboratively with Cindy Myles, Executive Director for Facility Engagement and Amanda Harris, Facility Engagement Liaison from Doctors in securing funds to cover the liabilities associated with approved FE Projects.

of BC, they were successful in securing funds to cover the liabilities associated with approved FE Projects from the past year. The Society has a total of \$857,687 in funding for this current year. The budget was approved by the Board of Directors and Working Group in April and similar to last year the emphasis has been on allocating as much direct and indirect funding as possible to the Society's members while ensuring sufficient administrative overhead to support the work of the KGHPS. To that end, 72.8% (\$624.7K) has been allocated to physician activities. Of interest, \$140K has been budgeted for new FE Project and \$110K has been budgeted for Departmental & Interdepartmental retreats. To view the detailed approved budget click here.

The Society's administrative staff is happy to work with you to develop your ideas and assist you in applying for funding. You can reach out to them at KGHPhysiciansSociety@gmail.com

What's New



The half-day CME conference on May 10th, held at the Coast Capri Hotel, was a great success. Thanks to all who took the time to attend and learn more about the timely topic: *Opioid Harm Reduction: From Stigma to Respect*. Many have requested copies of the presentations and the ones currently available have been uploaded to the

KGH Physicians website. Click here to view the valuable and timely information and don't forget to check back for the others to be posted in due course.



Effective February 1st, the sessional rates for GPs and Specialists will increase as follows:

	Current Rate as of	Rate as of
	April 1, 2018	February 1, 2019
Specialists	\$157.79 per hour	\$158.97 per hour
GPs	\$133.77 per hour	\$134.77 per hour



The 2019-2022 Physician Master Agreement (PMA) has been ratified by BC's doctors. It was passed with 96.8% acceptance with 3961 physicians voting.



Please reach out to us if you have any questions or comments by emailing us at KGHPhysiciansSociety@gmail.com.