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Winter 2022 Newsletter

[View this email in your browser](#)**Winter 2022****Issue 22**

Seasons Greetings from your KGH Physicians Society

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Meet our Board of Directors

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Dr. Joey Podavin, *President*

Dr. Candace Creighton, *Vice President*

Dr. Maurice Blitz, *Past President*

Dr. Deema Jassi, *Secretary/Treasurer*

Dr. Amber Burrridge, *Member-at-Large*

Dr. Neil Long, *Member-at-Large*

(all are Members of the KGHPS Working Group)

Working Group Members

Dr. S. Sunderland, *Chair, KGHPS Working Group, Department of Anesthesiology*

Dr. A. Burrridge, *Department of Obstetrics & Gynecology*

Dr. M. Blitz, *Department of Surgery*

Dr. L. Callan, *BC Cancer Agency*

Dr. C. Carlucci, *Department of Hospitalist Services*

Dr. V. Chaubey, *Department of Critical Care*

Dr. C. Creighton, *Department of Pediatrics*

Dr. N. de Korompay, *Department of Medical Imaging*

Dr. I. Douziech, *Department of Psychiatry*

Dr. M. Duncan, *Department of Pediatrics*

Dr. I. Ephantimos, *Department of Medicine*

Dr. D. Goldie, *Department of Anesthesiology*

Dr. D. Jassi, *Department of Hospitalist Services*

Dr. B. Johal, *Department of Laboratory Medicine*

Dr. A. Kwan, *Department of Emergency Medicine*

Dr. N. Long, *Department of Emergency Medicine*

Dr. M. Lum, *Residents*

Dr. J. Mace, *Department of Family Practice*

Dr. D. Patton, *Department of Cardiac Sciences*

Dr. D. Plausinis, *Department of Surgery*

Dr. J. Podavin, *Department of Hospitalist Services*



Staff:

Zeno Cescon, *Director, Facility Engagement*

Susan Cyr, *Admin. Asst./Project Lead*

Victoria Wilson, *Engagement Partner, Doctors of BC Liaison*



As [2022](#) draws to a close, I would like to offer my holiday wishes and reflections on what we and the KGH Physicians Society have done together over another unprecedented year. The Society continues to meet for monthly Working Group and Board meetings. The Facility Engagement Projects brought forward are creative, wide-ranging and contribute meaningfully to making a difference in the lives of our clients. Our [Physicians' Lounge](#) remains a welcoming place to seek comradery and a moment of respite during a busy day.

[2022](#) has also been a year of building bridges and improving communication with Interior Health via two productive and collegial town halls, one featuring [CEO Susan Brown](#). Looking forward, our Society will be advancing our relationship with the [KGH Foundation](#), helping to facilitate initiatives to address physician burnout, and building on our track record of funding meaningful engagement initiatives brought forward by our members.

We are a fortunate group of physicians who benefit from the dedication of the volunteers who choose to serve their community, and committed employees who make great personal sacrifices, including working through weekends and holidays, to answer the call of service. I hope you will take a moment to reflect on our hospital community and the difference you have made this year as you celebrate the holiday season. May you also find ways to share this time with people you love, and feel a sense of joy and peace.

*Thank you for your engagement and support over the past year.
Merry Christmas and Happy Holidays!*

Warmly,

Joey Podavin

Helga Wendt Retires!

HAPPY RETIREMENT, HELGA!

After a full administrative career, and with the final 6 years with KGH Physicians Society, November 3rd marked a milestone for [Helga Wendt](#) as she attended her last KGHPs Meeting. She was presented with a beautiful bouquet of flowers in appreciation along with a lot of best wishes from the Physicians Society members for a happy retirement. Judging by this photo, it looks like a certain little pooch is going to be very happy for the extra attention!

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Santa's Brunch - November 27th



Annual Brunch with Santa Returns!



After 2 years of social distancing measures, this popular event took place on **November 27th** at **The Harvest Golf Club**. 2022's Brunch with Santa was supported by kids of all ages with 131 tickets being purchased. Your **KGH Physicians Society** was a co-sponsor by donating \$1,500 to help offset costs and make this happy occasion a sold-out success!

Donating this Season

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There are so many charities for one to donate to, and no doubt your choice is one that speaks to our heart. With so much uncertainty in the world and rising inflation, this year's options are many! Here are some links to various charitable organizations both local and international, you may wish to consider.

[Canada Helps](#)[Central Okanagan Food Bank](#)[Doctors without Borders](#)[Food for Thought](#)[Kelowna Gospel Mission](#)[Kelowna Mental Health Association](#)[KGH Foundation](#)[Ki-Low Friendship Centre](#)[Mamas for Mamas](#)[The Salvation Army](#)

VoPay Registration Now Available in FEMS!

KGH Physician Society (KGHPS) has transitioned to a new payment platform in FEMS. A banner with a link to **VoPay** will appear in FEMS when you log in. The link in the banner will take you to a sign up page to identify the bank account to the new processor. One of the benefits of **VoPay** is that no banking information is saved. This new system uses a token to link to your bank account, making it both anonymous and secure.



The change process should take less than five minutes and must be done using the online version of FEMS rather than the app on your smartphone. All that is needed to complete registration is a linked bank account, which can be done within FEMS in as little as 2 minutes. **A FEMS account must already be in place.** [Click here for instructions.](#)

Physicians registered in FEMS at more than one site must ensure all their working sites have registered with **VoPay before switching from VersaPay to **VoPay**.**
KGHPS is registered with VoPay.

Medical Staff Lounge Update

The KGHPS' sponsored Medical Lounge continues to be a popular space for our docs to take a much needed break, and interact with colleagues. We're pleased to offer a variety of choices including fresh fruit and dairy options. However, we continue to experience supply chain issues with the latest being 350 ml coffee cups, stir sticks, brown sugar packets, potato chips and some other snacks.

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ask everyone to please do their part and keep the area neat and tidy.



February 4th, 2023 - One Day Physicians Retreat



February 4th 2023

Mindfulness in Medicine- Building Resiliency and Finding Joy in Practice.

Hosted by: Dr Mark Sherman

Sponsored by,
KGH FOUNDATION
 Giving Changes Everything.

You are invited to [save the date](#) for a special one-day retreat, **“Mindfulness in Medicine- Building Resiliency and Finding Joy in Practice”** hosted by, Dr. Mark Sherman, family physician, mindfulness teacher, and founder of **“Living this Moment”**.

This fully funded physician retreat will take place on [Saturday, February 4th](#) at the Kelowna Yacht Club. Further details and sign up information will be distributed in the new year.!

KGH Physicians Society is pleased to have been involved with this initiative. Recently KGHPs provided funding to assist with the planning process for this event..

Resources for Difficult Times - Physician Health Programs



There is information forthcoming from Doctors of BC on resources that are in development for physician wellness. Tom Rapanakis has been hired as the new VP for physician health and new resources will be shared in the near future.

When you have anxiety or are under stress, it isn't always easy to figure out where to start or what to do in order to feel better. And it can be even more difficult to reach out to friends or family for support due to the stigma that sometimes surrounds mental health. But it's important to keep in mind there are lots of ways to treat anxiety, as well as plenty of folks who are willing to help.

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page (www.kelowna-physiciansociety.ca) and look for the sign post (pictured above) for all of the easy-to-access links.



Physician Health Program (physicianhealth.com) is an independent service funded by Doctors of BC and the Ministry of Health. Their service offers confidential support, counselling, referral and health system navigation for physicians, medical trainees and their families for a wide range of issues such as mental health concerns, relationship issues, life transitions, financial issues and more. Please check out the website or call the **24-hour helpline at 1-800-663-6729**.

Drop-in and Share: COVID-19 Physician Peer Support Sessions ([click or tap here](#) for the link): During this challenging time, physicians are working hard to care for patients, their families and communities. The burden of this responsibility is taking its toll, with increased stress, anxiety and risk of burnout. Talking to other physicians can help. This virtual drop-in program offer free sessions via Zoom every 2nd and 4th Wednesday of every month at 12:00pm. Sessions are hosted by PHP consulting psychiatrist Dr. Jennifer Russel and Manager, Clinical Services and Registered Clinical Counsellor, Roxanne Joyce.

Canadian Psychological Association (cpa.ca) provides free psychology sessions for health care workers. The online list of volunteer psychologists in BC will help you choose a professional in your area. [Click or tap here](#) for a direct link to that information.

Canadian Medical Association (cma.ca). Check out the Physician Wellness Hub for a list of resources for wellness and virtual peer support groups. The [CMA Wellness Connection](#) provides a virtual, safe space for physicians and medical learners to gather to discuss shared experiences, get support, seek advice, and help each other.

CMA Physician Wellness Hub ([click or tap here](#)): Provides original CMA content and curated resources and information from trusted sources for physicians, residents and medical students seeking guidance and self-help.

Canadian Medical Protective Association (cmpa-acpm.ca). This website provides a link to physician wellness amid uncertainty.

The Wellness Connection: The Wellness Connection is a virtual, safe space for physicians and medical learners to gather to discuss shared experiences, get support, seek advice and help each other. The Wellness Connection is available to all Canadian physicians and learners through the CMA Community Engagement Platform. **Virtual group support sessions**, led by [trained facilitators](#), are available each week. These sessions address a range of topics and themes, including critical needs and emerging strategies to support physicians and learners during the pandemic and beyond. Learn more about the types of sessions offered and [sign up for a session today](#).

If you're looking for advice on how to support your colleagues, you can also access a range of formal and informal [peer support resources](#), among other tools and information.

Online Programs:

Moodgym.com.au - online evidence-based CBT course.

Starlingminds.com - digital mental health therapy program.

Apps:

Headspace - a guided sleep, movement and meditation app.

MindShift CBT - free tool to manage anxiety

Breathe2relax - practice breathing exercises for stress management

[Subscribe](#)[Past Issues](#)[Translate ▼](#)**Webinars.**

[JouleCma.ca](#) – It's more than COVID - it's also clinical tools. An expert webinar series to provide support and guidance for physicians.

Physician Quality Improvement (PQI)



Physician Quality Improvement Courses

For questions or more information, please email PQI@InteriorHealth.ca.

Physician Leadership Training (Supports Physicians in the Development of their Leadership and Quality Improvement Skills): Maximum funding of up to \$10,000 per physician is available each fiscal year (April 1 to March 31) to cover actual tuition fees, accommodation and travel costs. For more information, [click or tap here](#). Questions? Email JCCtraining@doctorsofbc.ca or call 1.604.638.5843.

Level 1: [Intro to QI: On-Line Learning: Institute for Healthcare Improvement \(IHI\) Open School](#): Upon emailed request, IH PQI will provide a license code and instructions to access full IHI Open School course catalogue. We provide up to 6 hours of sessional funding upon the completion of six recommended introductory CME accredited QI courses.



IH Physician Quality Improvement Introduction to QI – Level 2 A Virtual Learning Session

Take the next step in your QI journey...

Learn to apply fundamental QI tools and skills to improve patient care, teamwork and job satisfaction through this interactive and **accredited** learning session!

Interested in Quality Improvement?

Register today!

- Sign up for one of these dates - May 5th, June 29th, Sept 21st, Nov 23rd
- Length of virtual session 1 day (6 hrs)
- Sessional Funding Available

IH technical staff.

Level 2: [Intro to QI Workshops](#): Education sessions facilitated by PQI Consultants provide an opportunity for participants to work with their peers, applying QI tools to improvement ideas brought forward by the group. The learning outlines the first steps in developing a project idea into a project plan. PQI staff provide coaching and support during the CME accredited workshops. To register, [click or tap here](#).

Level 3: [IH PQI Advanced Learning Cohort](#): This option provides participants more in-depth CME accredited QI education through scheduled sessions (in-person and virtual). You will learn key principles and techniques related to QI leadership, stakeholder engagement and supporting change. Each participant is allocated sessional hours to support both the time spent at the learning sessions and their independent project work. Cohort participants are supported by a PQI Consultant in their area, the PQI team, and

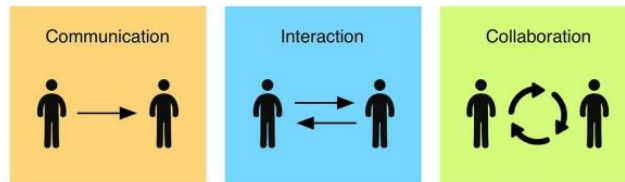
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- **PQI Physician Advisor & Mentors** to coach and mentor physician colleagues during their QI learning journey and project progression.

- **Dyad Partnerships** to foster collaboration between physicians and their IH partners to influence real change.



**doctors
of bc**
Better. Together.

Doctors of BC Update...

Engagement Partner, Doctors of BC

We are pleased to introduce, **Victoria Wilson**, who has been selected as the **Engagement Partner** with Doctors of BC.

In her role, Victoria provides advice and recommendations to facility and community-based physicians regarding support for engagement, and supports physicians and health authorities in their efforts to improve collaboration towards goals consistent with the Triple Aim.



Newly Released Policy Paper

[Creating Space for Doctors to Be Doctors](#) which expands on solutions offered in the 2021 policy statement, and outlines a clear, coordinated plan to help reduce physician burdens, and allow doctors to concentrate on providing quality care. Questions can be sent to contact PolicyandPlanning@DoctorsofBC.ca

New Peer Support Initiative for BIPOC (Black, Indigenous, or People of Colour) Physicians

[The Physicians Health Program \(PHP\)](#) is launching a virtual peer support group specifically for BIPOC physicians. The group aims to harness the power of safety in community to metabolize burdens and leverage assets from participants' cultures of origin. In this way, the group hopes to contribute to a more inclusive, humane and just

ECHO Educational Series on Child and Youth Mental Health & Substance Use

- The Interior Health MHSU Network is excited to welcome all IH staff and medical staff to attend five case-based educational learning sessions designed with the goal of enhancing clinical skills and confidence to support children and youth with MHSU presentations.
- This educational series will be presented through Project ECHO (Extension for Community Healthcare Outcomes) – a case-based learning approach that offers peer-to-peer learning through case discussions and recommendations with input from subject matter experts and an inter-professional team.
- The series is accredited through UBC and each session is eligible for 1 MOC Section 1 /1 Mainpro+ Group Learning credit.
- All IH staff encouraged to attend, including ED, acute care, MHSU, medical staff and anyone else supporting children and youth.
- Sessions will be held virtually over Zoom. **Topics, dates and times and links to registration can be found in the attached (individual sessions can be selected during the registration process)**

NEW Interior Family Medicine/Emergency Medicine Resident Recruitment Website

- IH Division Leads have created a new website for Residents looking for Family Medicine or Emergency Medicine electives. It's a one-stop-shop to entice Residents to the Interior. Link here: [Family Practice Residents | Jpr \(practicehere.ca\)](#)

Advocacy Update for Members

Advocating for Family Physicians: Physicians who provide longitudinal patient care are the foundation of our primary care system, yet nearly one million British Columbians do not have access to a family doctor. Doctors of BC is strongly advocating on behalf of the profession and patients to address the significant challenges that have created the shortage of family physicians.

After months of planning, Doctors of BC, BC Family Doctors, and the provincial government have co-developed a new payment model which will launch in February 2023. This model is the result of what you told us you need to stabilize and strengthen longitudinal family practice, and combines the best aspects of each of the current payment modalities. It provides:

- Additional compensation to address rising business costs, equitable funding that encompasses all your work, and recognition of the value of physicians who provide longitudinal care.
- Compensation for the significant time you spend on clinical administrative tasks and indirect patient care, including clinical teaching.
- Compensation for time spent with patients, number of patient encounters, panel size, and complexity of attached patients.
- Continued business autonomy, giving you the flexibility to create the kind of practice that works best for you and your patients.

Physicians Master Agreement: The Negotiating Process Behind the PMA

The Physician Master Agreement (PMA) is the document that governs compensation and benefits for Fee-for-Service and Alternatively Paid Physicians in BC. In our bi-annual Member Survey, it is continually identified as the most important program and/or service in which Doctors of BC supports members. Members, however, frequently wonder how the negotiations process works, what actually takes place and when, and how their wishes are incorporated into the final agreement.

The following overview explains the key steps and milestones in developing the negotiations mandate, the bargaining process, and how an agreement is approved by members. It also highlights the importance of the physician voice in the development of the negotiating mandate and in bargaining.

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The Physician Master Agreement (PMA) negotiations are driven by members' priorities and interests gathered well in advance of face-to-face bargaining. We reach out to members through a survey, online consultation, and meetings with Sections, Societies, Joint Collaborative Committees and the Representative Assembly. Members can also email their input to negotiations@doctorsofbc.ca.

2. Understand the environment

While the consultation is underway, staff is busy reviewing economic indicators, other provincial settlements, government and Ministry priorities, and the Doctors of BC Strategic plan.



3. Develop the draft plan

Based on input from physicians and a review of the negotiations environment, staff develops a draft negotiating plan.

4. Physician input into the draft plan

The Chief Negotiator presents the draft negotiating plan for review, input, amendment, and approval to the Negotiations Coordinating Group which includes all of the physicians who are responsible for negotiating the PMA. Individual and member group priorities are balanced. The revised plan is then reviewed once again by the Negotiations Forum composed of 17 physician members representing the broad range of physician interest groups.



5. Final approval - Board of Directors

The negotiating plan approved by the Negotiations Forum is presented to the Doctors of BC Board of Directors for a final review and approval.

6. Face-to-face negotiations

Negotiations between Doctors of BC and the BC government formally begin. Negotiations for Doctors of BC are carried out by the Statutory Negotiating Committee (SNC) in accordance with the negotiating plan approved by the Board of Directors. The Chief Negotiator is the chief advisor to the SNC and is the committee's official spokesperson in the negotiations.



7. Agreement and ratification

A tentative settlement must be approved by the Board of Directors before being sent to the general membership for ratification. Once approved, a membership referendum is held. If a majority of the membership votes in support of the deal, it is ratified.

Questions or comments? Email communications@doctorsofbc.ca.

We All Deserve Respect: Doctors of BC, the College of Physicians and Surgeons of British Columbia, the Physician Health Program, and the Canadian Medical Protective Association are united in their concern for the

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**WE ALL
DESERVE
RESPECT.**

If you have respectful feedback or have any concerns that we can help with, let us know. However, if you are treating anyone in an aggressive or verbally abusive manner, you may be asked to leave.

Remind BC patients that we all deserve respect, the group partnered in order to create a [downloadable sign](#) for doctors to display in their offices. The sign's purpose is to remind patients that verbally abusive or aggressive behaviour is not acceptable and that anyone demonstrating this behaviour may be asked to leave.



Wishing you & your loved ones all the best in 2023

We Are Asking for Your Feedback!



We Are Asking for Your Feedback!

We want to be sure we are providing up-to-date and pertinent information for our members. Please provide your input into our website content (www.KelownaPhysiciansSociety.ca) or our quarterly newsletters. Do you have an article you'd like to highlight or a story you'd like to share? Please email us at Admin@KelownaPhysiciansSociety.ca
Thank you for your ongoing support!



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