

PHC Physicians & Surgeons Society Directors' Report: Year in Review Highlights 2023-2024

Promoting meaningful medical staff engagement to make Providence Health Care an organization of clinical, research and teaching excellence to best serve our patients and families and transform health care.

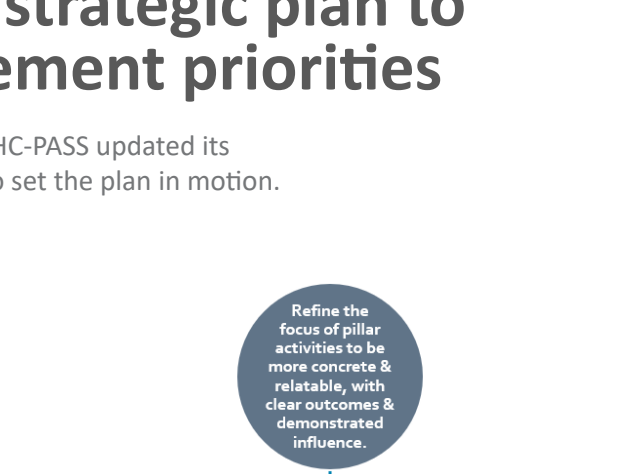


How did PHC PASS support medical staff engagement over the past year?

Providence Health Care is participating in Facility Engagement, a province-wide initiative of the Specialist Services Committee, one of four joint collaborative committees of Doctors of BC and the Government of BC.

Launched through the Physician Master Agreement, Facility Engagement supports meaningful consultation and collaboration among facility-based medical staff and health authorities to improve our workplace and the delivery of patient care.

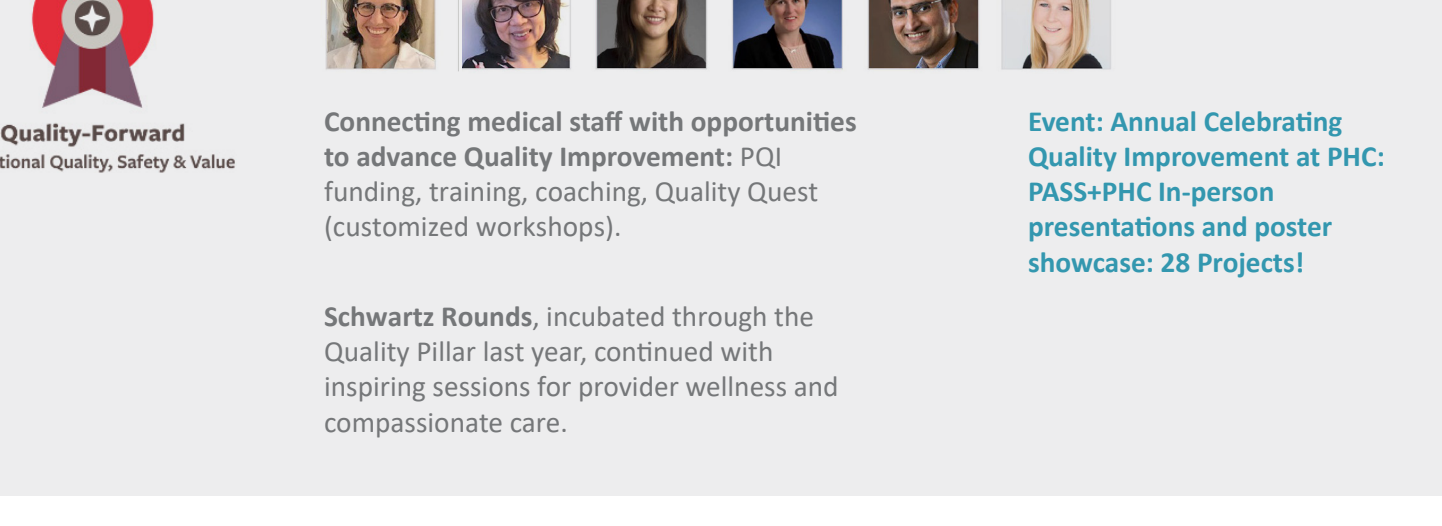
The Providence Health Care Physicians and Surgeons Society (PHC PASS) oversees Facility Engagement at Providence. We receive \$500,000 in annual funding to be used for priority engagement activities set out by medical staff.



Through this work, we have made significant progress to strengthen our medical staff voice, community, and connections. This document includes some recent highlights from 2023-2024. Read more about past achievements here >

PHC-PASS launched its new strategic plan to refresh medical staff engagement priorities

Based on last year's extensive engagement of PHC medical staff, PHC-PASS updated its priorities for engagement funding and activities, and took action to set the plan in motion.



Strategic Pillar Advisory Committees continued to expand opportunities for medical staff

The PHC-PASS Strategic Pillars – each consisting of a physician consultant lead, a PHC senior executive leader, and medical staff advisors – continued to represent and advance medical staff opportunities. Activities are also aligned with Providence's overall strategic direction for the greatest impact.

Quality-Forward
Exceptional Quality, Safety & Value

Connecting medical staff with opportunities to advance Quality Improvement: PQI funding, training, coaching, Quality Quest (customized workshops).

Schwartz Rounds, incubated through the Quality Pillar last year, continued with inspiring sessions for provider wellness and compassionate care.

Event: Annual Celebrating Quality Improvement at PHC: PASS+PHC in-person presentations and poster showcase: 28 Projects!

People-Forward
Inspiring People & Teams

Continued PASS/PHC collaboration: Workplace & Wellness Survey, violence prevention, Medical Practitioners Occupational Safety and Health program for confidential medical staff support.

Fall 2023 Event: Making Stress Leave Less Stressful: Invitation and post-event sharing to MSAs across BC

Partnerships-Forward
Partner to Transform Health Care

Division to Division Connections
Launched a medical staff funding opportunity for small meetings for discussions/collaboration between divisions/department who share common patients, to improve patient care.

Partnership site visit: Facility Site Visit to Holy Family Hospital

Learning-Forward
Discover, Learn & Innovate for Impact

Creating a medical staff community for innovation
Signal Group: 100+ members - Connect medical staff with funding opportunities, supports and peers for sharing and advancing ideas.

Continued collaboration with Ideas Forward
PASS-PHC partnership – as a friend-of for medical staff to engage in Innovation, access support and guidance for a new idea, virtual drop ins, connect with funding opportunities.

INNOVARIUM 360
Helping Innovators Shine throughout Providence

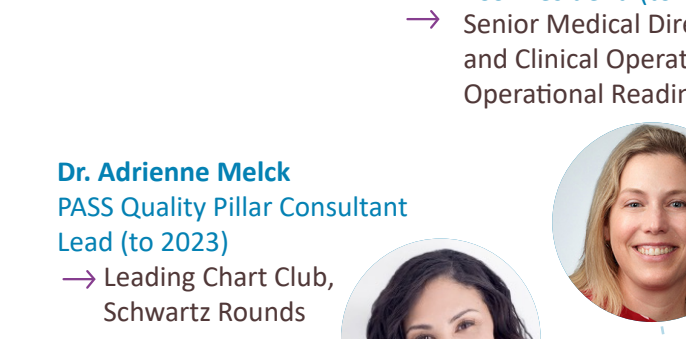
PHC-PASS collaborated with Providence and Partners to support Planetary Health



PHC-PASS partnered with the physician Planetary Health group, Providence, and regional partners to support their innovative work to advance environmental sustainability in the workplace.

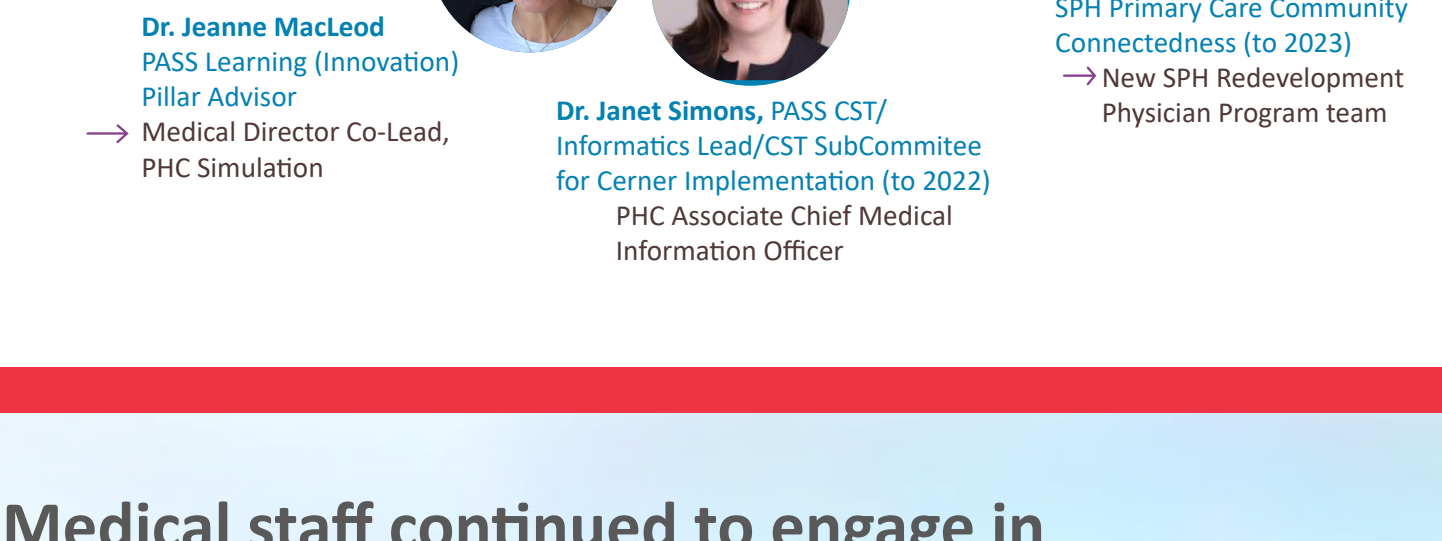
Our activities included:

- Sponsoring physician leadership in the PHC Planetary Health strategy advisory group.
- A January 11, 2024 regional event with partners where seven PHC physicians showcased their projects with 70 active participants. The invitation was extended to all MSAs across BC.



PHC-PASS continues to incubate physician leaders in Providence

PHC-PASS continues to build physician leadership capacity by funding, initiating and supporting emerging physician leader roles in priority areas. Many leaders and advisors have also transitioned from PASS roles to sustained roles within Providence with health authority funding.



Medical staff continued to engage in the New St. Paul's Hospital

With a foundation for physician engagement in the new hospital and health care campus, originally established PHC-PASS, medical staff continued to be actively engaged through the new St. Paul's project - and with People Pillar lead Vishal Varshney moving over to the project's physician leadership team.

Medical staff continued to be involved in key discussions on outpatient planning for future care at the new facility. Medical staff were highly engaged in the leasing process for office and clinical space at the Clinical Support and Research Centre for the new St. Paul's Hospital campus, starting with a well attended town hall.

Partnering for Health Authority Engagement

Annual BC Doctors of BC Health Authority Engagement Survey Results

This annual provincial survey provides a snapshot of how physicians are feeling about working in their health authority. PHC-PASS, the MSA, its Pillars, and the PHC senior leadership team work together to assess our results and identify areas for improvement.

Both SPH and MSJ remained above the provincial average, establishing a strong foundation for PHC's continued commitment to improving our workplace.

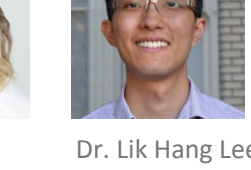
Across BC
In 2023, overall levels of physician engagement with their health authorities declined across BC, reflecting challenges in their day-to-day work, including their ability to adequately care for patients and influence care, staffing and resource challenges in the system, and safety of their work environment.

St. Paul's Hospital physician engagement remained constant at 49%. It remains the highest for any large or medium-sized hospitals in the province.

At the same time, Mount Saint Joseph Hospital engagement levels were lower at 39%, flagging the need for improvements.

Provincial Engagement Scores	2023	SPH	MSJ
I am satisfied with this health authority as a place to practice medicine.	48%	66%	55%
I feel I belong to a collaborative, patient-centered team/unit.	58%	74%	61%
I have access to the facilities, equipment, and other resources I require to meet patients' needs.	39%	52%	33%
I have adequate opportunities to improve patient care, quality, and safety.	41%	59%	61%
I have meaningful input into changes affecting my practice environment.	32%	42%	39%
Senior leaders communicate the health authority's plans to physicians in a clear and timely way.	23%	44%	27%
Senior leaders seek physicians' input when setting the health authority's goals.	19%	34%	21%
Senior leaders' decision-making is transparent to physicians.	13%	25%	15%
This health authority values physicians' contributions.	26%	43%	39%
See full survey results here	Overall Provincial Avg. 2023: 33% 2022: 36%	SPH Overall Avg. 2023: 49% 2022: 49%	MSJ Overall Avg. 2023: 39% 2022: 48%

"We need to maintain, and accelerate where possible, the good work that is being done by leaders, both physicians and others, across the organisation. There is great work going on. But we're also keen to find out what we're missing, and what else we could do that would really make the difference in changing these results for the better. I truly hope that working at Providence is rewarding, but I know that it is also challenging at times. I so appreciate your dedication and hard work, your creativity, ideas and commitment to the people who we serve. It's a privilege to work with you – thank you." – Fiona



PHC-PASS Working Group Participants

The PASS Engagement Working Group is a group of energetic and committed physicians who facilitate collaborative engagement strategies and opportunities on behalf of PHC medical staff.

PASS Board Members 2023-24
Dr. Julia Raudzus - President (to Feb. 29, 2024)
Dr. Emile Woo - President (Eff. Mar. 1, 2024)
Dr. Tracy Scott - Vice-President
Dr. Lita Hang Lee - Treasurer
Dr. Shanta Chakrabarti - PASS Director
Dr. Hin Hin Ko - PASS Director
Dr. Moira Stilwell - PASS Director and PASS Committee Chair, Governance, Sustainability (to Aug. 2023)

MSA Executives 2023-24
Dr. Emile Woo - Vice-President (Eff. Oct. 1, 2023)
Dr. Elliott Weiss - President
Dr. Clementine Tang - Treasurer
Dr. Victor Leung - MSEC Member
Dr. Shanta Chakrabarti - MSEC Member
Dr. Fred Rydz - MSEC Member

Strategic Pillar Leads 2023-24

Exceptional Quality, Safety & Value
Dr. Trina Montemurro (eff. Aug. 1, 2023)
Dr. Eileen Wong (Interim Mar. 2023 to Jul. 2023)

Discover, Learn & Innovate for Impact
Dr. Jesse Greiner, Interim Lead Mar. 2023 - June 2023, Permanent role eff. July 2023

Partner to Transform Health Care
Dr. Grace Li

Inspiring People and Teams
Dr. Vishal Varshney (to March 31, 2024)
Dr. Ana-Luiza Sayao (eff. March 1, 2024)

Senior Medical/Program Directors
Dr. Julia Raudzus
Dr. Dan Kalla
Dr. Charles Lo

Planetary Health
Dr. Jennifer Telford, Physician Lead, Inaugural Planetary Health and Environmental Sustainability collaborative event

PHC Medical Affairs
Monique Radlein - Executive Director

Doctors of BC/SSC Facility Engagement Partners
Elisabeth White - Senior Regional Advisor & Advocate
Meghan Steward, Engagement Partner, Russell Barr, Engagement Partner, Facility Engagement

Thank you to Fiona Dalton, President and CEO, and your Senior Leadership team for your continued partnership and support!

PHC PASS Directors

Dr. Julia Raudzus
PASS President (to Feb. 29, 2024)

Dr. Emile Woo
PASS President (eff. Mar. 1, 2024)

Dr. Shanta Chakrabarti
PASS Director

Dr. Hin Hin Ko
PASS Director

Dr. Moira Stilwell
PASS Director to Aug. 2023

MSA MEDICAL STAFF ASSOCIATION

MSEC MEDICAL STAFF EXECUTIVE COMMITTEE

PASS BOARD
Engagement and Operations Team
Working Group
PASS Finance Committee

PHC-PASS PHYSICIANS & SURGEONS ASSOCIATION

Medical Staff Strategic Pillars
Exceptional Quality, Safety and Value PAC
Inspiring People and Teams PAC
Discover, Learn and Innovate for Impact PAC
Partner to Transform Healthcare PAC

Welcome! New leaders

Dr. Emile Woo, MSA/PASS President
Dr. Trina Montemurro, Consultant Physician Lead, Quality Pillar
Dr. Jesse Greiner, Consultant Physician Lead, Learning Pillar
Dr. Ana-Luiza Sayao, Consultant Physician Lead, People Pillar

Thank you for your outstanding leadership as you move on from your roles!

Dr. Julia Raudzus, PHC-PASS President
Dr. Amin Sajjan, Consultant Physician Lead, Learning Pillar
Dr. Vishal Varshney, Consultant Physician Lead, People Pillar
Dr. Eileen Wong, Consultant Physician Lead, Quality Pillar
Dr. Trina Montemurro, Consultant Physician Lead, Quality Pillar
Dr. Jennifer Telford, Physician Lead, Inaugural Planetary Health and Environmental Sustainability collaborative event.

PHC-PASS Financial Statement as at Mar. 31, 2024

Statement of Operations and changes in Net Assets for the period ended March 31, 2024

PROVIDENCE HEALTH CARE PHYSICIANS AND SURGEONS ASSOCIATION			
STATEMENT OF FINANCIAL POSITION AS AT MARCH 31, 2024 (Unaudited - See "Compliance Engagement Report")			
	2024	2023	
ASSETS			
Current			
Cash	\$ 194,860	\$ 165,083	
Goods and services taxes recoverable	6,709	18,241	
	\$ 201,569	\$ 183,738	
LIABILITIES AND NET ASSETS			
Current			
Accounts payable and accrued liabilities	\$ 38,870	\$ 31,397	
Deferred revenue	162,699	152,341	
	\$ 201,569	\$ 183,738	

STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS FOR THE YEAR ENDED MARCH 31, 2024 (Unaudited - See "Compliance Engagement Report")			
	2024	2023	
Revenue			
	\$ 489,641	\$ 532,164	
Expenses			
Engagement facilitation and support	218,304	214,202	
Consultants	146,552	201,215	
Communications	39,060	26,655	
Governance compensations and benefits	37,508	27,999	
Members time	24,110	36,241	
Professional fees	16,665	15,662	
Office and sundry	4,718	2,574	
Insurance	1,440	1,440	
Meeting expenses and conference fees	1,294	6,175	
	489,641	532,164	
Revenue over Expenses being Net Assets at End of the Period	\$ -	\$ -	

