

PHC Physicians & Surgeons Society Directors' Report: Year in Review Highlights 2024-2025

Promoting meaningful physician 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.



Medical Staff Engagement in Action

In 2024-25, Providence Health Care, the PHC Physicians and Surgeons Society (PHC PASS), and Medical Staff Association (MSA) continued to participate in Facility Engagement. It is a BC-wide initiative of the Specialist Services Committee, a joint collaborative Committee of Doctors of BC and the Government of BC.

Through this work, we continue to make significant progress to strengthen our medical staff voice, community, and connections.

Launched through the Physician Master Agreement, [Facility Engagement](#) aims to engage medical staff in our health authority to strengthen our workplace and the delivery of patient care.

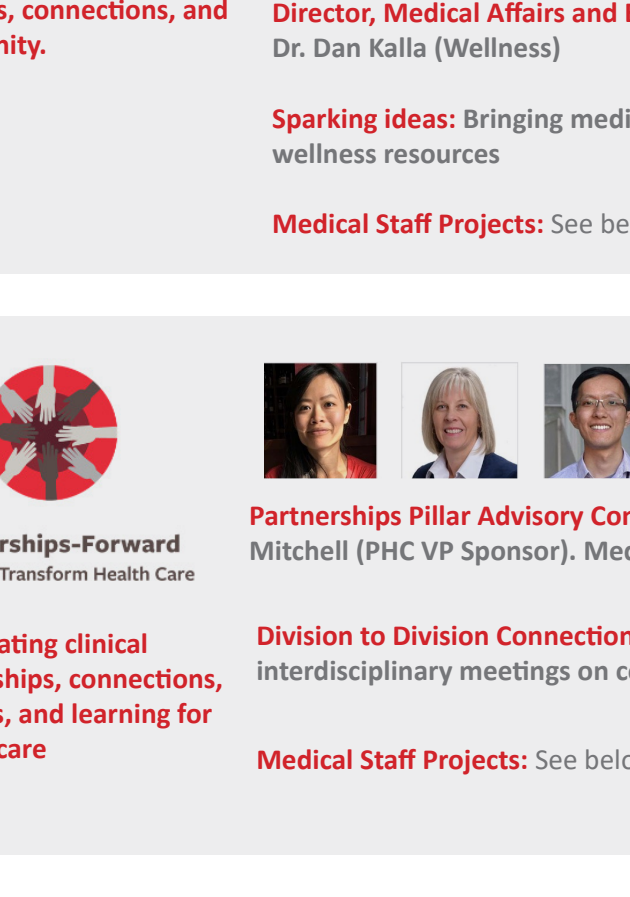
The PHC Physicians and Surgeons Society (PHC PASS), with our Medical Staff Association, oversees Facility Engagement at Providence – with \$500,000 in annual funding for priority engagement activities set out by medical staff (see below).

As a key highlight this year to ensure member inclusiveness in engagement activities, members passed a resolution to expand

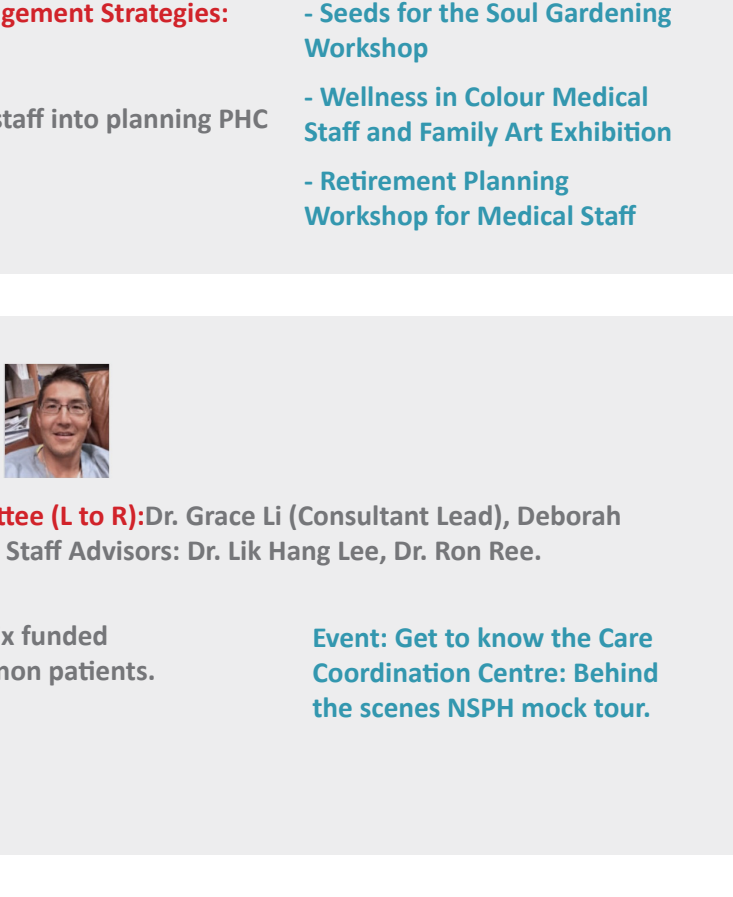
OUR COMMUNITY
Active and energized in a connected, collaborative, supportive medical community of peers.

OUR VOICE
Heard and valued in the activities, plans and decisions of our health authority, workplace and patient care.

Engagement priorities



Medical Staff Opportunities



Medical Staff Pillar Advisory Committees (PACs)

The PHC-PASS Strategic Pillars, each consisting of a physician consultant lead, a PHC senior executive leader, and medical staff advisors, continued to foster opportunities for medical staff to engage, while aligning with Providence's overall strategic direction.

Quality-Forward
Exceptional Quality, Safety & Value

Opportunities and learning for patient quality and safety

Quality Pillar Advisory Committee (L to R): Dr. Trina Montemurro (Consultant Lead), Dr. Janet Kow (PHC VP Sponsor), Medical Staff Advisors Dr. Haley Merkeley, Dr. Shanta Chakrabarti, Dr. Keeya Lupton.

New PAC members this year (Not Pictured): Dr. Andrew Kestler, Dr. Bonnie Law, Dr. Nathaniel Winata

Alignment of PAC activities with Senior Medical Director, Clinical Operations and Quality: Dr. Julia Raudzus.

Connecting medical staff to QI/PQI training

Medical Staff Projects: See below

Event: Celebrating QI
Collaboration continues, PASS+PHC / Executive Director (& team), Quality and Patient Safety.

80% of CQI Participants rated the "Celebrating Quality Improvement" event: above average, and were extremely likely to recommend to colleagues.

People-Forward
Inspiring People & Teams

Supporting medical staff wellness, connections, and community.

People Pillar Advisory Committee (L to R): Dr. Ana-Luiza Sayao (Consultant Lead), Becky Palmer (PHC VP Sponsor), Medical Staff Advisors: Dr. Lawrence Cheng, Dr. Shanta Chakrabarti, Dr. Joe Finkler, Dr. Debbie Rosenbaum, Dr. Vishal Varshney (Past Pillar Consultant Lead).

Alignment of PAC activities with PHC Senior Medical Director, Medical Affairs and Engagement Strategies: Dr. Dan Kalla (Wellness)

Sparking ideas: Bringing medical staff into planning PHC wellness resources

Medical Staff Projects: See below

Community Building Event:
- Seeds for the Soul Gardening Workshop
- Wellness in Colour Medical Staff and Family Art Exhibition
- Retirement Planning Workshop for Medical Staff

Partnerships-Forward
Partner to Transform Health Care

Coordinating clinical partnerships, connections, partners, and learning for patient care

Partnerships Pillar Advisory Committee (L to R): Dr. Grace Li (Consultant Lead), Deborah Mitchell (PHC VP Sponsor), Medical Staff Advisors: Dr. Lik Hang Lee, Dr. Ron Ree.

Division to Division Connections: Six funded interdisciplinary meetings on common patients.

Medical Staff Projects: See below

Event: Get to know the Care Coordination Centre: Behind the scenes NSPH mock tour.

Learning-Forward
Discover, Learn & Innovate for Impact

Connecting opportunities, support and community for medical staff innovation.

Learning Pillar Advisory Committee (L to R): Dr. Lik Hang Lee (Interim Consultant Lead), Dr. Darryl Knight (PHC VP Sponsor), Brian Simmers (PHC VP Health Informatics; President, PHC Ventures) and Medical Staff Advisors: Dr. Ron Ree, Dr. Sam Wiseman, Dr. Jesse Greiner, Dr. Janny Ke, Dr. Jonathan Dick

New PAC members this year (Not Pictured): Dr. Douglas Motomura, Dr. Charles Yu

Collaboration with PHC Innovarium 360° Ideas Forward:
– A front door for advancing ideas.

Online Innovation Signal Chat: 106 members: Connecting ideas, funding opportunities, supports.

Medical Staff Projects: See below

The Clinician/Scientist Entrepreneurial Mindset:
Co-sponsored with PHC Innovarium, PHIR + E

90% of event participants agreed the event increased their understanding of PHC Innovarium.

Medical Staff Projects

Quality Pillar

PAVE: Personalized Approach to Vaso-Occlusive Crisis Experience — Dr. Miller Merkeley (\$5,000)
On the Mend: Health Care Wrongs and Patient Rights — Drs. Grant Millay and Julia Raudzus. (\$5,000) (Not completed)

Learning Pillar (Discover, Learn and Innovate for Impact)

A Practical Roadmap for Innovating Physicians— Drs. Janny Ke and Alana Flexman (\$5,000)
Introduction of Immediate Lymphatic Reconstruction (ILR) after Axillary Lymph Node Dissection (ALND) for Breast Cancer at PHC — Drs. Melina Deban and Kathryn Isaac (\$5,000)

People Pillar

Physician Wellness Program PHC Cardiology— Dr. Shanta Chakrabarti (\$2,500). (Not completed)

Partnerships Pillar

ED/Anesthesia Nerve Block initiative— Drs. Rahim Manji and Trina Montemurro (\$3,966)
Improving Indigenous Health Experiences through Indigenous Guided Resident Teaching— Drs. Todd Sakakibara and Betty Calam (\$5,000)

Division-to-Division Connections

Conversations on shared patients. Sponsored by the PHC PASS Partnerships Pillar, Division-to-Division Connections foster collaboration between clinical groups that share patients, with an aim to support integrated care, smoother transitions, and better outcomes for those with complex medical and social needs.

Six funded interdisciplinary meetings have been held.

Anesthesiology with Perioperative Internal Medicine Group (IMPCT) & Geriatricians — **led by Dr. Janny Xue Chen Ke.**

Orthopedics with Internal Medicine, Microbiology, Vascular Surgery, Infectious Disease, Nurse Practitioners, Nephrology, Wound Care, Endocrinology, Plastic Surgery, Addictions Medicine — **led by Dr. Alastair Young.**

Midwifery with Obstetrics & Family Practice — **led by Stephanie Crouch/Heba Al Nassef.**

Palliative Care with Anesthesia — **led by Dr. Rose Hatala.**

Paediatrics with Obstetrics and Gynaecology — **led by Dr. Clementine Tang.**

Infectious Disease with Psychiatry — **led by Dr. David Harris.**

Endocrinology/Medicine with General Surgery, ENT, Radiology, Nephrology, Radiation Oncology, Oncology, Nuclear Medicine; Community — **led by Dr. Sabrina Gill.**

Planetary Health

Planetary Health Advisory Group physician partner
Dr. Gillian Goobie - sponsorship for PHC planning

Event: Transforming Food Systems, One Plate at a Time – led by Dr. Eileen Wong in collaboration with regional partner MSAs - VPSA/VCH, PHSA, FHA

"Very inspiring that even small change matters."

> 70% of attendees would recommend this session to a friend or colleague.

Connecting People

Pillar events
Division to Division Connections
New Medical Staff Welcome Wagon – Jan 2025

"A fantastic evening – had a wonderful time!"

100% of attendees rated the meeting above average or excellent.

Expanding Engagement for Members

257
Medical Staff participated in PASS activities.

- Including events, projects, division to division connections –excluding leaders (160 in 2023/24).

New Faces

- Previously unengaged members in PACs, events, division-to-division connections, projects, SPICY discussions.
- Young/new/early career, retirees, creatives, innovators.

Expansion of partnerships

- Medical Staff Workplace and Wellness and SMD/ Dr. Dan Kalla's work, integrates into all activities
- PHC / Regional Planetary Health
- PHC Innovarium, Quality, Communications
- Wellness Art Walls.

SPICY Medical Staff Quarterly

Introduction of SPICY MSA Quarterly meetings: Share & Participate: Important Conversations for You

Topics discussed: Uninsured patient visits, Getting Medical Staff Ready for the New St. Paul's Hospital.

Participant feedback – most valuable:

"Talking about real topics not often discussed."

"Appreciate senior leadership answering questions."

"The discussion element and back and forth."

"Hearing different perspectives from medical staff on the issues."

Expanding Opportunities

Joint President, integrated meetings

Greater strategic coordination, increased efficiencies, sustainability.

Joint annual retreat

Including Pillar Leads, Senior Medical Directors, PHC VP partners, with discussions about optimizing engagement and shift to NSPH priority, urgency, and opportunities.

PASS/MSA at PHC tables: PASS, nSPH

Discussing readiness roles for PASS/MSA, Pillars
Inclusion in new medical advisory group.

Leading Progress

10 PASS, MSA Leaders

4 Pillar Leads

18 Medical Staff Advisors

1 Planetary Health Partner

6 Senior Leadership Team Partners

4 Senior Medical Director Partners

Engagement Working Group

The 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 2024-2025

Dr. Emile Woo - President
Dr. Tracy Scott - Vice-President
Dr. Shanta Chakrabarti - Treasurer
Dr. Clementine Tang - PASS Director
Dr. Clementine Tang - PASS Director

MSA Executives

Dr. Emile Woo - President
Dr. Elliott Weiss - Vice-President
Dr. Clementine Tang - Treasurer
Dr. Victor Leung - Member at large
Dr. Shanta Chakrabarti - Member at large
Dr. Fred Rydz - Member at large

Strategic Pillar Leads

Exceptional Quality, Safety & Value
Dr. Trina Montemurro

Discover, Learn & Innovate for Impact

Dr. Jesse Greiner
Dr. Lik Hang Lee

Partner to Transform Health Care

Dr. Grace Li

Inspiring People and Teams

Dr. Ana-Luiza Sayao

Medical Directors

Dr. Dan Kalla, Senior Medical Director
Medical Affairs & Engagement Strategies
Dr. Julia Raudzus, Senior Medical Director
Clinical Operations & Quality, Operational Readiness
Dr. Charles Lo, Medical Director, NSPH
Transition Team Subject Matter Expert
Dr. Vishal Varshney, Medical Director, CSRC

PHC Medical Affairs

Monique Radlein - Executive Director

Doctors of BC/ SSC Facility Engagement

Elisabeth White - Senior Regional Advisor & Advocate
Meghan Burrows, Engagement Partner,
Russell Stead, Engagement Partner,
Facility Engagement

PHC PASS Directors

Dr. Emile Woo President
Dr. Tracy Scott PASS Vice-President
Dr. Lik Hang Lee PASS Treasurer

Director

Dr. Shanta Chakrabarti, Director
Dr. Hin Hin Ko, Director
Dr. Clementine Tang, Director

Welcome! New leaders

Dr. Clementine Tang, PASS Director (also MSEC member)

Thank you for your leadership and guidance as you move on from your roles!

Dr. Hin Hin Ko, PASS Director and MSA Executive
Dr. Jesse Greiner, Consultant Lead, Learning Pillar

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

We also extend our deep gratitude to the Specialist Services Committee and Facility Engagement for support and funding.

PHC-PASS Financial Report

PROVIDENCE HEALTH CARE PHYSICIANS AND SURGEONS ASSOCIATION

STATEMENT OF FINANCIAL POSITION AS AT MARCH 31, 2025 (Unaudited - See "Compilation Engagement Report")

	2025	2024
ASSETS		
Current		
Cash	\$ 209,313	\$ 194,860
Accounts receivable	848	-
Goods and services taxes recoverable	14,129	6,709
	\$ 224,290	\$ 201,569
LIABILITIES AND NET ASSETS		
Current		
Accounts payable and accrued liabilities	\$ 58,042	\$ 38,870
Deferred revenue	166,248	162,699
	\$ 224,290	\$ 201,569

PROVIDENCE HEALTH CARE PHYSICIANS AND SURGEONS ASSOCIATION

STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS FOR THE YEAR ENDED MARCH 31, 2025 (Unaudited - See "Compilation Engagement Report")

	2025	2024
Revenue	\$ 496,709	\$ 489,641
Expenses		
Engagement facilitation and support	241,898	218,304
Members time	164,963	170,662
Communications	33,575	39,060
Governance compensations and benefits	27,044	37,508
Professional fees	16,669	16,655
Meeting expenses and conference fees	9,098	1,294
Office and sundry	2,022	4,718
Insurance	1,440	1,440
	496,709	489,641
Revenue over Expenses being Net Assets at End of the Period	\$ -	\$ -

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