

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.

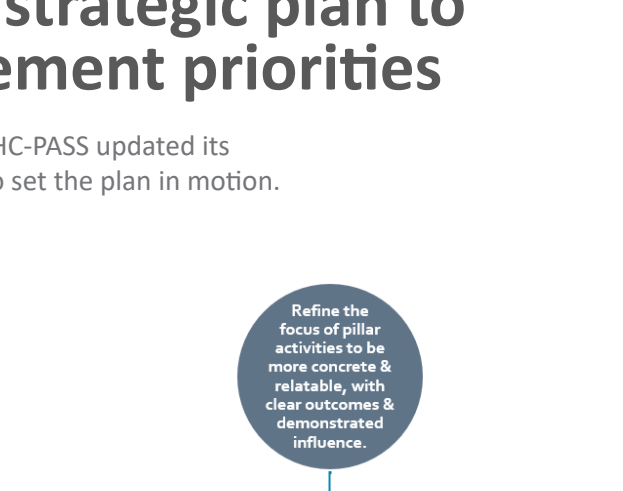


How did PHC PASS support medical staff engagement over the past year?

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.

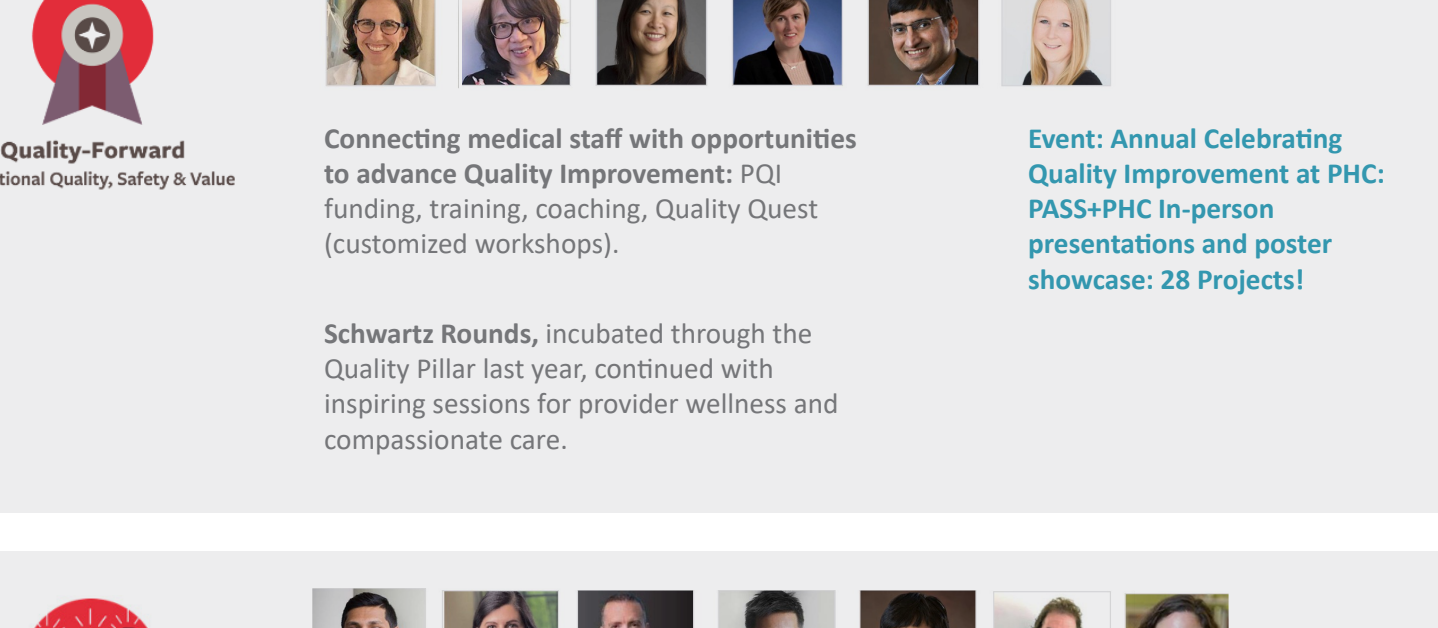
The Providence Health Care Physicians and Surgeons Society (PHC PASS) oversees Facility Engagement at Providence. We receive \$500,000 in annual funding to be used for priority engagement activities set out by medical staff.



Through this work, we have made significant progress to strengthen our medical staff voice, community, and connections. This document includes some recent highlights from 2022-2023.

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 leader for medical staff to engage in Innovation, access support and guidance for a new idea, virtual drop ins, connect with funding opportunities.

Sharing opportunities for Medical staff to launch their ideas.

INNOVARIUM 360
Helping Innovation thrive 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 first 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.

PHC PASS leaders and advisors in Providence roles

Dr. Adrienne Melck
PASS Quality Pillar Consultant Lead (to 2023)
→ Leading Chart Club, Schwartz Rounds

Dr. Jeff Pike
PASS Redevelopment Committee Lead (to 2019)
→ Physician Lead, new SPH Redevelopment Project (to 2024)

Dr. Vishal Varshney
Consultant Lead, PASS People Pillar (to 2024)
→ Physician Program Co-Director, Clinical Planning, CSRC and Outpatients

Dr. Shannon Jackson
PASS Quality Pillar Advisor (to 2022)
→ Lead Physician, Value-based Health Care

Dr. Amin Sajjan
Consultant Lead, PASS Learning (Innovation) Pillar (to 2023)
→ Physician Program Co-Lead, new SPH Redevelopment (to 2023)

Dr. Howard Chang
PASS Physician Lead, new SPH Primary Care Community Connectedness (to 2023)
→ New SPH Redevelopment Physician Program team

Dr. Jeanne MacLeod
PASS Learning (Innovation) Pillar Advisor
→ Medical Director Co-Lead, PHC Simulation

Dr. Janet Simons, PASS CST/ Informatics Lead/CST Sub-Committee for PCR Implementation (to 2022)
→ PHC Associate Chief Medical Information Officer

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 Hospital 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 authority 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%	SPH Overall Avg. 2023: 49%	MSJ Overall / 2023: 39%

“We need to maintain, and accelerate where possible, the good work that is being done by leaders, both physicians and others, across the organization.

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

Fiona Dalton
President and CEO,
Providence Health Care

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)

PHC PASS Directors

Dr. Shanta Chakrabarti
PASS Director

Dr. Hin Hin Ko
PASS Director

Dr. Moira Stilwell
PASS Director to Aug. 2023

CONTACT US
pass@providencehealth.bc.ca

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 "Compilation Engagement Report")			
	2024	2023	
ASSETS			
Current			
Cash	\$ 194,860	\$ 165,083	201,215
Goods and services taxes recoverable	6,709	18,655	182,341
	\$ 201,569	\$ 183,738	
LIABILITIES AND NET ASSETS			
Current			
Accounts payable and accrued liabilities	\$ 38,870	\$ 31,397	182,341
Deferred revenue	162,699	16,655	15,662
	\$ 201,569	\$ 183,738	
STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS FOR THE YEAR ENDED MARCH 31, 2024 (Unaudited - See "Compilation Engagement Report")			
	2024	2023	
Revenue			
Engagement facilitation and support	218,304	214,202	214,202
Communications	146,552	146,552	201,215
Governance compensations and benefits	39,060	26,655	26,655
Memberships	37,508	27,999	27,999
Professional fees	24,110	36,241	36,241
Office and sundry	16,655	15,662	15,662
Insurance	4,718	2,574	2,574
Meeting expenses and conference fees	1,440	1,440	1,440
	1,294	6,175	6,175
	489,641	532,164	
Revenue over Expenses being Net Assets at End of the Period	\$ -	\$ -	-

