

# MEDICAL STAFF ASSOCIATION MEETING & MASES

## Minutes of November 25, 2019

*Privileged & Confidential – For Quality Assurance Purposes Only*

<b>Attendees:</b> 5:00 – 6:15 pm Chan Auditorium	S. Abdulla	WS Chan	H. Gan	J. Mawson	S. Schulz
	R. Abrahams	S. Chapman	J. Gardiner	J. McDermid	C. Senger
	L. Armstrong	T. Chaworth-	R. Gordon	P. McDonald	S. Shivananda
	J. Arneja	Musters	J. Halparin	C. Miceli	P. Skippen
B. Baadjes	LA Cheng	P. Hayes	H. Montazer	T. Sotindjo	
E. Balais	B. Coe	G. Hendson	J. Moxham	J. Strigley	
V. Barakauskas	J. Collins	E. Henkelman	C. Panagiotopoulos	C. Strahlendorf	
M. Barker	J. Cosme	M. Harvey	T. Parkin	J. Terry	
N. Berker	Y. Csanyi-Fritz	Z. Hodgson	M. Patel	M. Tran	
M. Bellanger	J. Davidson	J. Hukin	E. Peddie	M. Turner	
A. Braunstein	A. Dowling	N. Jetha	C. Peters	H. Vallance	
H. Bray	J. Dubland	T. Kemp	R. Preston	J. van Schalkwyk	
K. Bretherick	B. Duncan	N. Kent	D. Pugash	R. Vogler	
A. Brett	C. Dunham	S. Kassam	S. Purkiss	L. Wang	
J. Brown	A. Eddy	L. Knutzen	B. Rakic	H. Woo	
M. Brunner	M. Entwistle	A. Lee	S. Rassekh	L. Yan	
M. Burns	T. Evans	A. Li	R. Rees	J. Yue	
E. Butt	M. Felton	K. Lim	E. Reimer		
A. Campbell	J. Freed	D. Malherbe	M. Sargent		
L. Casey	J. Freeman	K. Marr	L. Sauve		
N. Chadha	N. Froese	A. Matthews	L. Scheepers		
<b>Regrets:</b>	J. Bush	K. Houghton	L. Knox	P. Rogers	E. Webber
	Q. Doan	G. Hunt	E. Lee	H. Siden	
	D. Fast	R. Kennedy	J. Park	E. Skarsgard	
	A. Gagnon	F. Kozak	S. Raber	L. Tucker	
<b>Guests:</b>	C. Roy	S. Wannamaker			
	CEO, PHSA	EVP, Clin Svcs Del			
<b>Quorum:</b>	Active staff Attendees = 68 / 456		Quorum attained – YES		
	Total CW Medical Staff = 101 / 869		Quorum = 50 Active staff		

Agenda Item	Discussion	Action Item
1.0 CALL TO ORDER & APPROVAL OF MINUTES	The President called the meeting to order at 5:00 pm.  Minutes from the previous meeting on September 23, 2019 were accepted as presented. <b>Motion by R. Abrahams, seconded by L. Wang</b>  <b>PASSED</b>	Sep 23/19 minutes approved
2.0 STANDING REPORTS	<p><b>2.1 MSA Presidents Update</b> <span style="float: right;">L. Casey</span></p> <ul style="list-style-type: none"> <li>MSA Awards ceremony &amp; holiday party is being held Dec 12. This is a change, seeing both events being combined into this single event. Some health admin partners have also been invited to this event.</li> <li>A nomination button is available on the website - open till Dec 5. Review the categories and nominate your colleagues! It is a nice way to recognize those who make a big contribution to the site.</li> <li>Dr. Jana Davidson has been selected as the incoming C&amp;W Chief Medical Officer effective January 1, 2020. The Med Staff was very involved in the search and selection process, and feedback was sought by L. Casey to enquire what skills were considered required. This input was used to modify the interview questionnaire for the role.</li> </ul> <p><b>2.2 Facility Engagement</b> <span style="float: right;">N. Kent &amp; T. Newlove</span></p> <p><b>N. Kent</b></p> <ul style="list-style-type: none"> <li>Introducing a speaker series for Medical Staff members, with topics outside the norm (meeting conduction, self-branding, retirement planning etc). The series will start Jan 9, 4-6pm with refreshments, at the Chan Auditorium (on site).</li> <li>The group would welcome ideas, or participants as a member to progress these things. For information, or to express your interest, contact Newton, Nancy Kent, or Linda Casey: <a href="mailto:nkent@cw.bc.ca">nkent@cw.bc.ca</a> <a href="mailto:Linda.Casey@cw.bc.ca">Linda.Casey@cw.bc.ca</a> <a href="mailto:newton.hoang@cw.bc.ca">newton.hoang@cw.bc.ca</a></li> </ul>	

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- An onboarding project has begun, to look at how to support new members when they come onboard at C&W. Helping to put together resources, mentors (where appropriate) and interaction with other faculty members. More info to come soon.

### T. Newlove

- Work on Wellness is ongoing (co-chairs T. Newlove and C. Strahlendorf) developing plans or strategies, and have been approved funding to bring more ideas to fruition.
- Work on Wellness is looking for members - next meeting in January.
- The biggest project for medical staff is a peer to peer support network, following the Johns Hopkins and Stanford model. Nominated medical staff will receive training to support each other in your day to day work and the difficulties and complexities. Hope to have some staff trained by end of March.
- A survey on moral distress, and gathering response to adverse events coming out in Jan/Feb.
- The young faculty committee series is tonight. (led by S. Sanatani, O. Guttman)
- A hot breakfast will be offered in the MSA Lounge with exec leaders to come engage in the new year.

### L. Casey

#### Projects:

- A callout was made for new projects. This year we did not have an accumulated lump of funding, and had a call for smaller projects that can be completed by March 2020.
- A new call for projects coming in December, for projects to start and finish in the next fiscal (Apr 1 20 to Mar 2021) and give you a full year to complete the projects.
- There is also opportunity to expand the scope of your current project and add a small portion onto your ongoing projects.

#### MSA Lounge:

- The intent is to use the lounge to increase interaction among staff, as well as health admin partners.
- A new coffee machine has been added with coffee available 24/7, and snacks Monday to Friday.
- One day a week, an invite will be sent to health admin partners to have a less formal way to meet and make connections, as well as some other items to make it more conducive for interaction.
- There are some updates including a new TV, rearranged seating, and updates still in final approval stages with the Executive, but is the plan to move forwards.

#### Comms Officer:

- The MSA Executive is looking to hire a communications officer to create and send messages to meet your needs and engage effectively.

#### CST:

- We are approximately 18 months away from our go-live. There are many ideas about process and prep to get us ready to make roll-out more successful as a site. Identifying CST champions is key! MSA is looking for a person on the Medical Staff to help lead this process of getting us ready. The tools, plans and support are available, but we need someone at the helm to guide the process.

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	<p><b>2.2 EVP, Clinical Service Delivery Update</b> <span style="float: right;"><i>S. Wannamaker</i></span></p> <ul style="list-style-type: none"> <li>Welcome Dr. Jana Davidson in an integral role for the campus. Also, many thanks to J. van Schalkwyk who has filled the interim role and provided valuable leadership, as well as T. Kissoon, who has been a VP for over 10 years.</li> <li>T. Kissoon is transitioning into a role important for CW, to recognize our commitment in Global Health, and is leading work in the UN on sepsis, child health and maternal health.</li> <li>New role as EVP, Clinical Services Delivery: brings together CW, BC Cancer, BCMHSUS, and BCEHS including the patient transfer network under a single portfolio. There are key synergies in the role to launch collaborative work driving to improve and ensure a sustainable infant transport team across the province.</li> <li>S. Wannamaker will supports key leadership dyads in each of the clinical programs, and will continue to stay involved at CW in the interim till Feb or March to allow J. Davidson to get strongly situated and recruit a new COO.</li> <li>We will continue working together with Ops Leads, to come together and clearly understand the core principles of how to work together. There have been a number of visioning sessions, and work continues to focus on the core principles, aligned with MoH, PHSA goals and service plan to allow integrated approach, and ingrained medical leadership to ensure the organization is successful. More details to come at next MSA meeting to review what the integrated structure will look like.</li> </ul> <p><b>2.3 MAC Chair</b> <span style="float: right;"><i>L. Casey for E. Webber</i></span></p> <ul style="list-style-type: none"> <li>Report presented by L. Casey for E. Webber, MAC Chair</li> </ul> <p><b>2.5 PHSA CEO Report</b> <span style="float: right;"><i>C. Roy</i></span></p> <ul style="list-style-type: none"> <li>All HA's and ministry in government have been directed to work very hard to balance the budget this year. This looks to be a single year phenomenon, some uncertainty remains regarding why this directive has been given. Continue to do your good work and we will get through this and be into a new fiscal soon.</li> <li>The recruiting process for the EVP, Medical Affairs, Quality &amp; Academics, despite having a number of candidates and great support, has been unsuccessful and thus has been suspended. It is a very unique portfolio with adult, children's and cancer portfolio. It will fall to the new CEO to re-consult the medical community to find the right candidate.</li> <li>Very happy to have J. Davidson taking on her new role. This campus will benefit greatly from J. Davidsons humanistic approach, patient centered view, and her systems orientation.</li> <li>The search for the new CEO is ongoing. C. Roy's last day is Feb 7/20, and the Board is working hard to ensure that the incumbent is on site by that time. Interviews are being concluding this week. The preferred candidate will likely get shopped around to ensure the right person is put in place. Board is highly motivated to continue the ongoing work and advance the achievement of the deliverables given to us by the government.</li> <li>This is the last MSA meeting prior to retirement, and has been the only PHSA MSA attended regularly. It is a great engagement process and wonderful to know the CEO is welcome and there is interest in the updates provided. Upon reflection on the work at PHSA and ongoing involvement in transformation. This campus has navigated more transformation than any other and done a truly stellar job. You do great work, you are great educators, and this facility is second to none. Very best wishes to you as a community and continue to serve.</li> </ul>	
<p><b>3.0 MSA AGM</b></p>	<p><b>3.1 MSA Secretary-Treasurer Report</b> <span style="float: right;"><i>S. Abdulla</i></span></p> <ul style="list-style-type: none"> <li>Reviewed details of the current finances, which are very healthy, which will allow us to consider future expenditures.</li> <li>Details will be appended to the minutes.</li> </ul> <p><b>Motion that the Medical Staff dues remain the same for 2020, at \$125 for Active staff, and \$63 for Provisional and Clinical Associate staff.</b> Motion by N. Froese, D. Courtemanche</p>	

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	<p><b>PASSED</b></p> <p><b>3.2 MSA Executive Nominations</b> <span style="float: right;"><i>H. Woo</i></span></p> <ul style="list-style-type: none"> <li>• Inquiries in how to be involved.</li> <li>• No nominations were received prior to the meeting. A call for nominations from the floor was made with none coming forward.</li> <li>• Current Executive have agreed to continue their roles in 2020.</li> <li>• <b>President – Dr. Linda Casey</b></li> <li>• <b>Vice-President – Dr. Juggal Arneja</b></li> <li>• <b>Secretary/Treasurer – Dr. Sadiq Abdulla</b></li> </ul> <p><b>Motion that the current Medical Staff Executive officers continue in their roles in 2020.</b> Motion by D. Courtemanche, seconded by J. Davidson <b>PASSED</b></p>	
<p><b>4.0 NEW BUSINESS</b></p>	<p><b>4.1 Follow-up from previous meeting re CMIO</b></p> <p>D. Courtemanche, Acting CMIO</p> <ul style="list-style-type: none"> <li>• At the last meeting, support for 2 motions was requested. These changes were instigated at a systems level, but the solutions are only available at an individual level. Google Sync functionality has been removed, and there is no process to reverse this with the exception of specific machine.</li> <li>• If you wish to have the PHSA screensavers removed from your computer, or request the Google Sync to be reactivated for your machine, there are directions posted on the <a href="#">CW MSA website</a> for submitting a ticket through the help desk.</li> </ul> <p><b>4.2 MSA Holiday Party &amp; Awards</b> <span style="float: right;"><i>L. Casey</i></span></p> <ul style="list-style-type: none"> <li>• MSA Holiday Party - Dec 12 1600-2100 at Van Dusen Gardens Floral Hall.</li> </ul>	
<p><b>4.0 ADJOURNMENT</b></p>	<p>The meeting was adjourned at 6:12pm</p>	

**2020 MSA/MASES meeting schedule:**  
**Feb 24/20    Jun 8/20    Sep 14/20    Dec 7/20**

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## 2019 Finances – Incomes and Expenditures

Secretary / Treasurers Report – S. Abdulla

<b>2018</b>		<b>2019</b>	
Investment Revenue	5,603.00	Investment Revenue	6,247.00
MSA Dues	45,326.00	MSA Dues	58,443.00
<b>TOTAL INCOME</b>	<b>\$50,929.00</b>	<b>TOTAL INCOME</b>	<b>\$64,690.00</b>
MSA Bursary	5,500.00	MSA Bursary	2,000.00
Executive Honorariums	35,000.00	Executive Honorariums	35,000.00
Café Thursdays	11,180.00	Café Thursdays	19,562.00
Meetings Expenses	4,273.00	Meetings Expenses	1,089.00
Miscellaneous	2,299.00 <sup>1</sup>	Miscellaneous	329.00
<b>TOTAL EXPENSES</b>	<b>\$56,842.00</b>	<b>TOTAL EXPENSES</b>	<b>\$56,842.00</b>
<b>NET WORTH</b>	<b>\$146,641.00</b>	<b>NET WORTH</b>	<b>\$153,352.00</b>

*\*1 – President's Farewell @ Arbutus Club*