



**FACILITY
ENGAGEMENT**

An SSC Initiative

Vancouver Physician Staff Association

CONNECT • COLLABORATE • CARE



VANCOUVER PHYSICIAN
STAFF ASSOCIATION

BOARD OF DIRECTORS' REPORT

April 1, 2022 – June 30, 2023



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President's Report



Dr. Alison Harris
President, VPSA

As we left the COVID-19 pandemic behind us during this reporting period, we found there were silver linings to the workarounds developed during that challenging time. Many of our events remain online, allowing us to feature guest speakers and experts from across the country and around the world. We also celebrated opportunities to meet in person again. We funded commensality groups and hosted gatherings to acknowledge and appreciate one another.

There were significant changes at our sites during this reporting period, the most impactful of which was the deployment of CST-Cerner at VGH in November 2022. VPSA was a proactive player in its implementation to ensure our members were as prepared as possible for the changes this required. Collaboration was key to building confidence

in the system. Our CST Task Group worked with VCH to develop a communication strategy and work plan to build awareness among medical staff. An important aspect of our task group's work was to ensure clear processes were established to identify and report issues, questions, and problems.

VPSA's work continues to be guided by our strategic plan and the priorities it identified. We made important headway in addressing these during this time. Our plan ensures we foster meaningful consultation and collaboration between our members and VCH's senior leaders.

Our four strategic priorities (see page 6) each have several goals for which we have developed actions and tasks. Committees evaluate what is working and develop key performance indicators for wellness and burnout. A quality improvement approach is top of mind for this work as well as for everything we do.

Our long-term goal is to be seen as a leader in our commitment to workplace, environmental, patient, and physician health and to be well known among our members as the core of physician activity within VCH. I would like to thank my fellow board members and all those who work on our committees and task groups as we work towards this.

Sincerely,
Dr. Alison Harris

A quality improvement approach is top of mind... for everything we do.

Treasurer's Report



Dr. Adam Meneghetti
Treasurer, VPSA

The Specialist Services Committee provides funding to VPSA as well as other groups across the province that are part of the Facility Engagement Initiative. We have received feedback from the SCC that our expenditures are aligned with its requirements. For the fiscal year ending March 31, 2023, VPSA spent \$899,310. Another \$194,079 was expended during the first quarter of the 2023/2024 fiscal year.

The ongoing pandemic as well as new initiatives and ideas developed by our various task groups and committees has meant we needed to be nimble with our budgets. Large expenditures in 2022/2023 included contributions to wellness activities, equity, diversity and inclusion initiatives, and presentations by invited speakers such as Dr. Jane Lemaire. We continued to support physician participation through sessional payments on joint VPSA-VCH committees including the Planetary Health Committee, VPSA-CST Committee, Equity, Diversity and Inclusion Committee along with its various working groups, and the VA/VC Physician Wellness Steering Committee.

“We offered significant opportunities for advancing collaboration and physician wellness, as well as improving clinical care.”

We offered significant opportunities for advancing collaboration and physician wellness, as well as improving clinical care. This included project funding through our Engagement Accelerator fund (up to \$20,000 per project) and our Small Steps, Big Idea fund (up to \$5,000 per project). Continuing in 2022/23 was an allocation of \$47,000 for protected time to bring together division and department members in nine selected groups to identify barriers to wellness and fulfillment in their groups, along with funding for the time required to design and test interventions to address these factors. Additionally, we were excited to fund an expanding commensality group program.

The Facility Engagement Management System (FEMS) mobile app continues to provide physicians with a quick method of documenting their participation in VPSA-funded activities. It provides easy cross-referencing of submissions with activities, thus ensuring proper fiscal oversight. Features of the application continue to be developed and I am pleased to see improvements are being made to the system that make it easier for our members to sign up and receive payments.

It has been a privilege to serve as treasurer for the past year and I look forward to the second year of my term as treasurer. I am confident the organization is in a good place financially.

Sincerely,
Dr. Adam Meneghetti

Vancouver Medical, Dental and Allied Staff Association and Vancouver Physician Staff Association **ORGANIZATION CHART**



Vancouver Medical, Dental and Allied Staff Association
Executive Board



Vancouver Physician Staff Association

Vancouver Physician Staff Association
Executive Board
(mirrors that of the VMDAS Executive)



VCH Committees with VPSA Physician Members and Project Support

[VA/VC Physician Wellness Steering Committee](#),
[VCH Diversity, Equity and Inclusion in Medical Leadership Committee](#),
[\(VPSA-CST\) Implementation Task Group](#)



VPSA
Task Groups and Committees

VPSA Strategic Plan 2022-2024

Our strategic plan guided our actions this year.

Our Mission

VPSA represents member interests through engaging with Vancouver Coastal Health Authority and our physician community to build a more collaborative, inclusive, caring, and connected community at work to support best patient care.

Our Strategic Pillars

CONNECT Strengthen physician connection across Vancouver Acute and Vancouver Community to optimize physician engagement, representation, wellness, and leadership.

COLLABORATE Work collaboratively with Vancouver Coastal Health Authority and other relevant stakeholders to strengthen physician input and advance mutual strategic priorities.

CARE Inclusively care for physicians to support a healthy, safe, respectful, and thriving work environment for everyone to facilitate excellence in patient care.

Our Strategic Priorities

1.

Increase member engagement and support, especially with under-represented departments.

2.

Improve member physician engagement with Vancouver Coastal Health Authority Leadership.

3.

Implement robust performance management, monitoring and evaluation systems, and succession planning throughout VPSA.

4.

Develop comprehensive internal and external communications procedures.

2022-23 Committees and Task Groups

We work to achieve our goals through [committees and task groups](#) that represent issues of concern to members. Thank you to all the physicians who take part in these groups.

Clinical Systems Transformation Task Group



The [CST Task Group](#) works to ensure a successful rollout and sustainment of CST at VGH, GF Strong and UBC Hospital.

This was an exceptionally busy time for the group with the CST go-live event at VGH occurring in early November 2022. We ramped up activities and provided coffee, tea, and snacks at in-person training sessions. Workstations on wheels were on hand at our monthly VGH lunch meetings so members could try them out. A weekly pulse survey was launched to assess members' confidence in using Cerner and was followed up with an additional survey several months post go-live. Extra snacks and lunches were offered in the VMDAS Hub for Engagement and Wellness throughout the deployment period and we hosted a Cerner Optimization Demo and Q&A Session. [Collaboration was key](#) to this successful rollout and many of the principles learned will be applied to future system implementations.

Communications Committee

The [Communications Committee](#) ensures appropriate and timely communications with medical staff about events, project submissions and other Facility Engagement Initiative milestones and activities. This group is responsible for the creation and distribution of weekly Checkups, news articles, publications, posters, and other communications materials.

Community Building & Wellness

The [Community Building & Wellness Task Group](#) focuses on building our VPSA physician community both via networking events and through a focus on wellness and physician resilience-building activities that are of interest to members.

Among the events organized during this reporting period was a keynote presentation by thought leader Dr. Jane Lemaire from Well Doc Alberta/Well Doc Canada on [how to make physician wellness measurement count](#). We hosted [VCH Vice President, Vancouver Acute Michelle de Moor](#) and later [CMA](#)



From top: Dr. Jane Lemaire; Michelle de Moor; Dr. Kathleen Ross



From top left:
Appreciation Event 2023;
Lawn Bowling;
Dr. Ashok Krishnamoorthy;
Gardening Workshop



[President-Elect Dr. Kathleen Ross](#) at Dinner with Leaders events. We organized two appreciation events for [Vancouver Community medical staff at VanDusen Botanical Garden](#). We were proud to host our inaugural [Resident Physicians Recognition & Appreciation Event](#)—the first time a BC health authority and a medical staff association have given thanks to residents as valued health-care professionals. We welcomed new members at our annual [New Physician Dinner](#). VCH Regional Medical Director, Wellness Dr. Ashok Krishnamoorthy and lawyer Renée Gagnon guided us through the new *Health Professions and Occupations Act* and its implications at our [Physician Duty to Report](#) event. The VPSA Dinner Group met several times, tackling a wide range of topics from the benefits of sharing wisdom with junior colleagues to managing e-records and paperwork. Family-friendly events included [lawn bowling](#) and a gardening workshop.

Engaging Physicians in Indigenous Cultural (EPIC) Safety Task Group

This [task group](#) prioritizes and advances Indigenous cultural safety in health-care settings. It is guided by meaningful partnerships between VPSA physicians, VCH Indigenous Health leadership, the First Nations Health Authority, and the UBC Digital Emergency Medicine InterCultural Online Health Network (iCON) leadership. The task group's purpose is to engage medical staff in the co-creation of education resources and learning opportunities around Indigenous cultural safety practices and how these can be effectively implemented.

We are pleased to announce the next virtual **iCON-VCH Indigenous Health Round**

Weaving Indigenous Ways of Knowing and Being in Palliative Care

This activity has been certified for up to 6 Mainpro+® credits!

Date & Time: Tuesday, June 20, 2023, 12:00 p.m. - 1:30 p.m. PT
Location: Virtual Zoom Meeting – the Zoom ID will be provided to registered participants

We are honoured to have speakers from Tsleil-Waututh Nation's *Codawit Lelam "Helping House"* and Vancouver Coastal Health's *North Shore Palliative Care Program* join us in circle. This session will discuss **how to recognize and overcome barriers to palliative care for Indigenous People, what decolonizing palliative care means and the role of traditional values**. All healthcare professionals are welcome! For more information, visit the iCON website: <https://bit.ly/3NlW6Ro>

REGISTER NOW

iCON Indigenous Project Team
UBC Digital Emergency Medicine
Faculty of Medicine (Emergency Medicine)
Traditional territory of the *mswaxwaxwax* (Musqueam) www.indigenous.ubcproject.org

iCON Indigenous Health Rounds

iCON's VCH [Indigenous Health Rounds](#) are one of the ways the EPIC Task Group fulfills its mandate. During this reporting period, iCON presented four IHRs: Weaving Indigenous Ways of Knowing and Being in Palliative Care, Who is an Ally and Who Says So?, Anti-Racism: Where Do I Begin?, and, Indigenous Patient Experience in Healthcare. The IHRs are now accredited by UBC Continuing Professional Development and physicians attending these rounds are eligible for Mainpro+ credits.

VPSA funded the final report of the first [VCH Patient Experience Think Tank](#) that was held in October 2022. Eighty representatives attended the think tank including elders and representatives from various VCH teams. VPSA also funded a new video on [iCON's IHR website](#). The video features Elder Roberta Price giving an opening prayer to welcome everyone to the site.

The EPIC Task Group's work was highlighted at a [Facility Engagement Initiative peer-to-peer learning session](#). Physicians from across the province gathered virtually to hear about the task group's work as well as from other medical professionals working towards cultural safety.

Finance Committee

The [Finance Committee](#), in collaboration with the VPSA operations director, provides oversight with respect to the financial tracking and reporting of the Facility Engagement Initiative. VPSA's treasurer chairs this committee, which also includes the association's president and vice president.



Projects Committee

The Projects Committee develops the process and criteria for annual project selection and provides ongoing leadership and support to project leads.

Examples of VPSA-funded projects for 2022-23

Sustainable Anesthesia For the Environment

Anesthesiologist Dr. Himat Vaghadia led this project to establish a Sustainable Anesthesia For the Environment (SAFE) Committee at Vancouver Acute. The group, which included five other staff anesthesiologists and VCH's Regional Medical Director for Planetary Health, Dr. Andrea MacNeill, identified, prioritized, and initiated changes to reduce the environmental impact of the Anesthesia Department and operating room practices.

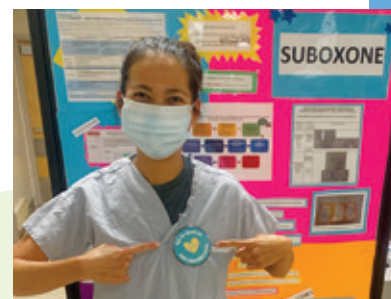
Because of this work desflurane has been withdrawn from the hospital formulary and nitrous oxide has been removed from the hospital manifold system. Anesthesia circuits are now replaced weekly rather than daily, resulting in a five-fold decrease in plastic waste. The committee implemented a total intravenous program to promote a migration to greener anesthesia practices and established environmental focus groups in the OR to promote safe environmental practices..



Dr. Himat Vaghadia

Understanding Healthcare Provider and Patient Experiences with Emergency Department Suboxone – Phase 2

Dr. Jessica Moe used Small Steps, Big Idea funding for two phases of her project. The latest funding was used to build on the enthusiasm and momentum built during the launch of the VGH Emergency Department's Suboxone program in 2019. Phase 2 of the project gathered stakeholder feedback, while also prioritizing planning for sustainability. Dr. Moe engaged with leaders at the department, hospital, and regional levels to share program successes along with valuable patient and provider feedback. This helps her advocate for improved point-of-care, patient-centred addictions services in the VGH Emergency Department. VPSA funding was also used to build key relationships as well as infrastructure and patient and provider supports that will allow the Suboxone program to be sustained into the future.



Dr. Jessica Moe

VA/VC Medical Staff Planetary Health Committee

This [committee](#) works to educate, engage, and empower medical staff to become planetary health leaders in their professional lives with the goal of increasing awareness within their departments and affiliated institutions to lead rapid change in systems and processes. The committee collaborates with relevant stakeholders to ensure a unified message and shared purpose of work.

This is a joint committee of the Vancouver Physician Staff Association and Vancouver Coastal Health and is guided by Regional Medical Director of Planetary Health Dr. Andrea MacNeill's framework for sustainable health-care systems. The committee focused its activities this year on making thoughtful and healthy food choices. Adopting a plant-based diet was advocated in [Veganuary](#) and the committee also published a [list of local plant-based restaurants and caterers](#) to encourage colleagues to make more eco-friendly choices. In the first of the committee's speaker series, Oxford nutritional epidemiologist Keren Papier, PhD gave a [presentation about sustainability and sustainable diets](#).



Plant-based cuisine

VA/VC Physician Wellness Steering Committee

VPSA physician members play a key role on [this VCH committee](#) and staff also provide project support. The committee's purpose is to assess physicians' levels of wellness and to identify the causes of burnout, why it exists, and to develop collaborative solutions. Three working groups report to the steering committee: Wellness Champions; Metrics; and Funding Review.

The committee continues to support nine departments and divisions with funding for group-level interventions to address physician burnout and fulfillment. The steering committee also engages with other Communities of Care within VCH to collaborate on wellness initiatives. This year, VPSA also made funding available for a [physician commensality group pilot program](#). The pilot proved to be successful and the program was expanded.

Examples of committee-funded wellness initiatives for 2022-23

[Vancouver Community Long-Term Care Commensality Group](#)

Twenty-seven long-term care medical coordinators work independently in nursing homes throughout Vancouver Community. Since the onset of the COVID-19 pandemic, regular business meetings had been conducted online, and opportunities to meet in person were few and far between. The group applied for and received funding as part of VPSA's physician commensality group pilot program. VPSA provides \$25 towards the meals for each attending physician. Group leaders are provided a list of discussion questions to guide conversation. Groups spend the first 15 minutes of their hour-long meetings discussing the topic. After that, it's up to each group how they spend the rest of their time together.



Commensality group event

The long-term care medical coordinators first met at a restaurant in October 2022 with participants discussing ways to enhance collegiality in their nursing homes. Since then, the group has been meeting regularly, including over the holidays at a member's home. Physicians who attend the get-togethers report being reassured knowing that their colleagues have similar work issues. They also appreciate putting faces to names and knowing they can reach out to one another if they need advice.

VCH Medical Staff Equity, Diversity and Inclusion Committee

VPSA physicians are also active members on [this VCH committee](#) and its three working groups (Culture and Environment; Leadership Skills and Talent Management; and Meaningful Metrics) and staff work closely with the team to offer project support. The committee's goal is to advance equity and inclusion within medical staff roles across the organization with a mandate to address all types of diversity.

Activities this year included two Pride Month events in 2022: [creating a safe and inclusive space for transgender and two-spirit people with Dr. James Makokis](#); and a [workshop on supporting 2SLGBTQIA+ people in clinical spaces](#). In February 2023, VCH physicians and medical staff had two opportunities during Black History Month to hear from the president of Black Physicians of Canada, [Dr. Modupe Tunde-Byass](#). She spoke to members about the impact of race in health care as well as inclusion in health care. This was followed in March with two presentations from [Dr. Julia Smith](#) to VCH medical staff in celebration of International Women's Day. Dr. Smith, an associate professor at SFU's Faculty of Health Sciences and the lead for the health and social inequities theme at the Pacific Institute of Pathogens, Pandemics and Society, is known for her research into public health policy, feminist analysis, and global health governance. In her interactive presentations, she focused on recent research on women health-care workers' experiences during the COVID-19 pandemic and the gender differences of experiencing moral distress during this fraught time. VPSA also assisted in promoting the 2023 International Women's Day theme: [#EmbraceEquity](#).

The Meaningful Metrics Working Group prepared a report and infographic on the [findings of the VCH medical staff diversity survey](#). This represents one of the first times a large health organization in Canada has sought to understand the diversity of its staff. The report included seven recommendations to help create a strong and inclusive organization.

EDI Committee members also worked to inform VCH's new anti-racism strategy. They conducted focus groups with physicians of colour; the findings and recommendations from their ensuing report were shared with the VCH team rolling out the strategy.

The EDI Steering Committee also participated in strategic planning sessions—a first since the committee was formed in 2019.



Dr. James Makokis



#EmbraceEquity, the theme for International Women's Day 2023

Major Activities



Michelle de Moor

APRIL 2022

- » VCH Vice President, Vancouver Acute Michelle de Moor is the guest at our Dinner with Leaders event.
- » The VPSA Dinner Group discusses self-care and balance.

MAY 2022

- » VPSA hosts a CST Townhall with opportunities to hear from CST leaders, see the Cerner clinical information system in action, ask burning questions, and get first-hand experiences with CST workstations on wheels.
- » VPSA, VCH, and the VGH & UBC Hospital Foundation collaborate to host a Networking and Appreciation Event at VanDusen Botanical Garden for medical staff working in Vancouver Community.
- » Dr. Colin West, director of the Mayo Clinic's Program on Physician Well-Being, speaks at a meeting of our wellness champions.



**Networking & Appreciation Event
at VanDusen Botanical Garden**

JUNE 2022

- » As part of Pride Month, the VCH Medical Staff EDI Committee presents Out loud and proud: Supporting 2SLGBTQIA+ people in clinical spaces.
- » Nehiyô two-spirit physician Dr. James Makokis shares his experiences treating 2SLGBTQIA patients from both the provider and patient perspective.



JULY 2022

- » Funding is made available for physician commensality groups with members encouraged to apply.



SEPTEMBER 2022

- » VPSA holds a family-friendly lawn bowling event at the Dunbar Lawn Bowling Club.
- » The CST Task Group ramps up activities as the go-live date approaches. VPSA provides coffee, tea, and snacks at in-person physician CST training sessions. Workstations on wheels are on hand at our monthly VGH lunch meetings so members can try them out. A weekly pulse survey launches to assess members' confidence in using Cerner.

OCTOBER 2022

- » Physicians new and old join us online for our New Physician Dinner. The evening is a chance to get to know our newest colleagues, hear from senior physicians, and connect with VCH leaders.
- » Members of the EPIC Task Group make a presentation on their work in a Facility Engagement Initiative peer-to-peer learning session on cultural safety and humility.
- » The VPSA Dinner Group discusses the benefits of sharing wisdom with junior colleagues.



NOVEMBER 2022

- » CST goes live with VPSA providing extra snacks and lunches in the VMDAS Hub for Engagement and Wellness throughout the deployment period. We host a CST Cerner Optimization Demo and Q&A Session.
- » The iCon Indigenous Health Round presents Indigenous Patient Experience in Healthcare.
- » The VPSA Dinner Group meets to talk about career goals including what members are still hoping to achieve.

DECEMBER 2022

- » VCH President and CEO Vivian Eliopoulos, CMA President-Elect Dr. Kathleen Ross, and VMAC Chair Dr. M. Raju Heran are guest speakers at our AGM. The meeting has the highest number of attendees since VPSA was formed in 2017.
- » The EDI Committee's Women's Discussion Group meets to talk about the NO CLUB and how to put an end to women's dead-end work.



Vivian Eliopoulos

Dr. M. Raju Heran





JANUARY 2023

- » The Planetary Health Committee promotes Veganuary, a one-month commitment to a plant-based diet.
- » The EDI Committee launches a men's medical staff EDI affinity group. The topic for the first meeting is Exploring the Principle of Diversity.
- » The VPSA Dinner Group meets to talk about the personal repercussions of our work on our relationships.
- » The iCon Indigenous Health Round presents Anti-Racism: Where do I Begin



FEBRUARY 2023

- » Thought leader Dr. Jane Lemaire from Well Doc Alberta/Well Doc Canada speaks with members about advancing physician wellness.
- » The EDI Committee launches a discussion group for IBPOC women medical staff. Attendees at the first meeting talk about ways to cultivate belonging in your personal and professional lives with expert facilitator Indy Batth.
- » The EDI Committee's men's medical staff EDI affinity group meets to discuss Exploring the Principle of Equity.
- » Dr. Modupe Tunde-Byass presents two sessions as part of Black History Month: Impact of Race in Health Care, and, Inclusion in Health Care.
- » The iCON Indigenous Health Round presents Who is an Ally and Who Says So?



Dr. Jane Lemaire



Indy Batth

MARCH 2023

- » Dr. Julia Smith is the guest speaker for International Women's Day. She gives two presentations on empowering women and advancing equity in the health workforce.
- » CMA President-Elect Dr. Kathleen Ross is the guest at our Dinner with Leaders meeting.
- » The VPSA Dinner Group meets to talk about meaningful connections at work.
- » The 2SLGBTQIA+ Affinity Group launches with the goal of connecting, networking, and fostering a sense of community at VCH.



Dr. Julia Smith



Dr. Kathleen Ross



- » Nominations open for our inaugural Resident Physician Recognition Program.
- » The EDI Committee's men's medical staff EDI affinity group meets to discuss Exploring the Principle of Inclusion.
- » VPSA issues a call for mentees for the VCH Physician EDI Mentorship Program.
- » The Community Building and Wellness Committee hosts a gardening workshop with experts from West Coast Seeds.
- » Funding announced to expand the commensality group program.



Mentorship



Gardening Workshop

APRIL 2023

- » The VPSA Dinner Group discusses managing e-records and paperwork.

MAY 2023

- » VPSA hosts Physician Duty to Report: Navigating the Stormy Seas with VCH Regional Medical Director, Wellness Dr. Ashok Krishnamoorthy and lawyer Renée Gagnon.



Dr. Ashok Krishnamoorthy; Navigating the Stormy Seas; Renée Gagnon

- » Members and residents attend our first Resident Physician Recognition and Appreciation event.
- » The Women Medical Staff Discussion Group meets to talk about leveraging influence with guest speaker coach Christina Sestan.

Resident Appreciation



- » The VPSA Dinner Group tackles the topic: Moral injury: have you been impacted?



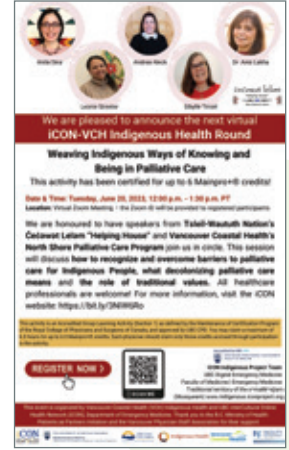
Christina Sestan



VC Appreciation Event 2023

JUNE 2023

- » VPSA, VCH, and the VGH & UBC Hospital Foundation collaborate to host a Networking and Appreciation Event at VanDusen Botanical Garden for medical staff working in Vancouver Community.
- » The IBPOC Women Medical Staff Discussion Group meets to discuss ways to take action towards anti-racism.
- » The iCON Indigenous Health Round presents Weaving Indigenous Ways of Knowing and Being in Palliative Care.
- » The Planetary Health Committee kicks off its speaker series with Oxford nutritional epidemiologist Keren Papier, PhD talking about sustainability and sustainable diets.
- » The EDI Committee launches an EDI Journal Club Plus, whose goal is to improve patient care by incorporating evidence into practice.
- » VPSA promotes Socks4Docs, an annual event that raises awareness of the mental health of all doctors and health practitioners around the world.
- » The VPSA Dinner Group repeats its exploration of moral injury.



Dr. Keren Papier



IBPOC Women Medical Staff Affinity Group



EDI Journal Club Plus



Socks4Docs

Financial Statements

March 31, 2023

VANCOUVER PHYSICIAN STAFF ASSOCIATION

FINANCIAL STATEMENTS

MARCH 31, 2023

(Unaudited - See "Compilation Engagement Report")

**Wong &
Associates** Chartered Professional Accountants

Wong & Associates Chartered Professional Accountants*

*practising through a professional corporation

COMPILATION ENGAGEMENT REPORT

To Management of **VANCOUVER PHYSICIAN STAFF ASSOCIATION**

On the basis of information provided by management, we have compiled the statement of financial position of **VANCOUVER PHYSICIAN STAFF ASSOCIATION** as at **MARCH 31, 2023**, the statement of operations for the year then ended, and Note 2, which describes the basis of accounting applied in the preparation of the compiled financial information ("financial information").

Management is responsible for the accompanying financial information, including the accuracy and completeness of the underlying information used to compile it and the selection of the basis of accounting.

We performed this engagement in accordance with Canadian Standard on Related Services (CSRS) 4200, Compilation Engagements, which requires us to comply with relevant ethical requirements. Our responsibility is to assist management in the preparation of the financial information.

We did not perform an audit engagement or a review engagement, nor were we required to perform procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an audit opinion or a review conclusion, or provide any form of assurance on the financial information.

Readers are cautioned that the financial information may not be appropriate for their purposes.

Vancouver, B.C.

Associates

July 5, 2023

Wong &

Chartered Professional Accountants

The financial statements referred to above were compiled solely for use by **VANCOUVER PHYSICIAN STAFF ASSOCIATION** with whom Wong & Associates has entered into a contract. There are no representations of any kind made by Wong & Associates to any party with whom Wong & Associates has not entered into a written contract.

VANCOUVER PHYSICIAN STAFF ASSOCIATION

**STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2023
(Unaudited - See "Compilation Engagement Report")**

	March 31 2023	March 31 2022
ASSETS		
Current		
Cash	\$ 353,347	\$ 343,677
Accounts receivable	2,312	1,794
Goods and services taxes recoverable	33,121	25,232
	\$ 388,780	\$ 370,703
LIABILITIES		
Current		
Accounts payable and accrued liabilities	\$ 83,291	\$ 54,729
Deferred revenue	305,489	315,974
	\$ 388,780	\$ 370,703

Approved on Behalf of the Board:

_____ Director

_____ Director

The basis of measurement and the disclosures in these financial statements are not necessarily in accordance with Canadian generally accepted accounting principles.

The accompanying notes are an integral part of these financial statements.

**Wong &
Associates** Chartered Professional Accountants

VANCOUVER PHYSICIAN STAFF ASSOCIATION

**STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2023
(Unaudited - See "Compilation Engagement Report")**

	March 31, 2023		March 31, 2022	
Revenue from Specialist Services Committee	\$ 899,310	100 %	\$ 811,762	100 %
Expenses				
Administration	349,863	39 %	324,748	40 %
Meeting expenses	313,363	36 %	254,870	32 %
Members time	193,142	21 %	205,664	25 %
Governance compensations	29,127	3 %	24,030	3 %
Consultants, facilitators and speakers fees	13,815	2 %	2,450	- %
	899,310	100 %	811,762	100 %
Revenue over Expenses being Net Assets at End of the Year	\$ -		\$ -	

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**Wong &
Associates** Chartered Professional Accountants

VANCOUVER PHYSICIAN STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS
MARCH 31, 2023
(Unaudited - See "Compilation Engagement Report")

1. Purpose of the Organization

The Vancouver Physician Staff Association was incorporated in August 2016 under the Societies Act of British Columbia. Its purpose is to support the improvement of physician engagement within the Vancouver General Hospital, UBC Hospital and GF Strong Rehab Centre.

2. Significant Accounting Policies

The Society uses the cash basis of accounting for revenue and expenditures.

Basis of Accounting

The basis of accounting to be applied in the preparation of the financial information is on the historical cost basis, reflecting cash transactions with the additions of accounts payable and accrued liabilities and accounts receivable less an allowance for doubtful accounts

Revenue Recognition

Deferred revenue consists of government funding received during the period that has not been spent on approved expenditures at the end of the period and is not required, per the terms of the agreement, to be refunded to the Specialist Services Committee "SSC" at the end of the period.

3. Remuneration of Directors, Employees and Contractors

On November 28, 2016 the new British Columbia Societies Act came into force. Included in the new Act is a requirement to disclose the remuneration paid to all directors, the ten highest paid employees and all contractors who are paid at least \$75,000 annually.

During the year the Association paid two(2022-one) individual(s) whose remuneration during the year was at least \$75,000. Total amount paid to the Directors of the Association for Governance was \$29,127(2021-\$24,030) for the year.

4. Comparative figures

Certain of the March 31, 2022 figures provided for the purpose of comparison have been reclassified to conform with the classifications used in the current quarter.

Financial Statements

June 30, 2023

VANCOUVER PHYSICIAN STAFF ASSOCIATION

FINANCIAL STATEMENTS

JUNE 30, 2023

(Unaudited - See "Compilation Engagement Report")

Wong & Associates Chartered Professional Accountants*

*practising through a professional corporation

COMPILATION ENGAGEMENT REPORT

To Management of **VANCOUVER PHYSICIAN STAFF ASSOCIATION**

On the basis of information provided by management, we have compiled the statement of financial position of **VANCOUVER PHYSICIAN STAFF ASSOCIATION** as at **JUNE 30, 2023**, the statement of operations for the quarter then ended, and Note 2, which describes the basis of accounting applied in the preparation of the compiled financial information ("financial information").

Management is responsible for the accompanying financial information, including the accuracy and completeness of the underlying information used to compile it and the selection of the basis of accounting.

We performed this engagement in accordance with Canadian Standard on Related Services (CSRS) 4200, Compilation Engagements, which requires us to comply with relevant ethical requirements. Our responsibility is to assist management in the preparation of the financial information.

We did not perform an audit engagement or a review engagement, nor were we required to perform procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an audit opinion or a review conclusion, or provide any form of assurance on the financial information.

Readers are cautioned that the financial information may not be appropriate for their purposes.

Vancouver, B.C.

Associates

October 31, 2023

Wong &

Chartered Professional Accountants

The financial statements referred to above were compiled solely for use by **VANCOUVER PHYSICIAN STAFF ASSOCIATION** with whom Wong & Associates has entered into a contract. There are no representations of any kind made by Wong & Associates to any party with whom Wong & Associates has not entered into a written contract.

VANCOUVER PHYSICIAN STAFF ASSOCIATION

**STATEMENT OF FINANCIAL POSITION
AS AT JUNE 30, 2023
(Unaudited - See "Compilation Engagement Report")**

	June 30 2023
ASSETS	
Current	
Cash	\$ 525,704
Accounts receivable	2,468
Goods and services taxes recoverable	36,200
Prepaid expenses	32,427
	\$ 596,799
LIABILITIES	
Current	
Accounts payable and accrued liabilities	\$ 60,388
Deferred revenue	536,411
	\$ 596,799

Approved on Behalf of the Board:

_____ Director

_____ Director

The basis of measurement and the disclosures in these financial statements are not necessarily in accordance with Canadian generally accepted accounting principles.

The accompanying notes are an integral part of these financial statements.

**Wong &
Associates** Chartered Professional Accountants

VANCOUVER PHYSICIAN STAFF ASSOCIATION

STATEMENT OF OPERATIONS
FOR THE QUARTER ENDED JUNE 30, 2023
(Unaudited - See "Compilation Engagement Report")

	June 30, 2023	
Revenue from Specialist Services Committee	\$ 194,079	100 %
Expenses		
Administration	92,023	47 %
Meeting expenses	46,472	24 %
Members time	43,433	23 %
Governance compensations	11,255	6 %
Physician members professional development	895	- %
	194,078	100 %
Revenue over Expenses being Net Assets at End of the Period	\$ -	

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The accompanying notes are an integral part of these financial statements.

**Wong &
Associates** Chartered Professional Accountants

VANCOUVER PHYSICIAN STAFF ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS
JUNE 30, 2023
(Unaudited - See "Compilation Engagement Report")

1. Purpose of the Organization

The Vancouver Physician Staff Association was incorporated in August 2016 under the Societies Act of British Columbia. Its purpose is to support the improvement of physician engagement within the Vancouver General Hospital, UBC Hospital and GF Strong Rehab Centre.

2. Significant Accounting Policies

The Society uses the cash basis of accounting for revenue and expenditures.

Basis of Accounting

The basis of accounting to be applied in the preparation of the financial information is on the historical cost basis, reflecting cash transactions with the additions of accounts payable and accrued liabilities and accounts receivable less an allowance for doubtful accounts

Revenue Recognition

Deferred revenue consists of government funding received during the period that has not been spent on approved expenditures at the end of the period and is not required, per the terms of the agreement, to be refunded to the Specialist Services Committee "SSC" at the end of the period.

3. Remuneration of Directors, Employees and Contractors

On November 28, 2016 the new British Columbia Societies Act came into force. Included in the new Act is a requirement to disclose the remuneration paid to all directors, the ten highest paid employees and all contractors who are paid at least \$75,000 annually.

During the quarter the Association had no individual whose remuneration was at least \$75,000. Total amount paid to the Directors of the Association for Governance was \$11,256 for the quarter.





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**FACILITY
ENGAGEMENT**

An SSC Initiative

Vancouver Physician Staff Association