



Vancouver Physician Staff Association

STRATEGIC PLAN OVERVIEW 2024-2027



**FACILITY
ENGAGEMENT**
An SSC Initiative

Vancouver Physician Staff Association



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VMDAS & VPSA
Organization Chart

Summary

The executive and working group members of the [Vancouver Physician Staff Association \(VPSA\)](#), the non-profit society associated with the [Vancouver Medical, Dental and Allied Staff Association \(VMDAS\)](#), came together on November 18, 2023 to independently determine, align, evaluate, discuss, and plan VPSA's future strategic direction. Implementation of the new strategic plan is supported by the structure and funding of the [Doctors of BC Facility Engagement Initiative \(FEI\)](#).

The planning process included pre-workshop one-on-one meetings for board members, VPSA staff, and the VPSA Doctors of BC engagement partner as well as interviews with senior VCH leaders. These meetings, along with a member survey, gathered in-depth data and information that informed discussions at the retreat.

The retreat was supported by Facility Engagement provincial office staff including Director Cindy Myles, Engagement Partners Newton Hoang and Russell Stead, and Senior Analyst Gemma Fletcher.

VPSA recognizes that successful plan implementation is affected by inherent challenges in the environment in which its members currently work. These include the size of the membership (over 2,000 physicians) spread throughout the Vancouver Acute and Vancouver Community communities of care and representing diverse specialties. Internal strengths of nimbleness and flexibility, excellent staff, highly effective committees, and strong and continually improving relationships with health authority leaders are helping to overcome these challenges.

Retreat Participants

Dr. Alison Harris
President

Dr. Ka Wai Cheung
Vice President

Dr. Fahreen Dossa
*Member at Large,
Committee Chair*

Dr. Raheem Kherani
Committee Chair

Dr. Debra Miller
Member at Large

Dr. Anna Borowska
Member at Large

Andrew Pinfold
*VPSA Operations
Director*

Medical Staff Association and Facility Engagement Initiative Overview

Medical Staff Association Guiding Principles

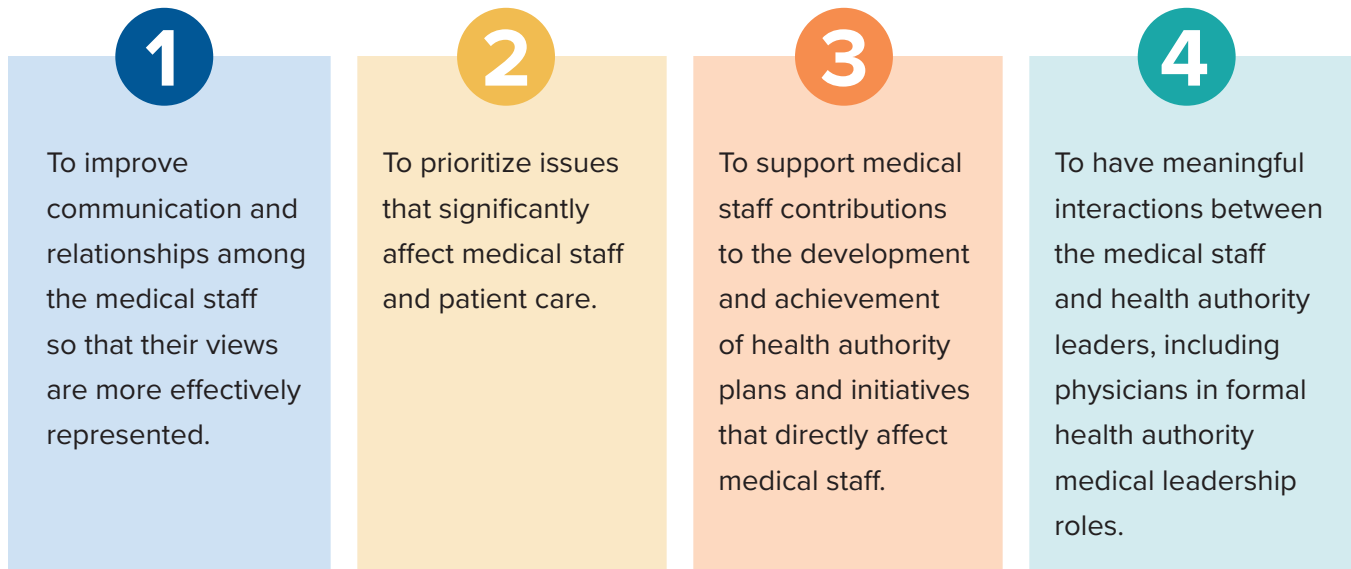
VMDAS is a [Medical Staff Association](#) (MSA). MSAs are made up of facility- and community-based physicians as well as allied health professionals who engage with health authorities so that together they can address health-care system challenges and support quality patient care.

MSA engagement initiatives are supported by Doctors of BC through the [Facility Engagement Initiative](#), a program of Doctors of BC's [Specialist Services Committee](#).

Click [here](#) for comprehensive information on MSAs and Facility Engagement.

Facility Engagement Initiative Guiding Principles

The overarching intent of Facility Engagement (FE) funding is to foster meaningful consultation and collaboration between MSAs and health authorities. To meet this goal, FE expenditures must align with at least one of the following goals of the [Memorandum of Understanding on Regional and Local Engagement](#):



FE funds are primarily intended to compensate physicians for their time spent participating in internal meetings and meetings with health authority partners in relation to the FE initiative. Click [here](#) for detailed funding guidelines.

VPSA and VMDAS Governance and Member Engagement

The board of the VMDAS also serves as the board of VPSA. It is the strategic and fiduciary oversight body for both organizations. VMDAS is governed by legislation in the [Hospital Act](#). VPSA is governed by legislation in the [BC Societies Act](#) and the [Memorandum of Understanding on Regional and Local Engagement](#).

VPSA-related [committees and task groups](#) (which all report to the VPSA board) and their associated projects, are intended to represent and broadly engage membership, as well as provide a forum for collaboration and discussion with [Vancouver Coastal Health Authority](#) (VCH) leaders. The executive, in partnership with VPSA committees and task groups working in the organization's areas of interest, collaborate on approval and oversight of projects carried out with FE funds.

VMDAS and VPSA members are also represented on several VCH-related committees, including the [VCH Medical Staff Equity, Diversity and Inclusion Committee](#), the [VA/VC Physician Wellness Steering Committee](#), the [VPSA-Clinical Systems Transformation Task Group](#), the [VA/VC Medical Staff Planetary Health Committee](#), and the [Engaging Physicians in Indigenous Cultural Safety Task Group](#).

VP SA Core Values, Mission, Vision, and Strategic Pillars





Our Mission

VPSCA 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 Vision

An environment where all physicians are fully engaged, feel valued, and are supported to reach their full potential through:

- a healthy workplace culture
- application of equity, diversity, and inclusion principles
- physician wellness, and
- a robust engagement with senior leadership



Our Strategic Pillars

Care



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

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.

Our Strategic Priorities

2024-2027

Our strategic priorities inform the operational goals and objectives of the next three years. VPSA's 2024-2027 strategic priorities are:

1

Promote a thriving and healthy work environment to enhance member well-being.

2

Increase member awareness of and involvement in Vancouver Physician Staff Association initiatives.

3

Improve member engagement and influence with Vancouver Coastal Health leadership.

4

Enhance collaboration with strategic partners, such as Vancouver Coastal Health medical staff associations.



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



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Vancouver Physician Staff Association

Vancouver Physician Staff Association

c/o Vancouver Coastal Health
Vancouver General Hospital
Blackmore Pavilion
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vmdas.ca/about-us/