

Your Medical Staff Association – How Advocacy Works

The Vancouver Medical, Dental, and Allied Staff (VMDAS)/Vancouver Physician Staff Association (VPSA) is the representative body of the Medical Staff within Vancouver Coastal Health Authority's Vancouver Acute and Vancouver Community Communities of Care. This association exists to represent you and your colleagues on system-wide issues and to make sure physicians have a voice in decisions that affect your work and your patients.

When Should You Bring an Issue to VMDAS/VPSA?

The Medical Staff Association focuses on collective, system-level issues, not individual employment disputes. These are issues that:

- Affect multiple physicians
- Reflect a system or workflow problem
- Impact recruitment, retention, or physician wellness
- Involve communication or governance concerns
- Affect patient care

What If Your Concern Is Personal or Department-Specific?

If the issue is specific to you or your department, the expected pathway is:

You → Your Division or Department Head → Vancouver Medical Advisory Committee
→ Regional Medical Advisory Committee → Health Authority Board

The Medical Staff Association may become involved if established processes are not being followed fairly or are not resolving concerns appropriately.

How Broader Issues Move Forward

If you raise a system-level concern, the usual steps are:

- VMDAS/VPSA Executive involves relevant VPSA committee (if appropriate / established)
- Review with senior leadership and the Medical Advisory Committee
- Escalation to regional medical leadership if needed
- Escalation to the Health Authority Board if unresolved

Urgent patient safety issues may move more quickly.

What This Means for You

If you see a recurring system issue affecting your colleagues or patient care, you do not need to handle it alone.

You can contact us by..

Your Medical Staff Association exists to provide a structured, accountable way for physicians to raise concerns and advocate for improvements.

The goal is practical, collaborative advocacy that strengthens your working environment and improves care for patients. If you would like to find out more about how we address member concerns, please consult the [VMDAS/VPSA Framework for Advocacy](#).

If you would like to share a concern, you may do so anonymously through this [survey](#). Alternatively, you are welcome to contact the VPSA President directly by email at president@vpsa.ca. Please note that any concerns shared via email will be received by the VPSA President, Vice President and Operations Director and will not be forwarded to others without your explicit consent. You can also send your concern to a member of our board listed [here](#).

In addition or alternatively, you may wish to engage with the [Canadian Medical Protective Association \(CMPA\)](#) or your [Doctors of BC \(DoBC\) regional Advisory and Advocate](#).