

Message from our President: Dr. Kathryn Hale

Dear Physicians,

While it is still technically fall, many of us are excited to see the snow falling and are preparing for the ski season ahead! As we move into winter, we will be celebrating our Christmas gathering at the MSA quarterly meeting on Monday, Dec. 4.

For the staff recognition awards we want to do a new process for the event. Each department will be allocated a number of awards based on the number of physicians in the department to ensure equitable distribution of the 10 recognition awards. We ask that the nominations for your department be done in advance of the MSA meeting and that you prepare information on the people receiving the awards prior to the meeting. Please note the nominee and prepare a short write up on the reasons for their nomination to be provided to us at the beginning of the meeting. (More information can be found under Up and Coming Events).



Your representatives for the MSA have been active in supporting the challenges our departments are facing with recruitment as a key focus. The recruitment environment is highly competitive at this time with applicants facing many options for their practice. In this environment, KBRH continues to be top of mind for applicants and we are seeing some good results. With this in mind, we are embarking on a review of retention needs for teams. Jen Ellis, QI expert, will be reaching out to connect with physicians about their choices to work in our region and also to potentially interview some physicians who have left to better understand the challenges they faced. This will support the KBPA to develop projects that may address retention needs of our teams.

Working with IHA operations director Andrea Dutchak, we have been able to continue discussions about space utilization, parking, and are opening discussions about the planned EHR implementations. We can access one time funding to support physicians during the transition to the EHR so please connect with us if your department is interested.

I'm pleased to welcome our two new board members Drs. Caroline Gardiner and Elena Shurshilova. Both are keenly interested in supporting improvements in our hospital and participating in guiding our work. The board also sends its thanks to our outgoing board members Drs. Ian Sibbald and Sue Babensee who have served many terms leading the work of the KBPA and ensuring our physician voice has been engaged in critical conversations.

As always I wish you the best of the coming season and look forward to our evolving work supporting the KBRH medical staff.

Dr. Kathryn Hale
President KBPA/MSA
KPBA | Facility Engagement

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Up and Coming Events

Cultural Safety Talking Circles: An invitation to support the development of your Aboriginal specific best practices as it relates to our Aboriginal population.

Click here to register: <https://rccbc.zoom.us/meeting/register/u5Mlc-qtrD0sHtwLTWU2A57KyLB-HT0EFs2Y#/registration>

Upcoming Sessions

- **Dec 12:** Exploring the Use of Narratives (Case Studies) in Indigenous Health
- **Jan 9:** Reconcili-ACTION What work? Whose Work?
- **Feb 13:** Indigenous Approaches to Planetary Health

Christmas with the MSA:

Come out to the next MSA meeting Monday, Dec. 4 at the Rossland Prestige for our annual staff recognition awards, dinner with your colleagues and our quarterly MSA meeting.

Staff recognition awards distribution:

Mat/Peds: 1
Hospitalist/Family Practice: 2
Psychiatry/MHSU: 1
Surgery and Anesthesia: 2
Internal Medicine/ICU/Nephrology: 1
Emergency: 1
Radiology: 1
Plus, one more that doesn't fit into above criteria, like admin assist or others, people can contact Kathryn with their recommendations.

Project Spotlights

Diversity, Equity and Inclusion: Recognizing Orange Shirt Day

Our KBPA team led by Dr. Tara Gill in partnership with IHA administrative team Genevieve David and COINS representative Christy Anderson developed the first of many DEI information displays for the hospital. Displays about Orange Shirt Day were placed in the stairwell display boards and a larger information display in the foyer. Many people stopped throughout the day to read and learn about the origins of Orange Shirt Day and recognize the struggles faced by Aboriginal peoples in our province. This is the first of an ongoing DEI information sharing initiative that will be visible in the stairwell displays monthly and foyer displays a few times throughout the year.

KBPA DEI committee: Drs. Tara Gill, Anne Dobson, Lisa Vasil, Hilary Brotherhood, Carolyn Stark



Dr. Tara Gill and Genevieve David with the foyer display

KBPA at the Interior Showcase

The KBPA team attended a regional gathering for FE groups from across the Interior region in Kelowna on Oct. 24. Our storyboard was on display for sharing our work with other FE organizations in the region.

Kootenay Boundary Physicians Association

KBPA was formed in a little over 8 years ago with the mandate to facilitate engagement at Kootenay Boundary Regional Hospital. This group is tasked with soliciting members ideas, issues and projects and using a fair selection process, choose those that address top priorities. Over those 8 years, the KBPA has distributed over 1.8 million dollars in funding to support and drive the priorities of our 120 physicians in our MSA.



KBPA Board Executive



Kathryn Hale
President



Carolyn Stark
Treasurer



Brian Garrett
Director

Board: Caroline Gardner, Elena Shunshlova, Sasha Cihal
Working Group: Gonzalo Aracde, Melissa Herr, Stefanie Houde, Anne Dobeon, John Peschell, Heather Stephanson, Ian Ferguson, Seth Bitting, Andrea Dutchak (IHA)



KBPA Projects Physician and Staff Wellness Projects

Physician and staff wellness have been priorities since the formation of the KBPA. Each year's projects focus has been varied from staff appreciation to outdoor activity gatherings and staff support to open the KBRH gym. Revitalizing a physician lounge for networking and nourishment, Reducing Overwhelm in Parenting event, and hosting department and IHA team building collaborations all contribute to the well being of our teams.



DEI Project

After hosting Dr. Dosanjh, Doctors of BC to present on DEI to our region in October 2022, the KBPA DEI committee developed their strategic plan for the year. Participating at the KB Regional Gender Equity committee, and working locally with the KBPA DEI team, our physicians are actively collaborating to build knowledge, open discussion and shift culture at KBRH. Collaborating with IH teams they are creating learning opportunities within the hospital and the MSA.



Recruitment and Retention Project

A key stressor for KBRH currently is recruitment of specialists, hospitalists and emergency physicians. The KBPA has dedicated funding this year to provide a core focus on recruitment and to explore retention needs for departments. Collaboration across the KB is at the Recruitment and Retention Hub under KB Med Net. This table hosts all FEI working groups along with the Division of Family Practice to market the KB collectively for the benefit of the entire region.

Locally, our recruitment lead works closely with the department heads, Chief of Staff, and the IHA recruiter to communicate with potential recruits, support locum placements, address housing, and connect our recruits and their families into our community.



Other Recent Projects:

DYAD Dinner: This series of events was designed to build relationship between Department heads and their Nurse Manager dyad. Approximately 8-10 dyad partners, physicians and non physician partners met for dinner to ultimately improve patient care, health care staff wellness, retention and recruitment. Based on the Joy In Work IHI White Paper, including appreciative inquiry.

Interdepartmental Dinners: KBPA provided staff support and funding for collaborative team building cross departments and intra-departmental.

Future Directions

- Continue collaboration with IHA on medical staff priorities;
- Provide a deep understanding of the retention and resilience needs of physicians to maintain / support healthy department teams;
- Deepen our DEI focus to create inclusive culture at KBRH.

KB Med Net



The KBPA participates in the KB Med Net, a collaborative network across all Doctors of BC funded initiatives in the KB: Shared Care, FEI, Division of Family Practice, PQI. This table is a networking, learning, and open space to pollinate cross systems collaborations between staff and physicians. www.kbrmednet.org/

KBPA has worked with other initiatives to promote and support our medical staff objectives including:

- IH Health System Redesign Initiative;
- Shared Care Initiative;
- Other FEI / Division co-funded regional activities IE: www.kbdoctors.ca



KBPA gets spooky with Pumpkin Carving Contest

The Kootenay Boundary Physicians Association (KBPA) hosted its third annual pumpkin carving contest at Kootenay Boundary Regional Hospital (KBH) with their partners at Interior Health (IH). Drs. Sue Babensee and Lindsay Mourant took the lead along with IH partners Genevieve David and Kristen Guerra. There were 11 entrants from various KBH departments including kitchen, maintenance, obstetrics, maternity, medical students, medical nursing, laboratory, rehabilitation, and medical imaging. The diversity of entries were extremely creative and the judging was tough.

"They are all excellent and it was hard to decide," said George. "I think it's great they were appreciated by everyone and that our community gets a chance to share in the display."

"I wish I had seen all the pumpkins from previous years," said Cross.

Liz George is the widow of Bob George who was a thoracic, vascular and general surgeon for many years at KBH. Bob returned to the community of Greater Trail for retirement after spending 10 years in semi-retirement in Saipan.

Brent Cross is a retired chemical engineer from Teck. His wife, Ev, was a nurse at KBH for over 30 years in maternity and orthopedics, finishing her career in the Daly Pavilion. Brent and Ev were always involved in beautifying Trail. Brent as a committee member looking after the tree boulevard in Tadanac, and Ev as a Trail Community in Bloom "Graffiti Granny", covering over graffiti before it could inspire more.



Most Unique: In Utero - OB/GYN team

Most Creative: Anatomy Class for Med Students

Scariest Pumpkin: Pumpkin in Labour

Best Hospital Themed: Living the Dream

Best in Show: The Pie Makers - Medical Imaging

People's Choice: The Pie Makers - Medical Imaging

KBPA Projects

In early 2024, the KBPA working group will be starting our planning cycle for the next fiscal year. We welcome all our departments to consider what QI projects may be useful in building your teams, exploring new work pathways, solving that problem that keeps rearing its head at you every few months! Please consider submitting a proposal for your concept using our form linked [here](#) or contact Mona Mattei mmattei@kbpa.ca to walk through a proposal with you.

In-House Matters

KBRH and Medical Staff Recruitment

KB Doctors "Ski Free In KB" Campaign 23/24 launches early November, 2023

Our primary objective with the KB Doctors SkiFreeinKB Campaign is to promote recruitment in our KB Region. Please share this [KB Doctors SkiFreeinKB link](#) with physicians, residents, or medical students keen on exploring opportunities to work and settle in our area. Additionally, when the Red & Whitewater ski passes aren't being utilized for recruitment purposes, they'll be made available to our regional MSA members through our 'Last Minute Ski Pass' portal. More details will be shared in November.

If you have any questions please contact Kimberley: skiredpass@kbdoctors.ca

Black Jack Ski Club joins our Ski Free in KB Campaign

In our continuous effort to enhance our regional recruitment drive, we're excited to share that for the second consecutive year, KBRH MSA has partnered with Black Jack Ski Club to offer ski pass incentives to our region.

This partnership grants our KB Region Residents and Medical Students access to a Season's Pass at Black Jack Ski Club 23/24. Additionally, day passes are available to visiting Locums and Practitioners.

We extend our gratitude to our community partners for their valuable support in showcasing our region to practitioners who will be visiting our region this season. Please contact Kimberley for further information. kpegg@kbpa.ca



Help recruit Practitioners! - Sharing on Social Media Works!



Thank you all for helping us spread the word about our Great Community, Sweet Life and Vibrant Medicine in the KB Region!

Other CME:

“Thriving at the Heart of Healthcare – A retreat for and about physicians”.

As coaches and physicians, we are very aware of the stresses that recent years have placed on healthcare professionals. For many, this is a catalyst to re-examine their careers. We support physicians to identify what they really seek from their vocation and what steps they need to take to achieve such a goal. Coaching focuses not on the current crisis or the burnout resulting from it, but what is needed to move past this time to build a positive future.

But there are far more physicians and healthcare professionals concerned about how or whether to continue in their chosen field than can be supported one on one by coaches to find their path to thriving. Fortunately, the evidence-based approaches used by coaches can easily be adapted by individuals or peer support frameworks to promote thriving in the healthcare workplace.

Our one-day event is designed to introduce such a perspective to individuals seeking a different path for themselves, their colleagues, or as champions for their teams.

We are asking for your help to spread the word of this event in the Kootenay Boundary Physicians Association . Places are limited, so earlier is better! Questions are welcome, either by email or by phone to 250 6810684. You can also find further information at www.optimisticdoc.com/thrive2024 .

We look forward to seeing you or your colleagues at our event.

Kind regards,

Dr Anne McNamara
Dr Tom Wright
Dr Malcolm Ogborn

New Physicians



Dr. Ted Schubert - Anesthetist

Where did you grow up?

Cochrane Alberta just west of Calgary

Medical School and Residency? University of Calgary for Medical School; University of Saskatchewan for Anesthesia Residency

What is your favorite thing to do in the Kootenays?

Don't make me choose between Biking, Snowboarding, or Wake Surf!



Dr. Susan Ge - Orthopedic Surgeon

Where did you grow up? The one constant of my childhood was the fact that we were in perpetual motion. From Shanghai to Quebec City, Vancouver to Gatineau and Montreal, I've called all of these places home.

Medical School and Residency? I did both medical school and residency at McGill University in Montreal.

What is your favorite thing to do in the Kootenays? Taking in the mountain views and dreaming of powder days with my fur baby Picasso.

Facilities Engagement Working Group

Anesthesia - Dr. Caroline Gardiner
Diagnostic Imaging - Dr. Gonzalo Ansede
Emergency Medicine - Dr. Melissa Herr
Hospitalists - Dr. Stefanie Houde
Family Practice - Dr. Stefanie Houde
ICU - Dr. John Peachell
Internal Medicine - Dr. Heather Stefanison
Laboratory Medicine - Dr. Dennis Small
Obs/Gyn/Peds - Dr. Kathryn Hale
Psychiatry - Dr. Carolyn Stark
Surgery - Dr. Anne Dobson
CME Coordinator - Dr. Melissa Herr
KBRH Chief of Staff - Dr. Sue Benzer

Directors and Officers

President: Dr. Kathryn Hale
Vice President -
Treasurer - Dr. Carolyn Stark
Board Member - Dr. Sasha Cihal
Board Member - Dr. Brian Garrett
Board Member - Dr. Elena Shurshilova
Board Member - Dr. Caroline Gardiner

Doctors of BC - Tara McClary
KBPA Managing Director - Mona Mattei

Heads of Department

Dept. of Family Practice - Dr. Stefanie Houde
Division of Hospitalists - Dr. Stefanie Houde
Dept. of Surgery - Dr. Anne Dobson
Dept. of Psychiatry - Dr. Carolyn Stark
Dept. of Internal Medicine - Dr. Heather Stefanison
Dept. of Diagnostic Imaging - Dr. Gonzalo Ansede
Dept. of Mat/Child - Dr. Ian Ferguson

Dept. of Emergency Medicine - Dr. Melissa Herr
Dept. of Anesthesia - Dr. Dean Self
Division of Critical Care - Dr. Scot Mountain
Peri-Operative Medical Director - Dr. Seth Bitting



Questions? Feedback?

President: Dr. Kathryn Hale, kathrynbknight@gmail.com

Managing Director: Mona Mattei, mmattei@kbpa.ca

Administrative Coordinator: Tara Dias, tdias@kbpa.ca

KBPA/KBRH Recruitment and Retention Lead: Kimberley Pegg, kpegg@kbpa.ca



Kootenay Boundary Physicians Association

www.kbpa.ca

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