

# PHSA Medical Staff

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*\*denotes readers will need to be on-site or access the PHSA network remotely to view these pages.*

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**Updates and Reminders:**

**1. Join Us in the Journey to Eliminate Indigenous-Specific Racism and Discrimination**

PHSA is dedicated to improving cultural safety, taking action to eradicate Indigenous-specific racism and discrimination across all its programs and services, and creating the conditions that allow greater equity for all.

Widespread and systemic racism, stereotyping, and discrimination against First Nations, Métis, and Inuit peoples and communities in B.C. health systems have resulted in a range of negative impacts, including trauma; physical, psychological, and spiritual harm; and death.

San'yas Anti-Racism Indigenous Cultural Safety Training and Anti-Indigenous Racism Response Training (ARRT) are an important part of the ongoing unlearning and learning journey to eradicate Indigenous-specific racism and provide culturally safe care for Indigenous patients, clients and families, as well as create safer work experiences for Indigenous staff at PHSA.

As medical staff (clinical scientists, dentists, midwives, nurse practitioners, and physicians), it is your responsibility to provide the best care possible to patients and their families. Completion of San'yas and ARRT will support medical staff in developing the skills to create an equitable, anti-racist and culturally safe health care system where everyone thrives - aligning with PHSA's [North Star Priorities](#).

Please ensure you have completed both San'yas and AART before **March 31, 2025**. Eligible medical staff may be entitled to CPD and/or compensation for time spent taking the courses.

For more information, contact Heather Paterson, director, Planning and Initiatives at: [heather.paterson@phsa.ca](mailto:heather.paterson@phsa.ca)

## 2. PHSA Substance Use Town Hall Summary

On June 11, we hosted the first PHSA town hall on the implementation of the [Provincial Substance Use & Addictions Management in Hospitals policy](#). Announced by the Ministry of Health in early May 2024, this policy is intended to focus on better supporting people with substance use disorders and providing a safe environment for patients, clients, visitors and health-care workers.

Co-hosted by Cheryl Davies, chief operating officer at B.C. Women's Hospital + Health Centre and Sarah Bell, chief operating officer at B.C. Children's Hospital, the town hall featured an overview of the provincial structure that has been established to oversee implementation across all of the health authorities as well as the governance structure in place at PHSA. Dr. Alexis Crabtree, public health physician and medical lead of Harm Reduction and Substance Use Services at B.C. Centre for Disease Control joined the panel to provide a situational overview on the drug poisoning crisis in B.C. In addition to Dr. Jana Davidson, chief medical officer at C&W, leaders from B.C. Cancer, BCMHSUS, Indigenous Health, Professional Practice and Workplace Health joined as subject matter experts to answer questions from Slido.

We had more than 225 staff watch the town hall and a wide variety of questions about security, understanding of what is changing, Overdose Prevention Sites, and more.

If you missed the town hall and would like to watch the recording, you can view it [here](#).

More communications on the implementation of the policy at PHSA will be forthcoming over the coming months as decisions are made. To better understand the questions most relevant for our staff and keep an open dialogue with you, we have set up a standing Slido event to take in your queries. We will use these questions to inform our future communications, so please feel welcome to ask questions at any time and upvote the questions that resonate with you. As per our moderation guidelines for Slido use, we ask that you please frame your questions in a respectful manner and avoid making comments without a question. The new Slido event code is **#SUPolicy\_PHSA** or you can link [here](#).

### In the News:

## 3. Volunteer for B.C.'s Emergency Health Provider Registry

As summer 2024 approaches, B.C. is at risk of wildfires, floods, and heat-related emergencies due to lower winter precipitation and expected warm weather. **The Ministry of Health is asking for your help in**

**preparing B.C.'s emergency response.** The [Emergency Health Provider Registry](#) (EHPR) seeks healthcare professionals for potential short-notice deployment. Registration is voluntary and does not guarantee deployment, but all deployments are paid.

New registrants are encouraged, and existing registrants must [update their profiles](#) due to system upgrades. Discuss potential deployment with your supervisor, as approval is needed. Thank you for considering joining the EHPR to support emergency response efforts in B.C.

If you have questions about this process, please refer to the Ministry of Health's website, [Health Provider Registry for B.C.'s Emergency Response \(ehpr.gov.bc.ca\)](#) for answers to frequently asked questions and other updated information.

#### **4. Congratulations to Dr. Tamara Shenkier on Receiving the YWCA Women of Distinction Award for Contributions to Health Care**

Dr. Tamara Shenkier, a medical oncologist and longstanding member of the B.C. Cancer team, has received a 2024 [YWCA Women of Distinction Award](#) for Education, Training, and Development in recognition of her significant contributions throughout her career.

With nearly three decades of experience, Dr. Shenkier's clinical practice primarily focuses on breast cancer. She has been instrumental in developing innovative programs like the joint B.C. Women's and B.C. Cancer collaboration After Breast Cancer (ABC) Service, which provides transitional care for breast cancer patients on adjuvant hormonal therapy.

Currently, Dr. Shenkier serves as the vice-chair of the PHSA Health Authority Medical Advisory Committee where she continues to advocate for positive change. Her leadership, characterized by curiosity and tenacity, inspires those around her to strive for excellence.

Read more about Dr. Shenkier's award [on POD\\*](#)

#### **5. Update on Physician Master Agreement Final Rate Increases and Payment Timelines**

The finalized physician service and salary contract rate increases for the 2022/23, 2023/24 and 2024/25 fiscal years are being implemented by Physician Compensation. The service and salary rate increases are prescribed by the 2022 Physician Master Agreement (PMA) and include all increases resulting from the general lift, the Allocation Committee and cost of living adjustments.

The final 2024/25 rates have been applied to new service contract arrangements and new salary offer letters papered on or after April 8, 2024.

For all previously existing APP arrangements, Physician Compensation are working to the following timelines:

1. Service contractors paid via installment schedule and salaried physicians will be paid at their final 2024/25 compensation rate effective **July 5, 2024**. Physicians can expect to see these new rates reflected on their **July 26, 2024**, pay advice.
2. Service contractors paid via invoice or sessional system will be paid at their final 2024/25 compensation rate effective **July 1, 2024**.

3. Service contractor and salaried physicians will be paid a lump sum retroactive amount for all applicable lifts from April 1, 2022, to the 2024/25 compensation rate effective date (June 30, 2024 for service contractors paid via invoice or sessional system and July 4, 2024 for salaried and service contractor physicians paid via installment schedule). Physicians can expect to see the retro payments reflected on their **September 6, 2024** pay advice.

*For salaried physicians, the retro payments made to salaried physicians will be reflected on their September 6 pay advice as follows:*

- a. *“REG PayAdj” (negative \$ figure): The payments made at the interim rates for the 2024 payroll calendar year (December 22, 2023 – July 4, 2023) will be reversed*
- b. *“REG PayAdj”: The hours will be added back in for the 2024 payroll calendar year (December 22, 2023 – July 4, 2024) and paid at the final 2023/24 and 2024/25 rates*
- c. *“Retro”: The retro related to the 2022 and 2023 payroll calendar year (Apr 1, 2022 – Dec 21, 2023) is reflected as a lump sum with no hours attached*

Please note the 2024/25 sessional rate increases have been implemented for April 1, 2024, and there are no further adjustments to prior years.

## Upcoming Events and Courses:

### 6. UBC Faculty of Medicine Funding Opportunities

For medical staff jointly affiliated with UBC, please be advised of various UBC development opportunities to support medical staff to excel in their roles. By participating, medical staff stay updated on clinical practices, teaching methods, and administrative strategies, fostering a culture of continuous learning and innovation.

If you have a UBC appointment, [click here](#) or email [fac.dev@ubc.ca](mailto:fac.dev@ubc.ca) to learn how the Office of Faculty Development can support you in your role as a teacher.

To learn about faculty development opportunities specific to the Vancouver-Fraser region, with a focus on undergraduate medical education, [click here](#) or email [vfmp.facdev@ubc.ca](mailto:vfmp.facdev@ubc.ca).

The [Faculty Emerging Leaders Program \(FELP\)](#) is expected to begin accepting applications for January 2025, starting in fall 2024. For more information, email [FoM.OrgDev@ubc.ca](mailto:FoM.OrgDev@ubc.ca).

## Ongoing Resources:

- Visit [POD](#) for stories about our workforce and supporting resources\*.
- Learn about [health and wellness](#) resources to support you\*.
- Looking for past issues of the Medical Staff Newsletter? Visit our Communications [page](#).

## PHSA Operational & Leaders' News

- Read the latest [PHSA Operational News](#) and [Leaders' News](#)\*:
  - [Business Operations executive leadership change](#)

- [Planetary Health Webinar](#)
- Use [WorkPerks](#) for springtime adventures
- Unique PHSA stories this week
- Jobs of the week