Joint communique

Island Health

Chair, Health Authority Medical Advisory Committee

Nanaimo Medical Staff Association

July 18, 2018

Dear Colleagues,

Following the Ernst & Young report released earlier this year, the Minister of Health established a Mediation Process to facilitate rebuilding of the relationship between Island Health and the medical staff at Nanaimo Regional General Hospital. Over the last several months, this has involved a commitment by Island Health administrative leadership, including the President & Chief Executive Officer and Vice President of Medicine, Quality and Academic Affairs, the Chair of Health Authority Medical Advisory Committee, and the medical staff of Nanaimo Regional General Hospital, as represented by the Medical Staff Association, to work together. The result has been an agreement on a collaboration accord and steps for moving forward, as well as a redefined role for the Chief of Staff at Nanaimo Regional General Hospital.

Overall, the process has been extremely positive. There is clearly a commitment to a collaborative approach to problem solving which left all the participants hopeful for the future at the Nanaimo Regional General Hospital and its surrounding community. “Largely because of a sense of renewed commitment by Island Health leadership, and particularly our new Chief Executive Officer, Kathy MacNeil, to giving a voice for physicians through the medical leadership structure, we are confident this will lead to a new and productive relationship to the benefit of the community we serve”, said Dr Forrest, President of the Medical Staff Association.

The following are the primary endpoints reached:

1. A Common vision: Physicians and Island Health Leadership working collaboratively to improve the quality of care and working life for all at Nanaimo Regional General Hospital.

2. A Common understanding to achieve this vision through communication and collaboration/ effective decision making/ respectful interaction/ supporting physician engagement and leadership/ a chief of staff role that supports an effective physician voice.

3. A Common commitment to action

4. Rejuvenation of the role and responsibilities of the Chief of Staff at Nanaimo Regional General Hospital.

• A job description will be posted shortly with a closing date of September 15, 2018.

We remain committed to continuing to work together to maintain and improve our relationship, while striving to improve the quality of care and work life for all at Nanaimo Regional General Hospital. We recognize this is only the start in a journey which we will take one step at a time.

Please look for further updates and communiques that will come jointly from the Medical Staff Association and local leadership in partnership with Island Health executive.

NEXT STEP: posting of the Chief of Staff job description. We want to revitalize this position and wrap around the person in this position with support from all sectors.

This is a new beginning for us.

Sincerely,

Dr. David Forrest, Nanaimo Medical Staff Association President

Dr. David Coupland, Nanaimo Medical Staff Association Vice-President

Dr. Alison Croome, Nanaimo Medical Staff Association Treasurer

Dr. Ben Williams, Interim Executive Medical Director, Geography 2 on behalf of Kathy MacNeil, President and Chief Executive Officer; and Dr. Jeremy Etherington, Vice President – Medicine, Quality and Academic Affairs Island Health Dr. Sam Williams, Chair, Health Authority Medical Advisory Committee