

Reflections



Northern Interior Rural Division of Family Practice - Newsletter

BURNS LAKE - FORT ST. JAMES - FRASER LAKE - INDIGENOUS COMMUNITIES - MACKENZIE - MCBRIDE - QUESNEL
VALEMOUNT - VANDERHOOF

Message from our Chair

"Being the Change"

Within the whirlwind of our day to day workload, it's hard to imagine how we can find the energy, never mind the time, to engage in system-changing activities. It is equally challenging to understand how we can influence change in a complex and complicated system such as healthcare. One of the first steps in transformational change is to refocus our awareness on ourselves within our system.

Simply put, we need to step back from ourselves (ego) and take a broader look at our role within our collective environment (eco). It is remarkable how a slight change in perspective opens the way to dialogue, creativity, and innovation, particularly in an environment looking for change. This takes courage, compassion, and curiosity to overcome the potential fear, prejudice, and anger that change can incite. It is the small and incremental changes that create the long-term and sustainable transformations. As physicians, we have the privileged position of both understanding our system and being able to exert significant influence.

Individual capacity is one of the major barriers for engagement, especially among rural physicians. The only way to enhance capacity without working harder is through collaboration. Our Division is built on collaboration. It is both a tool and an opportunity to enable and catalyze transformational change.

- Dr. Sean Ebert

Be the Change is Sean's theme for the next series of newsletters. Sean will be attempting to focus on practical application, if you have had success, suggestions or a story to share please contact arosteski@divisions.ca

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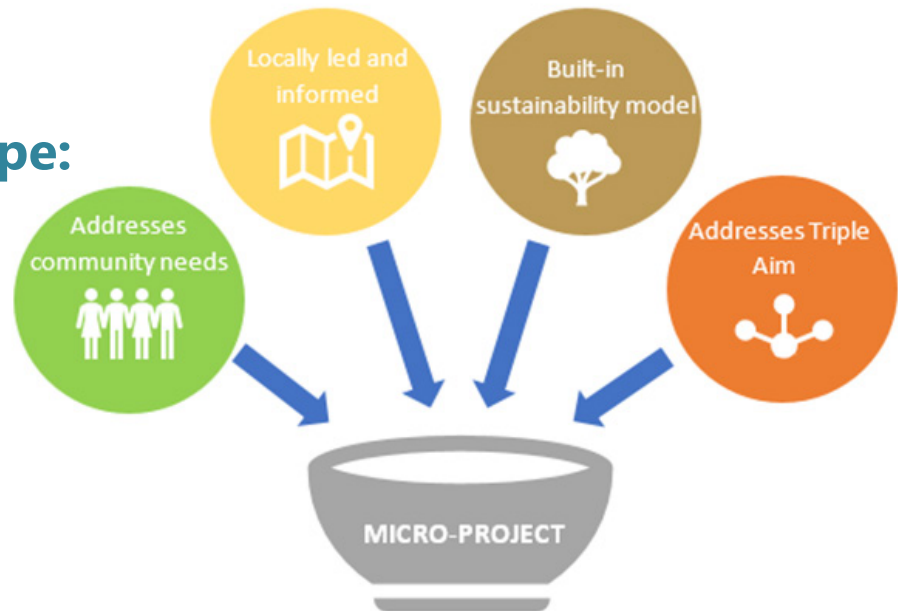
SAVE THE DATE

NIRD AGM

September 15, 2017
Prince George, BC
Location TBA

Micro-Project Recipe:

Key factors to consider when creating a micro-project



Addressing Community Health Gaps through NIRD's Micro-Projects

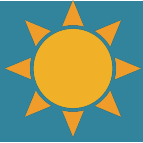
The Northern Interior Rural Division of Family Practice (NIRD) is on the lookout for small projects with big community impacts. In addition to addressing key health care issues, NIRD has been focused on engaging its physician community through its support of small practice-based, physician-led projects. These projects, which range from developing initiatives to improve practice efficiencies to enhancing patient care for specific populations, are eligible for funding of up to \$10,000.

The application process for the micro-project grant is simple. Applicants must fill out a short and concise proposal and submit them to Denys Smith (Operations Manager for NIRD). A decision on the

grant will be made within one month of receiving the application. So far, no applications have been rejected!

Successful applications are ones that are locally informed and led. They are also ones that address the Triple Aim of enhancing patient-provider relationships, improving population health, and lowering per capita costs of care. Projects are not required to be original—they can also modify or refine a successful project that already exists in the community.

To obtain more information on micro-projects, the application form, or information on applying for micro-project funding, please contact Denys Smith (dsmith@divisionsbc.ca).



Update: Child and Youth Mental Health and Substance Use Collaborative

A strategic planning session with the Child and Youth Mental Health and Substance Use (CYMHSU) Collaborative Local Action Teams (LATs) is being held on **June 30, 2017** in **Prince George**. With the CYMHSU Collaborative winding down by December 2017, this planning session's primary focus will be on sustainability of the movement within our collective regions.

The many LATs across our region have demonstrated that great progress is possible when allied health care professionals, physicians, specialists, and the community come together to support each other.

The collaborative recently held one of its final meetings in March 2017. Titled, "the Legacy Conference," the event brought together LATs and other collaborators from the CYMHSU.

At the end of the conference, two legacy items were launched:

www.collaborativetoolbox.ca — A "one stop shop" for protocols, toolkits, consent forms, and more.

[The "Legacy" magazine](#), a detailed and in-depth story of the CYMHSU Collaborative from how it was created to its impact in the province.

A Look into the Future: Robson Valley Virtual Medicine Project

The future of medicine is now: projects involving the integration of innovative technologies into medical practices are proliferating in rural communities. In NIRD, one such project is the Robson Valley Virtual Medicine Project (RVVMP), which is currently testing virtual medicine technology in select primary care homes within the McBride, Valemount, and Robson Valley regions. The RVVMP is looking to address some of the current gaps in rural health care, including the provision of timely care for patients.

There has been notable progress in the RVVMP. The project is now embarking on to its next stages including a trial of integrating **Google Glass** technology into physician practice.

Google Glass is an optical head-mounted display used for virtual communication. Currently, Dave Harris, the Information Technology Specialist for

Northern Health, is awaiting the arrival of these devices into the Division and preparing for their trial, which is set to take place this summer. The Google Glass trial involves training physicians, integrating the novel technology into daily work activities, and evaluating their utility in these situations.





Personalized Learning Through Delivery: NIRD's Continuing Professional Development Concierge Project

Underpinned by NIRD's mission of affording physicians the ability to support each other, the Continuing Professional Development Concierge Project is the Division's latest initiative; it is designed to enhance continuing education for its physician community. The project's aim is to offer each NIRD physician the opportunity to collaboratively develop learning plans with Division representatives, and to receive ongoing support from them in the implementation and documentation of their learnings.

To these ends, two representatives from NIRD have traveled across the Division to meet with physicians from Burns Lake, Fraser Lake, Vanderhoof, Mackenzie, Fort St. James, and McBride. Thus far, these meetings have been successful—a total of 25 learning plans have been developed. Many physicians have indicated that they appreciate the

concierge service and welcome the support of their learning goals.

In a review of 17 of these learning plans, the central competency of "medical expert" was the most referenced key competency (of the 7 CanMeds competencies) that NIRD physicians would like to improve (43%). "Medical expert" is defined in the Physician Competency Framework as the ability to "integrate all of Royal College of Physicians and Surgeons of Canada roles and apply medical knowledge, clinical skills, and professional values in the provision of high quality and safe-patient centred care."

As the program moves forward, there are a few lessons that the Division has identified from its initial physician and community meetings:

1

Simplify the learning plan template

- Providing physicians with one simplified template supports the development of physician learning plans by decreasing the time it takes to review multiple templates.

2

Be more flexible with the structure of the physician plan visit

- Physicians prefer a group interview setting as it enables them to share ideas with one another.

3

Identifying project champions

- Physician champions are crucial in ensuring the success of the project. Champions within each community facilitate project staff's engagement with other community physicians.





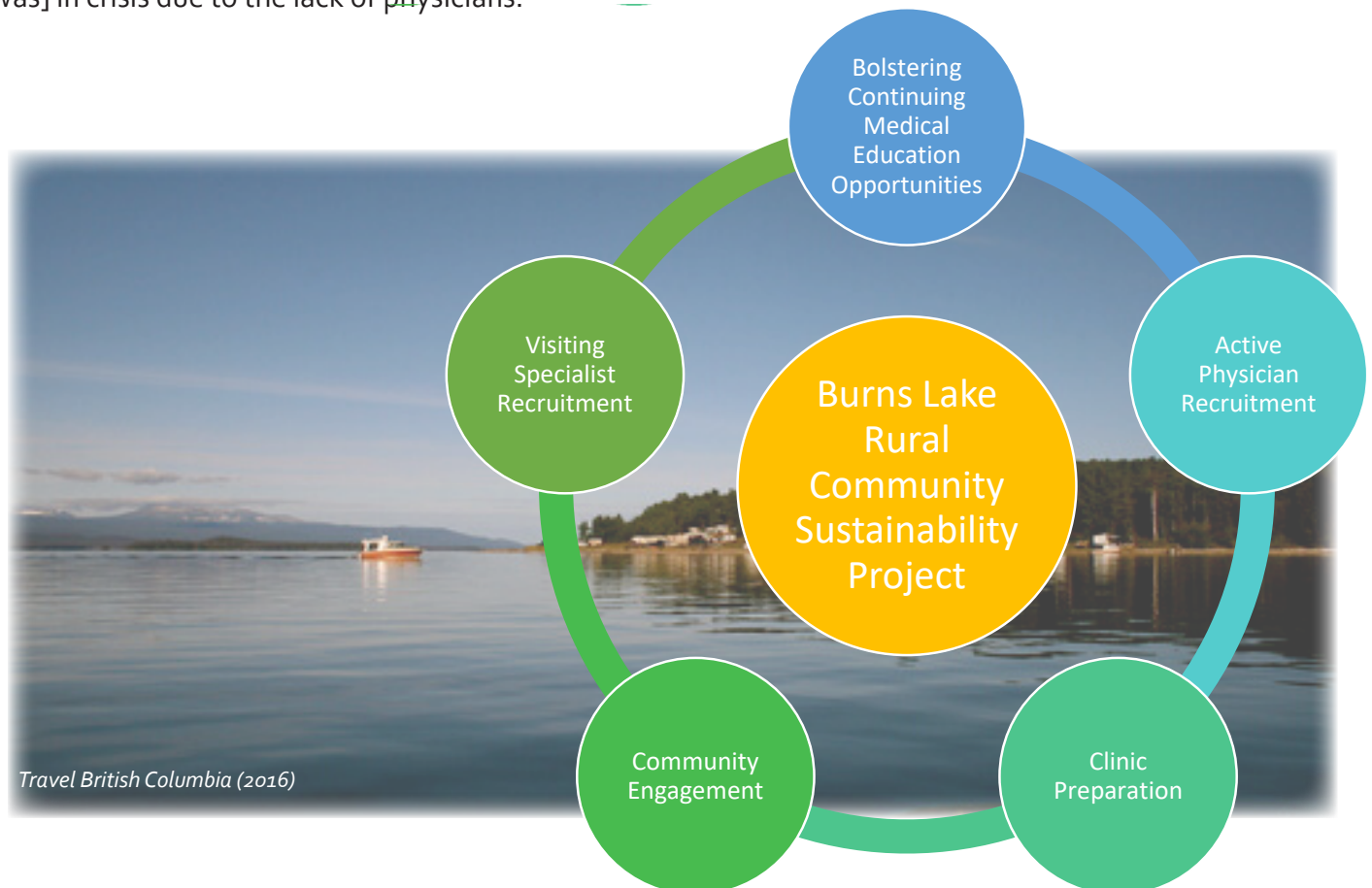
Burns Lake Rural Community Sustainability Project

BURNS LAKE, BC - In British Columbia, as in the rest of the country, both limited physician resources coupled and growing health care needs strain the health care system. This dynamic is especially pronounced in rural and remote communities where the number of practicing physicians is consistently lower than in urban centres. Given the importance of physicians in providing stable primary care, NIRDs working towards strengthening its physician recruitment and retention initiatives.

One example of a physician recruitment and retention initiative can be found in the town of Burns Lake. Despite the fact that the community is earmarked for up to 8 FTE physicians, there were only 3.25 FTE physicians serving Burns Lake at the beginning of 2017. As NIRD reported, "Burns Lake [was] in crisis due to the lack of physicians."

The Burns Lake Rural Community Sustainability Project is an 18-month plan that started in the spring of 2017, designed to boost physician recruitment opportunities. The project focuses on five activities: active physician recruitment, clinic preparation, community engagement, visiting specialist recruitment, and bolstering continuing medical education opportunities in the area.

Thus far, the project has been successful in its efforts as the Division recently welcomed two new physicians to Burns Lake—Drs. Williams and Badenhorst. In addition, two internationally educated physicians are set to join the community this summer upon completing their licensure through the Practice Ready Assessment-BC program.





In Memoriam:

Tabitha Balfour

The CYMHSU lost a great friend and mental health advocate in April 2017 with the passing of Tabitha Balfour, the LAT Project Lead in Fort St. James. Although Tabitha only recently joined the Fort St. James LAT, her contribution was tremendous. The energy and enthusiasm Tabitha brought to her position will be forever remembered, and her impact in the community is part of her legacy. We extend our deepest condolences to Tabitha's family and friends.



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Contact Us

We want to hear from you! Send us your comments or questions about the work we're doing, or let us know if you want to get involved with any of our projects.

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