

# RURAL HEALTH NEWS

A QUARTERLY UPDATE FROM THE RURAL AND REMOTE DIVISION OF FAMILY PRACTICE



## AHOY! THE DIVISION'S NEW STRATEGIC PLAN SETS SAIL



As you may recall, the Rural and Remote Division launched a new **Strategic Plan 2022 – a rising tide lifts all boats**. The creation of this plan was led by our Strategic Planning Committee, which includes Jennifer Brunelle, Dr. Kate McCarroll, Dr. Jamie McKeen, Leanne Morgan, Dr. Tracey Thorne, Laurie Walters, Dr. Liz Whynot, Brooke Wood, and our Governance Consultant, JP Baker from Vantage Point. Member input was key to the construction of this plan. Through key informant interviews, surveys and two-member focus groups the committee was well-informed on member priorities. Click [here](#) to view the new strategic plan on our website. We look forward to taking this voyage together!

## UPDATE FROM THE CROW'S NEST

The Division's second strategic plan consists of four strategic priorities. The following are examples of how each strategic priority has progressed since the last quarterly update. This is not an exhaustive list as the examples are numerous at the community, Chapter, regional and provincial level.

# Priority 1: Advocacy



## Rural Group Service Discussion Paper

Dr. Tracey Thorne (Division Co-Chair and Regional Lead for the Island), Dr. John Soles (Regional Lead for the Interior) and Leanne Morgan (Executive Director) attended the Network of Rural Divisions in June. We had some rich discussions around health human resources, governance and longitudinal primary care in a rural context and one of the outcomes was the re-examination of the [Rural Group Discussion Paper](#) created by our Division last year. We invited members of the Network and our Chapter Physician Leads to join us to review this paper to validate that it remains current. We will keep everyone informed of next steps and outcomes through our regular communications.

## Models of Practice Inventory

The Chapter Support Team (Dr. Amber Bacenas, Dr. Marius Mostert, Dr. John Soles, Dr. Tracey Thorne, Katherine Brown, Leanne Morgan and Helen Truran) initiated a ‘model of practice inventory’ across our Division. The purpose of this project is to get a bird’s eye view of how overhead differs across different health authorities, practice models and compensation models. The intention is not to single out individual physicians to discuss total compensation or to dig into any blue book billing data, but to ensure that there is an ‘apples to apples’ comparison available to use as an advocacy tool at a local, regional and provincial level. This inventory resides [here](#) on the members only site. Next steps are to work with the RCCbc on a larger Provincial mapping project.

## JCC Pre-Forum & Quality Forum 2022 Roundup

Dr. Tracey Thorne and Helen Truran presented a rapid-fire presentation at the Joint Collaborative Committees (JCCs) Pre-Forum on our [Stabilizing the Patient Medical Home](#) report. Key takeaways from the report include the following:

- 22% of RRD physicians in our Division in 2021 were trained in B.C., 42% in Canada and 36% internationally trained;
- Only 15% came to a RRD community via a formal channel like a health authority recruiter or through Health Match BC;
- Among all barriers to recruitment, housing and licencing were the top reasons keeping physicians from practicing in RRD communities; and,
- While 64% of our members are satisfied with their jobs, 60% are burned out, indicative of an overlap between these two groups.

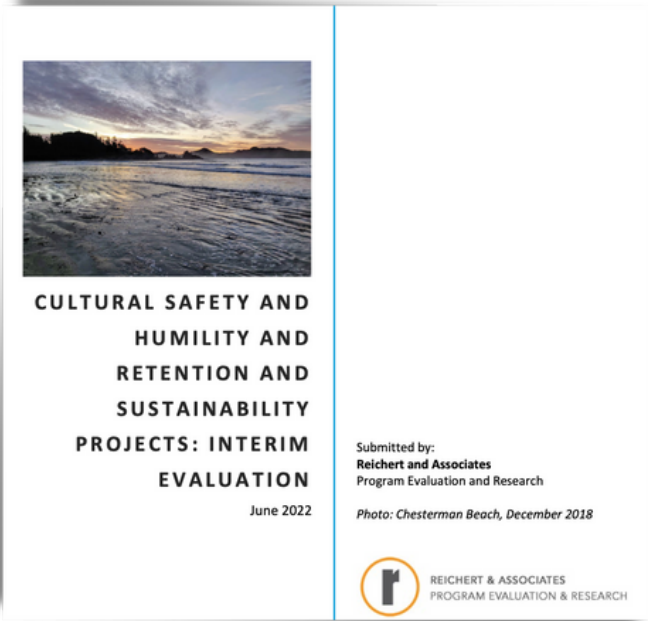


## Priority 2: Cultural Safety & Humility



### Cultural Safety & Humility and Recruitment & Sustainability Interim Evaluation Complete

In Fall 2021, the Rural and Remote Division Board of Directors allocated a portion of the previous year’s residual funding for Chapters to create local cultural safety and humility learning opportunities, as well as retention and sustainability projects for their communities. In June 2022, a survey was sent to each of the Division’s 13 Chapter Coordinators to gather information about the cultural safety and humility activities and retention and sustainability initiatives implemented by Chapters, as well as recommendations or lessons learned for other chapters seeking to improve cultural safety and humility and retention/ sustainability. Click [here](#) to read the report.



This fiscal year, the Rural and Remote Division has received funding to implement cultural safety and humility initiatives and recruitment and retention initiatives from the GPSC. Each Chapter has been provided with \$2,000 for cultural safety and humility, and \$4000 for recruitment and retention. We hope you can use this [interim report](#) to help inform planning for this year. In March 2023, a follow up survey will be launched to measure progress. Chapter Coordinators will have the chance to discuss this report at our next team meeting. Chapters may also choose to review this report at the next Chapter Meeting.



## Priority 3: Member Support

### Optional Business Support: Locum Exit Survey

The Rural and Remote Division has launched a [Locum Exit Survey](#) for communities. This initiative was started by the Hazelton Chapter, including Dr. Jamie McKeen and Chapter Coordinator, Beth DeMaio, and drew inspiration from the Pacific Northwest Division. Information from the survey will be maintained in the confidential Survey Monkey account of the Rural and Remote Division. On a quarterly basis, local and provincial results will be shared with each participating community. There will be no identifying information shared broadly, but the reports will aim to provide some context for local responses.

## Revelstoke Chapter Physician Burnout Resource



As part of last year's retention and sustainability funding, the Revelstoke Chapter created a burnout resource that now lives on our website [here](#). An interim evaluation of all retention and sustainability work from across the Chapters is currently underway. The results of this evaluation will be summarized and distributed to all members to inform future work in this area in the coming months.

## All Chapter Leads Meeting Summary

On April 6th, a group of Chapter Physician Leads met to discuss the Reichert & Associates' [Stabilizing the Patient Medical Home in Rural and Remote Division Communities](#) report. This discussion was very helpful to get practical feedback on some of the recommendations and generate new ideas that could be incorporated to the Operational Plan. Click [here](#) (members' site) to review the informal notes from this session.

## BC Rural Health Conference Roundup

The Rural and Remote Division had a wonderful time at the RCCbc Rural Health Conference. Chapter Coordinators Shelley Sim (Clearwater) and Sarah Sandusky (Merritt) were ambassadors at the conference for all Rural and Remote Division Chapters, rubbing elbows with more than 300 residents with the goal to attract them to locum or practice in our beautiful rural communities. A special thank you again to Sarah and Shelley for putting our best foot forward.

## Board Development Committee Launches Nomination Process

The Rural and Remote Division of Family Practice Board call for nominations was launched. There was an overwhelming number of qualified applicants. The Board of Directors looks forward to presenting a slate of candidates at our 10th anniversary AGM on September 28th, 2022.





## Chapter Support Team Update: Using RUDi for Overnight Call



The Chapter Support Team met with Dr. Brydon Blacklaws and Tom Skinner from the RCCbc about RTVS supports. As you may have heard, RUDi (Rural Urgent Doctor in-aid) has been used in numerous rural and remote communities in acute staffing crisis to cover overnight call. We had an open conversation about some of the advantages of this program and respectfully asked more about the potential unintended consequences, including putting additional burden on nursing staff and dampening the urgency to recruit locums or permanent physicians. Encouragingly, RUDi is not intended to replace local physicians on a permanent basis, but to reduce burnout and hospital diversion in the short term. While providers can call RUDi anytime, if you are in an acute crisis and are considering booking RUDi to cover overnight call you can initiate a visit with the team, which includes a virtual visit to your site. To initiate such a visit, click [here](#) to visit the RCCbc's website.

### Creative Recruitment Initiatives

Several of the regions and Chapters have embarked on some amazing and creative campaigns to boost recruitment to their respective sites. Some of these initiatives include:

- **The Interior Divisions Physician Recruitment and Retention Group** developed a slick new website and campaign to promote recruitment. You can check it out at: [www.practicehere.ca](http://www.practicehere.ca).
- **The Gabriola Healthcare Foundation** launched a new physician recruitment campaign recently with a refreshed website and a series of high-quality videos. Visit the site at [www.beourdoctor.ca](http://www.beourdoctor.ca) or check out one of the many videos produced for this campaign [here](#).
- **The Southern Gulf Islands team** put together an amazing video to support their Galiano Island recruitment efforts. Click [here](#) to view the video.



## Priority 4: Primary Care Services

### Long-Term Care Initiative

The Hazelton Chapter has signed an MOU with the Northern Health Authority for the Long-Term Care Initiative (LTCI). This has been a long-term project and passion of outgoing Chapter Physician Lead, Dr. Jamie McKeen, and it's wonderful to get it off the ground. LTCIs are currently operating in North Vancouver Island, Southern Gulf Islands, Lillooet, Revelstoke and Clearwater.

## Primary Care Networks



The Bella Bella Collaborative Services Committee (CSC) has submitted their Expressions of Interest (EOI) for Primary Care Networks. This is the 7th CSC in our Division to take the plunge. Kudos to Dr Lauri-Ann Shearer, her CSC tri chairs and Chapter Coordinator, Rhonda Orobko.

The Revelstoke CSC continues to work with the GPSC and Ministry of Health on identifying an innovative solution to the funding gap related to First Nations engagement in PCN Service Planning. The CSC met on June 16th to share the Ministry of Health PCN data and gap analysis, and provide an annual summary of the CSC's work during the 2021/22 year. The co-chairs are planning an in-person meeting in Revelstoke in September with First Nations partners to collaboratively discuss next steps in the local PCN planning process.

## Patient Medical Home

Kudos to the Bella Coola Chapter, especially Dr. Amber Bacenas and retired Chapter Coordinator, Pat Lenci, for all their hard work on the Bella Coola PMH Diabetes Education Project. A poster describing the project was presented by Helen Truran at the Quality Forum 2022.



## Attachment Mechanism Update

The Division's Attachment Coordinator, Noorul Nasir, has been working at the development of a Rural and Remote-specific attachment mechanism, which will enable patients looking for a primary care provider to add their name to a centralized wait list. The software being used is called Spryberry and a privacy impact assessment is underway to get ready for a pilot in the Merritt Chapter. The Gabriola Chapter will be working directly with enrolling in the Health Connect Registry as their means to attach patients. Lessons learned will be shared to all Chapters about both options. For a one-page overview of the Patient Attachment Mechanism work, click [here](#).





Recognition at the 2022 Rural Health Conference

Some long-time members and leaders within the Division were recognized in May at the Rural Health Conference in Penticton. To start, widely respected physician, leader, friend, and ally, **Dr. Lauri-Ann Shearer (Bella Bella)**, received the Lifetime Achievement Award. Also recognized at the conference were **Dr. John Soles (Clearwater)** and **Dr. Francois Bosman (Gabriola Island)** with an “Above & Beyond” award in caring for their rural patients and communities. You can read more about these unbelievable people [here](#). A tribute video for Dr. Shearer is available here and check out the Above & Beyond recipient video [here](#).



BC Achievement Award: Dr. Tracey Thorne

Our very own Board Co-Chair, **Dr. Tracey Thorne** was awarded the BC Achievement Community Award. Read more about the award and her accomplishments [here](#).

Rural Community Impact Award: Dr. Danielle Pichie (New Hazelton)

**Dr. Danielle Pichie** was the recipient of the Rural Community Impact Award at the Society of Rural Physicians of Canada Conference (SRPC) at the end of April. The Rural Community Impact Award recognizes a physician that has had a significant impact on their community through clinical services, teaching, research, volunteer work, or other community involvement. Congratulations to Dr. Pichie for her hard work and dedication, and for being recognized among her peers.



## Grateful Farewells



### Dr. Maciek Mierzewski (Chapter Lead, Gabriola Island)

As the Chapter Physician Lead on Gabriola Island, Dr. Maciej Mierzewski was one of the Rural and Remote Division's candidates for the Physician Leadership Program and was instrumental in developing the APP contract in collaboration with Island Health and leading the CSC with his co-chair to create the expression of interest (EOI) for PCN. Maciej and his family have relocated to Vancouver Island and he will be missed.

### Dr. Jamie McKeen (Chapter Physician Lead, Hazelton)

Dr. Jamie McKeen was the Chapter Physician Lead for Hazelton for two years. Jamie was one of the Division's candidates in the physician leadership program and was a member of the Strategic Planning Committee. She was invited to participate in the GW PCI, led the implementation of the LCTI and developed the Locum Exit Survey. She is off to practice in Prince Rupert and we wish her well and will miss her greatly.



## Last Word



### Get To Know Your...Rural and Remote Division of Family Practice

The Rural and Remote Division of Family Practice is a pretty unique network and team of passionate and talented people serving and supporting rural family doctors and communities across B.C. [This video](#) was developed to help explain how the Division works.