

Introductions and overview

Dr Jason Kur, the new SSC co-chair, opened the meeting and discussed the objectives for the day: 1. Develop and foster relationships within SSC, Facility Engagement WG, and MSA leaders. 2. Provide an overview of four specific SSC initiatives. 3. Participants identify successes, gaps, and opportunities to help SSC improve initiatives, including alignment across initiatives.

Dr Kur also welcomed Doctors of BC President Dr Josh Greggain and CEO Anthony Knight. Dr Sam Bugis, VP, Physician Affairs and Specialist Practice, welcomed everyone and Adrian Leung, Director of Quality Impact, shared an overview of the SSC mandate and core pillars.

Understanding, Aligning, and Improving SSC Initiatives

In this session, the topic of understanding, aligning, and improving SSC initiatives was introduced. The participants emphasized the importance of gaining a better understanding of patients' needs to identify areas where new initiatives could be launched. They also highlighted the existing gaps in knowledge, priorities, and input availability for quality improvement (QI) projects. Moreover, the participants shared their personal experiences in QI and exchanged ideas about how to enhance resources and supports for physicians leading QI activities.

Breakout Session #1

Engagement: Promoting and strengthening engagement between health authorities and MSAs/physicians

The group identified that a key aspect of strengthening engagement between groups is understanding existing structures to establish effective bilateral communication among physicians, Health Authorities (HAs), and the Ministry of Health (MoH). Enhancing communication channels between MSAs and HAs will help address disengagement and create a shared understanding of each other's priorities and challenges. It was also noted that incorporating the roles of Facility Engagement (FE), MSAs, and HAs in the onboarding orientation for physicians and HA leaders could improve engagement.

The importance of having an organizational component to help create a community and knowledge-based practical skills was recognized. Participants also discussed the importance of

closer linkage with MSAs and more collaboration across different health authorities.

Building Capability: Improving resources and supports for physicians leading improvement activities

The groups acknowledged that improving resources and supports for physicians leading improvement activities is crucial. They discussed the lack of awareness of 'The Exchange,' an online database of quality improvement projects, and the need to address this to increase connection opportunities. Additionally, data access and data analytics were identified as key enablers, with concerns raised about the discontinuation of support after graduation from the Physician Quality Improvement (PQI) program.

There was also discussion about the intersection of equity, diversity, and inclusion (EDI) in QI, and how some physicians got involved in QI because of patient or clinical experiences that shed light on a deficit in the medical system. Participants also shared their experiences accessing QI through LMAC and working groups at different system-based levels (local, regional, provincial). Some of the barriers discussed included not being able to access PQI programs or involvement through Medical Specialty Associations (MSAs).

System Transformation: Aligning efforts to support health system priorities (local facility, regional HA, provincial MoH)

The discussion centered on breaking down silos and fostering shared accountability to patients and the community. The group thought that this change in mindset can help transform the system for better outcomes.

Participants suggested increasing communication around priorities, optimizing the structure and committees that are already there. Participants also discussed physicians' challenges and how the Ministry can increase communication about the priorities of the system and existing interventions.

Building Capability: Supporting physicians in leadership development/training

The groups suggested capitalizing on the success of the Physician Leadership Scholarship Program (PLSP) by creating an integrated program between Doctors of BC and MoH. They also recommended making the NAVIG8 Medical Leadership Program from Interior Health mandatory for leadership training and medical staff and creating a structure for different groups, such as Doctors of BC and HAs, to engage.



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- collaborate within the health system
- lead quality improvement initiatives
- deliver high quality services with SSC

Access to Specialist Care & Specialist Recruitment & Retention

Adrian Leung presented challenges around recruitment and retention and shared three areas identified by participants at registration: compensation (specialist disparities and alternate payment models), HHR planning (identifying need for specialists in communities and facilities, working environment, career longevity) and International Medical Graduates (IMG). Participants talked about managing end-of-career transition, recruitment and retention, disparities in compensation and within specialties, new family practice payment model, HHR planning, increasing cost of living, and IMGs, and the impacts of vacant physician positions. They also discussed barriers and solutions related to supporting physicians, such as different payment models across different areas, disparities in patient experiences, disparities in referral, childcare considerations for female specialists, housing issues, and operational concerns with gaining privileges in different health authorities.

There was also discussion about implementing a diversity lens during residency applications, and the importance for programs to consider where the applicants are coming from, how to support both acute and chronic shortages, and supporting new doctors (new to practice, province, or country). Participants also suggested having retired physicians act as a navigator to help new physicians with the transition to practicing and provide support.

SSC Enhancing Access & Specialist Team Care Initiatives

During this session, the panel comprised of: Garth Vatkin (SSC Liaison), Dr. Michelle Teo (Rheumatologist), Dr. Jennifer Kowenberg (Pediatrician), Dr. Jin Ho (Gastroenterologist), and Dr. Julian Sernik (Orthopedic Surgeon) shared their personal experiences about being involved in the Specialist Team Care Initiative, and how to enhance efficiencies to avoid unnecessary referrals and give more patients access to community specialists.

Summary

Overall, the participants discussed a wide range of topics related to understanding, aligning, and improving SSC initiatives, including quality improvement, recruitment and retention, access to specialist care, and enhancing Specialist Team Care Initiatives. They also discussed different challenges and solutions related to these topics, with a focus on

optimizing communication and collaboration among different stakeholders to improve the healthcare system.



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