



Victoria
Division of Family Practice
An FPSC initiative



Collective Wisdom, Enriched Community

2023–24 IMPACT REPORT





We respectfully acknowledge that our office is located on the traditional, ancestral, and unceded territories of the Lək̓ʷəŋən speaking peoples, known today as the X̱w̱sepsəm and Songhees Nations. We are grateful to be working on these lands.

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Message from the Chair

As I reflect on the past year, I feel immense pride in the strength of our Division community. We have significantly enhanced our resources to support you to thrive and provide excellent care for your patients. Our collective wisdom and energy further our VDFP mission, “Happy Doctors, Healthy Communities.”

The Board and I have enjoyed connecting with many of you at our events, socials, and meetings. Witnessing your dedication and learning how the Division can better support you is inspiring. You are never alone. We are here to ensure the physician voice is heard at all our collaborative tables to co-create positive change. We continue to increase our influence by fostering relationships with those who share our mission and vision, including municipalities and elected MLAs.

Division membership is growing steadily. A survey this year showed that 1/3 of our membership work in specialized practices, acute care, episodic care, long-term care, and as locums. Regardless of your clinical role and work setting, the Division welcomes all family medicine-trained physicians.

While there is still work to be done to make family medicine more attractive, I am pleased to share that we are seeing an increasing interest in practicing in Victoria. Our collaborative recruitment efforts, the introduction and expansion of the Longitudinal Family Practice (LFP) payment model and the Urban Locum Program (ULP) pilot are going a long way to help physicians choose and stay in

family medicine. We are pleased to share that the Family Practice Services Committee has extended the ULP to March 2025, as host and locum feedback have been overwhelmingly positive.

Our Victoria Primary Care Network (PCN), in collaboration with its partners, has secured a new office for the allied health professionals supporting its team-based care cohorts. This development is a game changer, ensuring sustainable, culturally safe access to team-based care in our growing PCN for years to come, further strengthening our community. The space will also accommodate the Division office.

We have made strides in our cultural safety learning journey. Indigenous Wellness Providers are now serving patients, and we have increased engagement with our Indigenous partners as we begin to cultivate ‘two-eyed seeing’. Well-attended collaborative learning sessions also substantiate members’ commitment to deeper learning.

Working with our specialist colleagues, we have prioritized fostering our collective impact on high-quality referrals and process improvements. Overwhelming interest and participation in the first event within our new specialist referrals project have led to a compelling agenda for future change.

These are just a few highlights. Please know that engaging, being heard, and participating in positive change is worthwhile, no matter

your role as a family physician. The more collective wisdom we gather, the more enriched our community becomes. We are member-driven; it is up to all of us to help make Victoria a community where family physicians can thrive so that patient care excels.

In closing, I would like to thank you for your work and commitment to your patients. I extend my gratitude to the staff and Executive Director of the Division for their extraordinary support and to our partners for their continued collaboration. I also want to thank the Board for their ongoing commitment to ensuring we continue addressing your needs. I am excited to see what we can achieve together in 2025.



Dr. Melissa Duff

“Our new office for AHPs is a game changer, ensuring sustainable, culturally safe access to team-based care.”



Message from the Executive Director

What a year! I am thrilled with what we have built together. Our impact report highlights several examples of our achievements, and I know you will enjoy the read. Our collective resourcefulness and drive showcase our progress toward “Happy Doctors, Healthy Communities.” A sincere thank you to everyone.

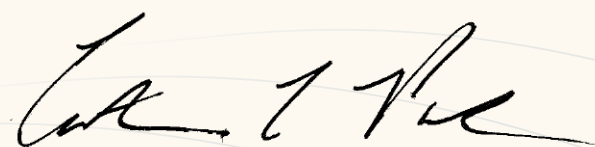
Division work is member-driven to respond to local concerns. Our role as staff is to support family physicians in their leadership roles, identifying areas for improvement, and implementing solutions. I want to extend my gratitude to our remarkable staff and contractors for their dedication and ongoing contributions. Your expertise and support made all the achievements highlighted in this report possible.

I am also deeply thankful to our Board for its unwavering commitment to making family medicine in Victoria attractive, sustainable, and satisfying. Your leadership and personal engagement in our community are truly outstanding.

To our partners - your engagement and continuous contributions are foundational to our progress. Your contributions help us achieve our shared goals and enrich our community.

Most importantly, thank you, our members, for being an integral part of the Division community and for your active involvement. Please continue to engage with your Division to inform our work. As always, I invite you to reach out to discuss any matters, seek support, or become more involved in our initiatives.

I look forward to the year ahead and the progress we will accomplish! Together, we will continue strengthening the supportive foundation for family medicine in our community.



Catriona Park

Your Division

The Victoria Division of Family Practice (VD FP) brings together physicians to build an engaged community, provide professional support, and co-create and co-lead meaningful change in our community. We are a not-for-profit society funded by the Government of BC and Doctors of BC and we work in partnership with the BC Ministry of Health, Island Health, Indigenous partners, and other community and partner organizations. All local family physicians are welcome to join.

Mission

Happy Doctors, Healthy Communities

Vision

Family medicine in Victoria is fulfilling, sustainable, and attractive to all family medicine-trained physicians in their various roles.

Approach

- Affirming the value of all physicians trained in family medicine by amplifying their voice and experience
- Engaging with interest holders to effect needed change at a community and systems level
- Committing to being respectful, equitable, and inclusive
- Executing innovative solutions grounded in practice and research-based evidence
- Ensuring our work is member-driven in response to local concerns

Strategic Priorities

- Strengthening Physicians' Ability to Best Serve Patients
- Building Physician Community

You will find our achievements grouped by these strategic priorities.



Victoria PCN Elevates Capacity

This has been a benchmark year for building team-based care (TBC) capacity, enhancing sustainability, and increasing access to resources. Our Victoria Primary Care Network (VPCN) is establishing the literal and figurative foundations to strengthen our practice and community for the present and the future.

A hub and home for team-based care

The PCN hub, set to open in spring 2025 in the Dalmatian Building on Johnson Street, represents a significant milestone in expanding sustainable TBC. This new hub will play a crucial role in accommodating, attracting and retaining Allied Health Professionals (AHPs) for our PCN's TBC teams, ensuring long-term capacity for growth. This culturally safe space will improve timely AHP access for patients and strengthen the community of care amongst cohort members. The hub is a great collaborative success involving the Division, the VPCN, Island Health, the Ministry of Health, and the City of Victoria.



The new hub will ensure sustainable and timely AHP access.

Our Division office will also move into this mixed-use development.

Stay tuned for our hub-warming event!

VPCN in numbers

185 FPs connected to VPCN excluding locums

54 AHP clinicians supporting VPCN's 8 TBC cohorts



Wrap-around services by AHP clinicians



Social work



Pharmacy



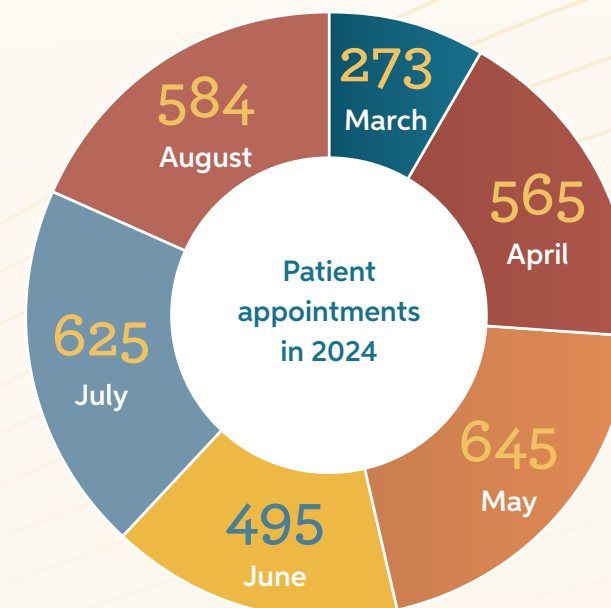
Mental health and addictions support



Indigenous Wellness Providers

Strong physician leadership: The VPCN Steering Committee is now chaired by an FP, VDFP board director Dr. Anna Mason.

Referrals to PCN AHPs



Total AHP patient appointments

3167

Numbers do not include appointments by Case Managers, RNiPs (Registered Nurse in Practice), Indigenous Wellness Providers.

Indigenous Wellness Providers transform patient experience

We are committed to ensuring that Indigenous patients have access to culturally safe care. The new Indigenous Wellness Providers are having a material impact on teams and care.



Indigenous Wellness Providers (IWPs) are now assigned to PCN cohorts to support Indigenous patients.

"I used to feel unsafe in the healthcare system and was struggling to get services. Now, my IWP helps me to make appointments, helps with transport, and attends appointments when she can. She is very culturally sensitive and provides that security for me. She helps explain things if I have concerns, and I can ask her any questions."

– Elsie Antuna, patient

Further, the expanded primary care clinic 'Camas Lelum', an equitable access landmark to culturally safe primary care, opened this spring. The clinic is a partnership between VPCN, MoH, and the Victoria Native Friendship Center (VNFC).

"The IWPs are monumental in helping patients feel safe as they move through the healthcare system. We were not able to facilitate this gap before. The IWPs also follow the workflow in our system and build trust in the medical community."

– Dr. Kate Elliott, FP at the VNFC and member of the Métis Nation of Greater Victoria



The art piece *Sxayukw'us 'i' Chuchi'q'un'* Shxwuwe'li by Coast Salish artist Andrea Fritz highlights collaboration, illustrating the spirit of team-based care.

8

IWPs assigned

Specific Populations' Needs in Focus

Based on the newly launched Provincial Attachment System (PAS) and priority referrals, the PCN's attachment coordination has been progressing well in supporting physicians with the capacity to take on new patients. We have also made strides to amplify the care for specific vulnerable populations.

"I am building my new patient panel in Victoria and focus on attaching highest-needs patients first. Through our team-based care resources, we are perfectly suited to provide the wraparound care that the most complex and vulnerable patients need. The new systems and the PCN's coordination make the attachment process very easy— otherwise, it would be a challenge to identify whom to take on first, based on medical and social needs."

– Dr. Tia Pham, FP, Gorge UPCC



Priority referrals:
Aug 2022 – Aug 2024

1006
Patients attached

2415 Referrals received

Maternity referrals:
Jan – Aug 2024

252
Patients attached

378 Referrals received



New model eyes perinatal care gaps

Led by the South Island Division of Family Practice and funded by Shared Care, we started collaborating on a Culturally Safe Team-Based Perinatal Care Model for Greater Victoria to address issues resulting from our maternity care provider shortage.

Following engagement with midwives, FPs, obstetricians, and AHPs, the first outcome was a priority referral process for pregnant/postpartum parents and their infants who need a family doctor. The overall model is expected to be completed by 2025, and we are excited about its potential.

New opioid withdrawal protocols reinforce care

Our new Acute Opioid Withdrawal Protocol effectively reduces the number of ER patients who leave unseen due to worsening opioid withdrawal symptoms. This Care Transitions initiative ensures proper treatment and management for patients presenting with non-opioid-related issues who agree to the process. Based on a proposal by the team, a 24/7 substance use nurse is now also available for support.

“Our region has some of the highest opioid needs globally and yet our physicians and nurses have very little training in how to approach this unique situation. With the new high-dose opioid order set, we can educate and empower frontline staff to provide appropriate care for patients in withdrawal or severe pain who otherwise would not be comfortable enough to stay in hospital.”

– Dr. Nathan Stefani,
ER physician

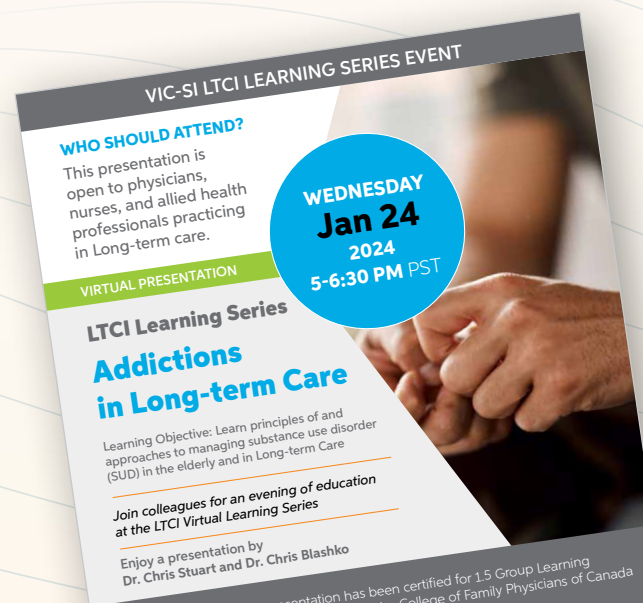
LTCI addresses substance use care challenges

As of 2022, 21% of the South Island LTC population has been under the age of 75, with nearly half diagnosed with psychiatric disorders. To address the care challenges resulting from the increased need for substance-use-specific complex care, a new Most Responsible Physician (MRP) is now collaborating with a geriatric addiction specialist, successfully employing harm reduction strategies.

Additionally, the LTCI initiated a well-received, special learning series on critical topics such as Addictions, Alcohol Use, and Opioid Use in LTC to share successful strategies with all LTCI physicians.

“We are heading in the right direction. I am happy to see our long-term care community so engaged in learning about substance use; this is the biggest win for me. The learning series has started the conversation, and I hope it leads to more educational sessions and that applying this knowledge eventually becomes common practice.”

– Dr. Chris Stuart, FP, LTCI



Resources & Education

Furthering our cultural safety education

We are committed to continuous Indigenous health and cultural safety learning and engagement on the path to truth and reconciliation. In partnership with Len Pierre, we hosted five well-attended Indigenous cultural learning sessions for family physicians, AHPs, and administrators. We’ve also expanded engagement through our Indigenous Circle, Community Advisory Committee, and community engagement on Indigenous health topics.

Session and event topics:

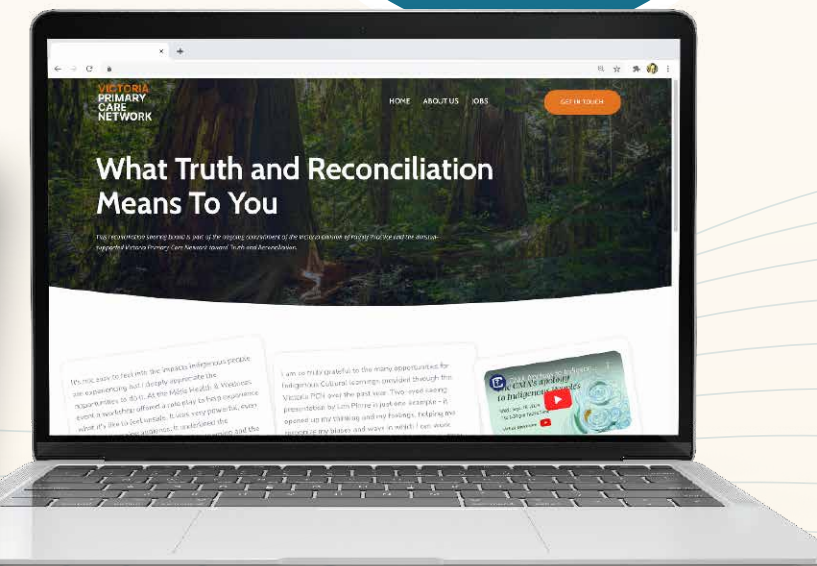
- Working with Indigenous Artists
- Decolonizing Substance Use
- Indigenous Self-Identification
- Indigenous Cultural Celebration
- Métis Perspectives on Health & Wellness

“The opposite of addiction is connection, and the opposite of colonialism is community.”

– Event attendee



Our new truth and reconciliation sharing platform helps cultivate meaningful reflection in our community.



New website

Members can use easy navigation and search engines to find what they need quickly on our new website.

victoriadivision.ca



MOA Network thrives

Entering its second year, the MOA Network expanded its efforts to build a strong community and support system with three well-attended events and the launch of a newsletter.

Attendance



22

Navigating Conversations with Difficult People

32

Mindfulness for MOAs

14

PCN Resources

"I appreciated being able to connect with new MOAs I hadn't met before, and that the topic was very important for my daily work."

– from our MOA event feedback survey



Learning and problem-solving together

Packed specialist engagement event to improve referrals

98% of the 104 attendees at our first specialist referrals event for FPs and specialists reported that the event helped strengthen collegiality among physicians and enhanced understanding of referral challenges.

Referral improvement ideas from the discussions are shaping the next steps of our specialist referral project and events.

Dine & Learn always a five-star event

CME events provide ongoing learning opportunities to connect, converse, and enrich our division community.

Dine & Learn (D&L) is always popular and this year's inaugural Interventional Radiology session was especially well-received with 41 members in attendance.

8

D&Ls held

Nov 2023 – Oct 2024

Total attendance

283

"In over 40 years of practice, I have not experienced a CME opportunity as exemplary as Dine & Learn. It's a chance to get up-to-date, unbiased information from our specialist colleagues while having a meal with friends and colleagues. There is time to bring up cases and answer questions. It's a chance to put names to faces, to meet new colleagues and I go home with new and useful practice tips every time."

– Dr. Silvia Schriever, Locum



Pathways direct messaging expands

Pathways is a foundational platform for referral navigation. A new feature allows direct messaging to many physicians, specialists, organizations and FP clinics. The Specialist Referrals Working Group is launching a pilot to trial direct messaging for general inquiries to departments, starting with radiology.



Active Vic-SI Pathways users **1730***
Specialists listed **461**



Resources **5,006**



Average monthly page views Vic-SI **50,000**

*May 2024 data

Local leadership drives provincial patient summaries

Our patient summaries work has gone provincial as part of BC's Digital Health Strategy. Drs. Lisa Veres and Laura Phillips, Care Transitions physician co-leads, now chair the provincial Clinical Advisory Group and sit on the provincial steering committee, providing leadership to maximize patient summaries impact across the province.

The UpToDate clinical decision-making platform is free for all members.

Remember this \$400/year core member benefit to support your practice!



BUILDING PHYSICIAN COMMUNITY

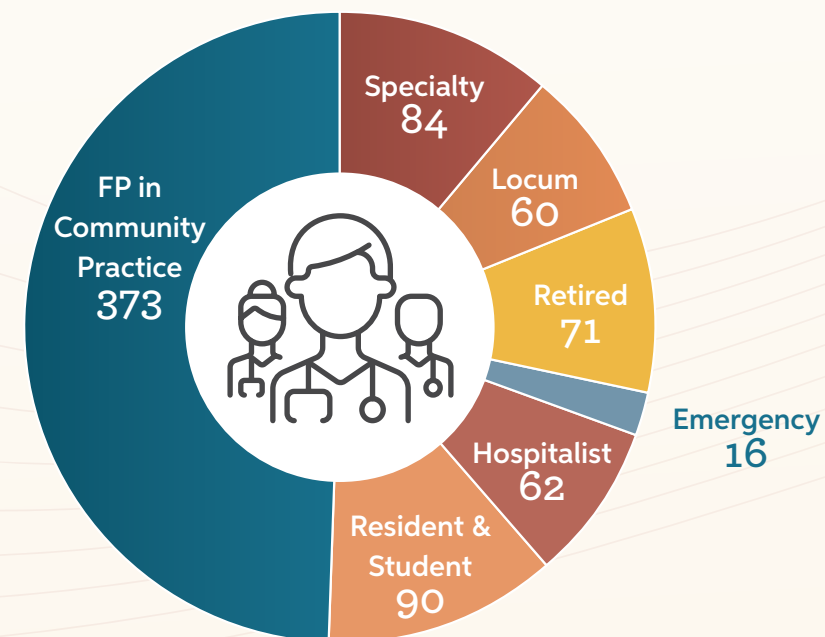
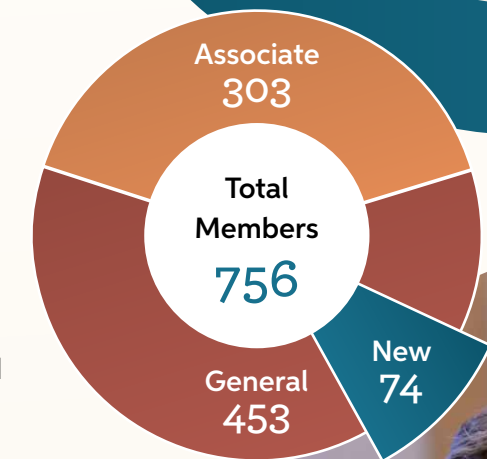
Our Membership Flourishes

Our membership and engagement continue to flourish with 81% of our members actively engaged*.

Members from all work settings are welcome. Of those who practice in multiple environments or roles, 93% find the VDFP beneficial.

"I'd encourage all of my colleagues with focused practices to join the Division and come out to events. Even though I am usually outnumbered by docs from the community, there's a lot of common ground still—plus, so much to learn from each other!"

– Dr. Fred Voon, ER physician



*These members access services, participate in Division offerings, and/or work with us leading system/practice changes. Of the remaining 19%, most are informed but not involved and either retired, not living locally, or working outside of family practice. Stats reflect April 1, 2023 – March 31, 2024.

Nurturing MD Health and Connection

Strong event participation and positive feedback reinforce the importance of self-care and community.

Connection is key

New initiatives such as Dips for Docs, Healthcare Rx, and the 8-week The Art of Living Mindfully group, alongside well-loved events like Welcome & Thank You, Bites 'n Banter, Family BBQ, and the Holiday Party, have provided valuable opportunities for social connection, enjoyment, and learning about well-being.



Peer Support Program now permanent

Our confidential, short-term, non-clinical emotional peer support program is now permanent. Uptake continues to grow. Seeking support is a positive physician culture shift.

“The value of all of these offerings is that they reinforce the importance of making time for self and personal health. Doctors often can find many reasons not to. Unfortunately, you have to schedule it all in, schedule well-being like patient time. It’s a basic, like ‘chopping wood and carrying water,’ and it’s about getting out of your own way.”

- Dr. Tracy Tresoor, FP

Recruitment & Retention

Attracting physicians to Victoria

Recruitment is a complex, collaborative effort involving integrated global, national, and local strategies by Island Health, Health Match BC, and the Division. Visit our collaborative recruitment website islanddocs.com!

Our refreshed international social media campaign targeting the USA, the UK, Ireland, and Australia has generated substantial interest in practicing in Victoria. The LFP payment model remains good compensation news, a cornerstone of attracting and retaining FPs.

“Coming from a different province, I was unfamiliar with the landscape of family medicine in Victoria, but the Division’s grasp of my varied interests made the process effortless. We visited various clinics and met with different physicians. The Division asked all the right questions, making the entire experience smooth, manageable, and very comfortable.”

- Dr. Katie Collins, FP

Division amps up its warm welcomes

In addition to our prominent red-carpet welcome with clinic introductions for new-to-town physicians, our new, extended one-on-one onboarding makes it easier for new members to find their footing in the medical community.

Guidance for international grads

We’ve strengthened our collaboration with the Practice Ready Assessment BC (PRA-BC) program, helping International Medical Graduates (IMGs) integrate into our community and make Victoria their long-term home. We welcomed new IMGs at a special dinner fostering connections and offered a PRA-BC webinar on hosting and assessing IMGs..

“We need more FPs and the PRA-BC program is a very good way to help IMGs find their feet in our community. They all know medicine but need to learn how to work in our system and connect with the physician community. The more we help out as assessors, the better for our community. I look forward to doing more.”

- Dr. Faiza Khalid, FP and PRA-BC assessor



“Prior to ULP, we had no luck covering our practice. The ULP is just phenomenal; it gives us the real time off that we need to disconnect. The admins are excellent to work with.”

– Dr. Christine Roh, host FP

Robust growth for the Urban Locum Program

Our successful ULP pilot has been extended to March 2025.

Launched less than two years ago, the ULP continues to offer physicians essential downtime and offers locums, particularly early-career FPs looking to explore options, new pathways into full-service family practice. The ULP’s popular mentorship program has evolved into a robust peer support and coaching system.

11

New graduate FPs hired this year!

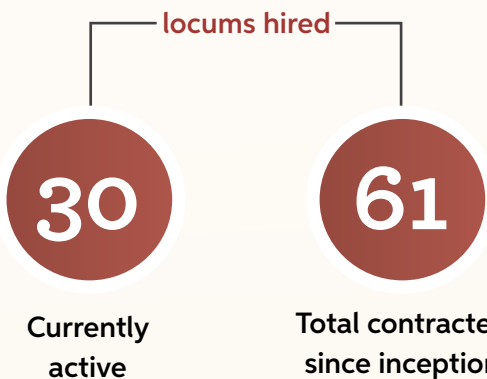


Shifts covered*
1,404



Hours covered*
9,677

*October 2022 pilot start
– September 2024



“As a new grad, researching locums on my own felt overwhelming. ULP streamlines the process, helping me find good locum fits and negotiate contracts. Moreover, they’ve created an incredibly supportive and welcoming environment for young physicians like myself.”

– Dr. Nina Howett, locum FP

New student working group sparks engagement

Our brand-new Student Engagement Working Group (SEWG) aims to empower and connect future physicians enrolled in the Island Medical Program (IMP), highlighting the rewards of family practice.

With four inaugural IMP students joining the SEWG in September, the foundation is in place for robust programming fostering strong ties with our thriving family medicine community of practice.

Before the group formed, the initial engagement included two information and social events with our Board, which saw more than 25 students attending.



2

Information/social events

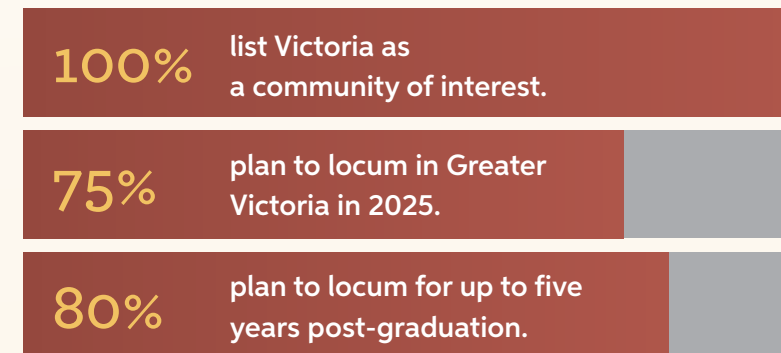
Students attending

25

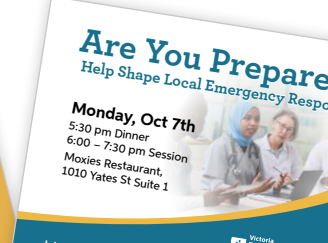
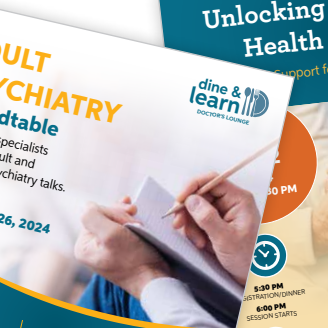
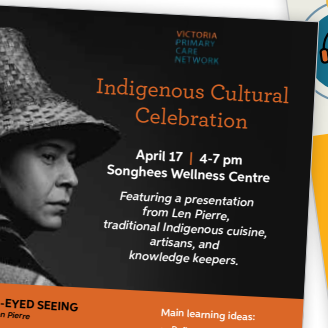
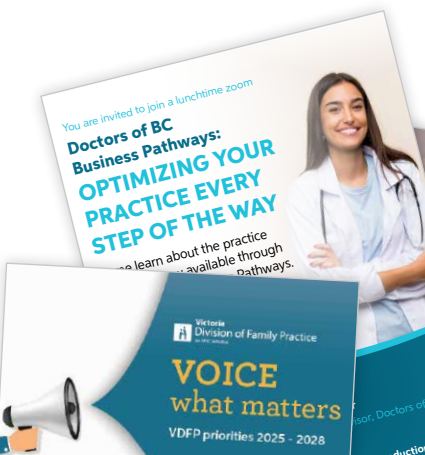
Residents covet Victoria

The Resident Engagement Working Group (REWG) helps local residents to build supportive relationships for their whole career. This year’s event highlight was a day of socializing, crabbing, and having fun at Sidney Pier.

The REWG also conducted an exit survey for R2 Family Practice Residents to assess how effectively they feel supported and learn about their plans. The results highlighted the popularity of TBC environments and of contract and site transition support for locums, confirming our strategies are sound. Practicing in Victoria is top-ranked!



2023-2024, What a Year!



Our Board

Thank you so much for your leadership and commitment.



Dr. Ami Brosseau



Dr. Sarah Chritchley



Dr. Alexandra Dozzi



Dr. Brett Dueck, R1



Dr. Melissa Duff (Chair)



Dr. Steve Goodchild



Dr. Kristen Iverson



Mr. Peter Lockie (Treasurer)



Dr. Margaret Manville



Dr. Anna Mason (Secretary)



Dr. Carien Smit, R2

Acronyms

- AHP** Allied health professionals
- CBT** Cognitive Behavioural Therapy
- CLFP** Community longitudinal family practice
- CME** Continuing Medical Education
- CSC** Collaborative Services Committee
- DoBC** Doctors of British Columbia
- ED ER** Emergency Department, Emergency Room
- EMR** Electronic Medical Record
- FNHA** First Nations Health Authority
- FP** Family Physician
- FPSC** Family Practice Services Committee
- FSFP** Full-service family practice
- IMP** Island Medical Program
- IT** Information Technology
- IWP** Indigenous Wellness Provider
- LFP** Longitudinal family practice in the context of the LFP payment model
- LTC** Long-term Care
- LTCI** Long-term Care Initiative
- MD** Doctor of Medicine
- MHSU** Mental Health & Substance Use
- MLA** Member of the Legislative Assembly
- MOA** Medical Office Assistant
- MoH** Ministry of Health
- MRP** Most responsible physician
- NP** Nurse Practitioner
- NTP** New To Practice
- PCN** Primary Care Network
- PMH** Patient Medical Home
- PRA-BC** Practice Ready Assessment BC
- RN** Registered Nurse
- SC** Steering committee
- SIDFP** South Island Division of Family Practice
- SIMSA** South Island Medical Staff Association
- SPPS** Saanich Peninsula Physician's Society
- TBC** team-based care
- ULP** Urban Locum Program Greater Victoria pilot
- UPCC** Urgent and Primary Care Centre
- VDFP** Victoria Division of Family Practice
- VNFC** Victoria Native Friendship Centre
- VPCN** Victoria Primary Care Network
- WIC** Walk-in clinic

Appreciation & Applause

A shout-out to our physicians below for driving Division progress by participating in our committees and working groups in 2023-24.

Note: Bolded names are project lead physicians for 2023-24.

- Collaborative Services Committee**
Duff, Melissa
Iverson, Kristen
MacDonald, Leah
Childs, Aaron
Cunningham, William
Goodchild, Steve
Louie, Kelsey
Mason, Anna
- Care Transitions MOST Working Group**
Bekker, Ian
Brousseau, Ami
Chritchley, Sarah
Dozzi, Alexandra
Hammett, Tess
How, Ben
Lemire-Elmore, Chloé
Tafti, Ali
Veres, Lisa
- Care Transitions Opioid Users Working Group**
Hering, Ramm (specialist)
Stefani, Nathan
Brousseau, Ami
Duff, Melissa
Ferris, Caroline
Heaslip, Ashley
Mason, Randal
Stuart, Chris
- Care Transitions Specialist Referral Working Group**
Hargrove, Gaylene (specialist)
Phillips, Laura
Billinghurst, Matt
Dowler, Christopher
Moccia, Patrizia (specialist)
- Care Transitions Dine & Learn Planning Committee**
Boe, Corene
Fry, Jessica
Harmon, Caitlin
- Care Transitions Supportive Cardiology Spread Project**
Dulay, Daisy (specialist)
Troughton, Tim
Slawynch, Mike (specialist)
- Finance and Audit Committee**
Duff, Melissa
Goodchild, Steve
Mason, Anna
Stamp-Vincent, Chris
- Governance Committee**
Chritchley, Sarah
Dueck, Brett
Dozzi, Alexandra
Duff, Melissa
Goodchild, Steve
- Human Resources Committee**
Brousseau, Ami
Chritchley, Sarah
Iverson, Kristen
- LTCI Steering Committee**
Manville, Margaret
Miles, Michael
Bekker, Ian
Brook, David
Del Bel, Nikki
How, Ben
McKeen, Katharine
Neweduk, Peter
Ryan, Catherine, NP
Saunders, Robin
- LTCI Community of Practice Working Group**
Bekker, Ian
Brook, David
Chew, Gilbert
Domke, Herb
Egan, Frank
Forster, George
Grimwood, Russ
Houghton, Peter
How, Ben
Manville, Margaret
Marsh, Ambrose
Miles, Michael
Mordasiewicz,
- Merunka
Morrice, Lora
Neweduk, Peter
Nicoll, Dale
Pai, Emily
Roh, Christine
Syyong, Harley
Tsai, Jimmy
Vaughan, Matthew
Vaughan, Michael
Wolovitz, David
Woodburn, Layne
- LTCI Learning Series Planning Working Group**
Neweduk, Peter
Nicoll, Dale
Roh, Christine
- LTCI Physician Workforce and Practice Planning Committee**
Mike Miles
Mordasiewicz, Merunka
Roh, Christine
Syyong, Harley
Tsai, Jimmy
- LTCI Saanich Peninsula Working Group**
Del Bel, Nicole
Brink, Rose
George, Eric
Syyong, Harley
Tan, Amy
- MOA Network Working Group**
Lush, Jennifer
- Nominations & Election Committee**
Brousseau, Ami
Chritchley, Sarah
Duff, Melissa

- Pathways Leadership Team**
Dabrus, Kathy
Joshi, Abhinav
- PCN Steering Committee** (until March 2024)
McKeen, Katharine
Childs, Aaron
Cunningham, William
Mason, Anna
MacDonald, Leah
Nezil, Frank
- PCN Steering Committee** (since April 2024)
Mason, Anna
Bax, Stuart
Childs, Aaron
Cunningham, William
DePauw, Anna
Nezil, Frank
Pham, Tia
- VDPP PCN Subcommittee** (December 2023 – March 2024)
Chritchley, Sarah
Goodchild, Steven
Iverson, Kristen
- Resident Engagement Working Group**
Creelman, Brianna
Dozzi, Alexandra
Dueck, Brett
Haensel, Erik (SIDFP)
Smit, Carien
- PCN FP Cohort Leads**
De Pauw, Anna
Duff, Melissa
- PCN HCR and Attachment Working Group**
Brousseau, Ami
Cunningham, William
Duff, Melissa
McKeen, Katharine
- PCN Indigenous Collaborative** (until October 2023)
Brousseau, Ami
Cunningham, William
Ehasoo, Valerie
Elliott, Kate
Louie, Kelsey
McKeen, Katharine
Nezil, Frank
- PCN Indigenous Circle** (since June 2024)
Brousseau, Ami
Elliott, Kate
Nezil, Frank
- Physician Health & Wellness Committee**
Fry, Jessica
Lee, Jenn
Black, Fraser
Dake, Lauren
Snozyk, Trish
- Resident Engagement Working Group**
Creelman, Brianna
Dozzi, Alexandra
Dueck, Brett
Haensel, Erik (SIDFP)
Smit, Carien
- Student Engagement Planning Group**
Critchley, Sarah
Dozzi, Alexandra
Gill, Talveen (SIDFP)
Manning, Fiona
Manville, Margaret
Modi, Amita
O'Dea, Maggie (SIDFP)
Tymkiw, Alexa (IMP student)
- Student Engagement Working Group**
Gill, Talveen (SIDFP)
Manning, Fiona
McCallan, Tara
Student representatives tbc
- Urban Locum Program Working Group**
Childs, Aaron
Easterbrook, Jaron
Cooper, Sari
Dozzi, Alexandra
- Urban Locum Program Steering Committee**
Childs, Aaron
Dowler, Chris
Dozzi, Alexandra
Easterbrook, Jaron
Hanson, Micah
Iverson, Kristen

Awards & Recognition

A round of applause to these members of our local family physician community for receiving awards*, supporting teaching, or giving local FPs a voice at other organizations.

Award Recipients

BC College of Family Physicians, Family Physician of the Year Award:



Laura Phillips

The peer-nominated BC Family Physician of the Year Award recognizes a family physician who provides exemplary care to patients and takes part in activities that contribute to excellence in family medicine. Thank you, Dr. Phillips, for all you do to make a difference for patients, colleagues, and communities!

BC College of Family Physicians, R2 Resident Award:



Olivia Anglin

Nominated by physicians, this award recognizes outstanding R2s graduating from the UBC Family Practice Residency Program. Congrats, Dr. Anglin!

*Our lists focus on the largest organizations and were generated through online research. We apologize if we missed a member who should be acknowledged here.

BCCFP College Coin:
Amanda Wang

IMP Dr. Bruce Crawford Award of Excellence:
Amita Modi

IMP Community Family Physician Award for Excellence in Clinical Teaching:
Sienna Bourdon (SIDFP)

Teachers / Preceptors

UBC IMP Teachers / Supporters

- Jody Anderson, Course Director, Transition into Postgraduate Training and Medical Practice (TIPP), Year 4
- Lauren Kitney, Course Director, Clinical Skills
- Fiona Manning, Assistant Dean, Student Affairs
- Margaret Manville, Course Director, Family Practice
- Amita Modi, Course Director, Electives, Year 4
- Chris Morrow, Portfolio Lead
- Kalina Popova, MEDD Course Director
- Laura Farrell, Regional Associate Dean, IMP (UBC) Head, Division of Medical Sciences (UVic)
- Aiken, Jay
- Ashwell, Stephen
- Asplin, Laura
- Barlow, Natalie
- Beatty, Nick
- Behroozi, Dara
- Bekker, Ian
- Bindra, Heera
- Bourdon, Sienna
- Boylan, Maureen
- Brierley, Phil
- Brydon, Marni
- Chevalier, Ryan
- Chritchley, Sarah
- Spencer, Cleave
- Cooze, Jared
- Coutts, Joyce
- Curtis, Lara
- Dowler, Chris
- Erlank, Andre
- Evans, Daniel
- Fraser, Chris
- Friesen, Caspar
- Fry, Jessica
- Gallagher, Michael
- Green, Stephanie
- Hanlon, Terese
- Hartford, Doug
- Heron, Ryan
- Herriot, Ryan
- Houston, Shannon
- How, Ben
- Hutchinson, Leah
- Keller, Connor
- Kilpatrick, Alexander
- Kim, John
- Leblanc, Max
- Leduc, Eugene
- Lush, Jennifer
- Mancini, Stephanie
- Manville, Margaret
- Mason, Anna
- McCallan, Tara
- McCluskey, Paddy
- McGee, Doug
- Mehaffey, Kate

2023-24 Family Practice Preceptors

- Aiken, Jay
- Ashwell, Stephen
- Asplin, Laura
- Barlow, Natalie
- Beatty, Nick
- Behroozi, Dara
- Bekker, Ian
- Bindra, Heera
- Bourdon, Sienna
- Boylan, Maureen
- Brierley, Phil
- Brydon, Marni
- Chevalier, Ryan
- Chritchley, Sarah
- Spencer, Cleave
- Cooze, Jared
- Coutts, Joyce
- Curtis, Lara
- Dowler, Chris
- Erlank, Andre
- Evans, Daniel
- Fraser, Chris
- Friesen, Caspar
- Fry, Jessica
- Gallagher, Michael
- Green, Stephanie
- Hanlon, Terese
- Hartford, Doug
- Heron, Ryan
- Herriot, Ryan
- Houston, Shannon
- How, Ben
- Hutchinson, Leah
- Keller, Connor
- Kilpatrick, Alexander
- Kim, John
- Leblanc, Max
- Leduc, Eugene
- Lush, Jennifer
- Mancini, Stephanie
- Manville, Margaret
- Mason, Anna
- McCallan, Tara
- McCluskey, Paddy
- McGee, Doug
- Mehaffey, Kate

- Mentz, Monica
- Minish, Kelley
- Modi, Amita
- Moher, Matthew
- Mordasiewicz, Merunka
- Ng, Josiah
- Norris, Jill
- Otto, Alex
- Putland, Michael
- Reid, Linda
- Roback, Barbara
- Roden, Kelsey
- Sawchuk, Paul
- Scanlan, Fiona
- Scott, Dion
- Shar, John (Jack)
- Shaw, Jack
- Sherman, Mark
- Simmons, Deanna
- Slater, Michael
- Smirnov, Iona
- Snodgrass, James
- Syyong, Harley
- Thibodeau, Melina
- Tierney, Shauna
- Troughton, Tim
- Vaughan, Matthew
- Veres, Lisa
- Wakelin, Rita
- Wang, Amanda
- Waterman, Lindsay
- Webb, Neil
- Wickens, Jennifer
- Woodburn, Layne
- Young, Vanessa
- Zilber-Shlensky, Caren

Family Physician Advocates

Doctors of BC
Dan Horvat (SIDFP), Board Director
Kelsey Louie, Board Director
Stuart Bax, District 1 Representative

Family Medicine Section:
Melissa Duff
Irfan Rajani
Oona Hayes

FPSC Full Committee:
Sari Cooper, Co-chair
Jaron Easterbrook (SIDFP)
Leah MacDonald (Island Health)

BC College of Family Physicians
Jennifer Lush, Board Director

BC Family Doctors
Melissa Duff, District 1 Delegate 2022-24
Ali Dozzi, District 1 Delegate 2024-26

College of Physicians and Surgeons of BC
Jason Wale, District 1 Representative
Shannon McDonald, Victoria/Tsawout Representative



Victoria

Division of Family Practice

An FPSC initiative

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Colin Smith