



VERNON MEDICAL STAFF ASSOCIATION

Annual General Meeting

~ 6-month touch down



27 October 2026 18:00 – 20:00, The Kal

First Nations Land Acknowledgement

We respectfully acknowledge our presence on the traditional, ancestral, unceded territory of the Syilx Okanagan people who have resided here since time immemorial.

We honour and respect these Syilx Okanagan lands upon which we live, work and play and extend gratitude to our hosts.



Agenda

1.1 Welcome and Land Acknowledgement

1.2 Establish Quorum

2.1 Appointment of Recording Secretary

2.2 Role of the MSA

The Role of the MSA



Who makes up the MSA?

Physicians, Dentists, Midwives,
Nurse Practitioners



Mission

Acts to engage with IHA to:

- Improve care to patients
- Improve physician wellbeing

By:

- Developing solutions
- Streamlining systems
- Promoting collaboration
- Open professional dialogue with key stakeholders



Vision

To be an agent of **positive change** and an **effective partner** within the Health Care System

Our Strategic Pillars



Physician Engagement

QUINTUPLE AIM

- Provider Experience
- Per Capita Cost
- Equity to care



Physician Development

QUINTUPLE AIM

- Provider Experience
- Per Capita Cost
- Equity to care



Quality Improvement

QUINTUPLE AIM

- Provider Experience
- Patient Experience
- Per Capita Cost
- Equity to care



Attraction, Recruitment & Retention of Top Talent

QUINTUPLE AIM

- Provider Experience
- Patient Experience
- Equity to care

Our Strategic Pillars



Physician Engagement

QUINTUPLE AIM

- Provider Experience
- Per Capita Cost
- Equity to care

- Identify provider engagement opportunities
- Strengthen provider collaboration and advocacy
- Ensure the views of medical staff are effectively communicated

KEY ACTIVITIES

1

BrainBox

2

Visioning Meeting

3

Leadership Bootcamp



MSA App

Hosting and organizing

Our Strategic Pillars



Physician (Leadership) Development

QUINTUPLE AIM

- Provider Experience
- Per Capita Cost
- Equity to care

- Provides opportunities for training, knowledge sharing, mentoring and support to ensure:
 - Safety, health and wellness of providers
 - Quality care for patients

KEY ACTIVITIES

1

CME

2

Peer Support
Program



MSA App
Promotion

Our Strategic Pillars



Quality Improvement

QUINTUPLE AIM

- Provider Experience
- Patient Experience
- Per Capita Cost
- Equity to care

- Identify, research, and implement initiatives designed to improve operational efficiencies and enable VJH staff to provide quality patient care.

KEY ACTIVITIES

1

Priority Projects (Working Group)

2

Grass Root Projects (MSA)

MSA Executive Projects (Exec)

3

VJH Quality Committee Redesign



MSA App

Tracking · Impact

Transparency

Strategic Pillars



Attraction, Recruitment & Retention of Top Talent

QUINTUPLE AIM

- Provider Experience
- Patient Experience
- Equity to care

- Create a workplace culture of caring, respect, inclusion, and support where providers and employees of IHA feel valued, appreciated and actively promote VJH as a great place to work.

KEY ACTIVITIES

1

**Physician
Navigator**

2

**\$ towards
recruitment
and
orientation for
members**

3

**Recruitment
Subcommittee
*Strategy, Site
planning,
Retention***

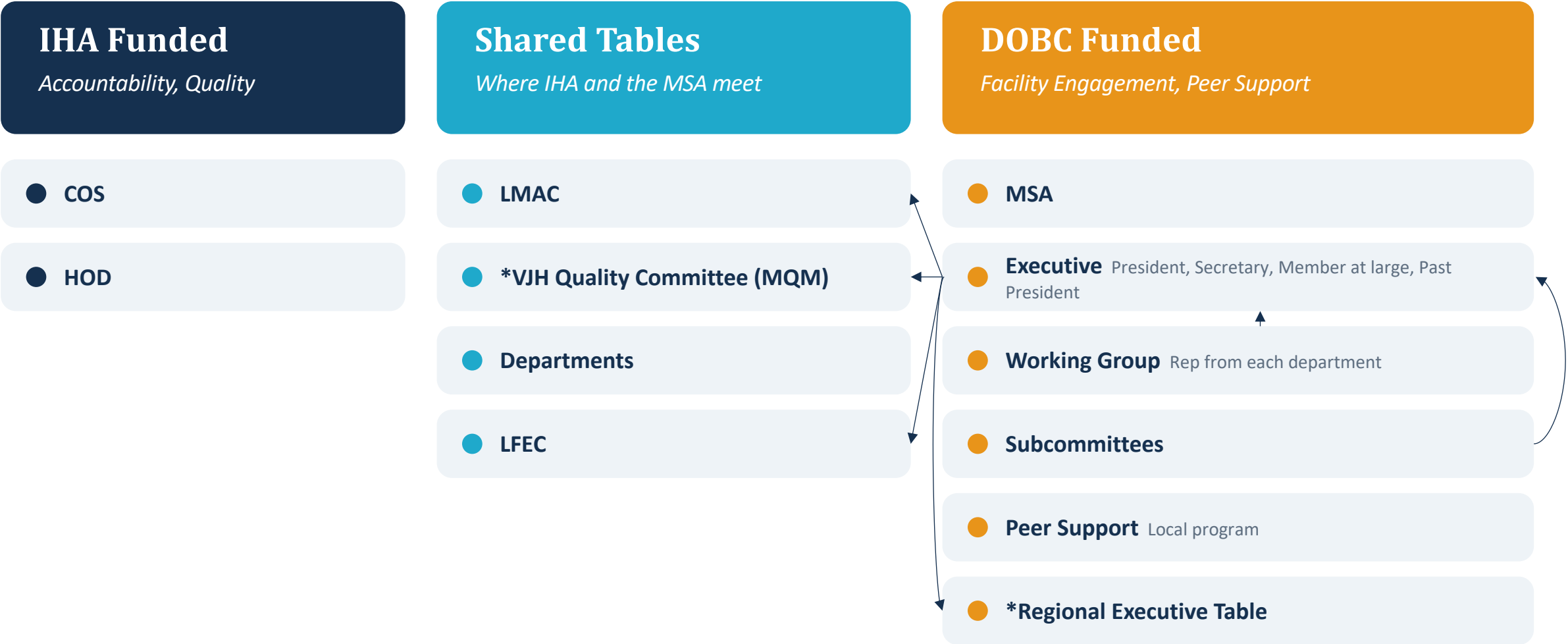


MSA App

Tracking · Impact

Recruitment
Dashboard

How are we structured to make impact?



Executive

President, Secretary, Member at large, Past President

President
Johann

Treasurer
Sergei

Past President (Strategic Plan)
***Kira**

Projects
Johann

Working Group
Vacant

Events / CME
Vacant

Subcommittees
Vacant

Responsibilities

- ✓

Overseeing FEI funding
- ✓

Overseeing MSA funds
- ✓

Ensuring IH meeting requirements are met
- ✓

Responding to provider ideas and concerns
- ✓

Approving project requests < \$5,000
- ✓

Ensuring the organization is focused on strategic priorities

MSA Executive			
	NAME	EMAIL	PHONE
	Dr. Johann Schreve	drjohannschreve@gmail.com	(250) 788-6156
	Dr. Kira McClellan	kiramcclellan@yahoo.ca	(250) 546-8115
	Dr. Sergei Reznikov	sreznikov@qmed.ca	(250) 549-4362
	Dr. Yann Brierley	ybrierley@me.com	(250) 489-1549
	Ms. Sharon Hughes-Geekie	sharon@vernonmsa.ca	(250) 859-0313
	Ms. Simone St. Louis-Anderson	simone.stlouis.anderson@gmail.com	
	Ms. Susan Cyr	susan@vernonmsa.ca	(250) 470-8807

MSA App: storing of documents

Working Group

Representative from each department

Executive Vacant*	GIM Evan	Neurology Hilary (resigned)	Pediatrics Sergei	Anaesthesiology Jennifer M
Hospitalist Hicham*	Surgery Quinn	Family Practice Shannon	Psychiatry Kevin	Obstetrics Cyndi
Radiology Vacant*	Peer Support Chris C	Pathology Yann	Midwifery Julia Bailey	

Responsibilities

- ✓ Bring forward department concerns (for discussion)
- ✓ Think tank (strategic direction)
- ✓ Monitoring funds
- ✓ Assist in planning activities
- ✓ Approving project/activity requests > \$5,000
- ✓ Circulate MSA information to department

MSA Working Group

NAME	EMAIL	PHONE
Dr. Brian Paige	bpaige@qmed.ca	(647) 740-9345
Dr. Christopher Cunningham	ccunningham.me@gmail.com	(250) 277-4881
Dr. Cynthia Ciezki	drcynthiaciezki@gmail.com	(250) 860-9754
Dr. Evan Graham	umgrahae@myumanitoba.ca	
Dr. Hicham Yactine	hyactine@gmail.com	(864) 504-0648
Dr. Hilary Wang	hilary.h.wang@gmail.com	(250) 241-0678
Dr. Jennifer Moran	jennmoran@hotmail.com	(250) 612-1064
Dr. Johann Schreve	drjohannschreve@gmail.com	(250) 788-6156
Dr. Kevin Stevenson	kevin.stevenson@interiorhealth.ca	(250) 549-2552
Dr. Kira McClellan	kiramcclellan@yahoo.ca	(250) 546-8115
Dr. Ryan Parker	quinn.parker9@gmail.com	(250) 938-3647
Dr. Sergei Reznikov	sreznikov@qmed.ca	(250) 549-4362
Dr. Shannon Rourke	shannon.rourke@mun.ca	(250) 542-8390
Dr. Yann Brierley	ybrierley@me.com	(250) 489-1549
Ms. Sharon Hughes-Geekie	sharon@vernonmsa.ca	(250) 859-0313
Ms. Simone St. Louis-Anderson	simone.stlouis.anderson@gmail.com	
Ms. Susan Cyr	susan@vernonmsa.ca	(250) 470-8807

MSA App: storing of documents

Dues

\$300

Active physicians

\$150

Associates, locums, temporary,
consulting

Exempt

- > 30 years at site
- Payment with other MSA (in BC)

Why?

⅓ Physician Navigator

Recruiting · Orientating · On-boarding ·
Supporting

for new physicians

→ **Shifting focus to retention in 2027**

Food for department meetings, Quality
Committee, LMAC

Donations

Cool ideas that cannot be funded by FEI

How it's collected

Collected via website payment integration

Dues

Dues Paid	Yes
Year	2026/2027

Make sure your dues are paid before 31 May 2026 to avoid penalties.

Pay Dues ↗

***MSA App: Payment → Receipt + Tracking**

New Business

3.1

Motion to approve minutes for October 23, 2025

Johann

3.2

Financial Statements

Sergei

3.3

Election of Officers to the MSA Executive

Sharon

Facility Engagement – April 1, 2025, to March 31, 2026

Activity	2025/2026
BUDGET	\$418,221.00
Civility Matters	\$11,298.34
Communications Plan	\$10,994.55
Continuing Medical Education	\$1,000.00
Department/Interdepartmental Meeting	\$56,912.46
Fragility Fracture Service Project	\$2,686.80
Governance	\$33,896.93
Internal Operating Expenses	\$137,922.63
Physician Leadership Fund	\$1,057.08
Physician Recruitment	\$37,983.56
Physician Waffle House	\$11,321.04
Resuscitation SIMS	\$3,875.97
Uncompensated Committee Work	\$25,638.35
VJH Physician Common Area Reimburse	\$672.00
Working Group	\$23,291.17
Retroactive Sessional Fees	\$14,230.28
TOTAL EXPENSES	\$373,164.24
CARRIED FORWARD	\$45,056.76
OTHER	
Electronic Health Records (\$9,295 Remaining)	\$0
Peer Support Program - (\$44,579.26 Remaining)	\$3,925.74

Note: Uncompensated Committee Work is down \$40,000 from the previous year accounting for the c/f balance.

MSA Profit and Loss

April 1, 2025 – March 31, 2026

Net Income: \$6,671.02
 (possible due to \$8,074.90 transfer from Physician Society)

NOTE: Civility Matters and Physician Waffle House have generated their own funds plus carried forward funds from the previous year. These expenses do not come out of MSA dues.

Current Balances as October 1, 2027
MSA -\$33,587.32
 (\$11,000 earmarked for Physician Navigator)

Civility Matters -\$2,154.27
Physician Waffle House - \$2,291.84

REVENUE	\$	EXPENSES	\$
Medical Staff Dues	40,533.20	Bank Charges	223.19
Special Events	5,619.12	CME and Meetings	1,972.95
SNO Sponsorship	5,000.00	Coffee Service	3,168.06
Civility Matters Product Sales	250.00	Civility Matters	2,061.53
Physician Waffle House (Reimbursement)	2,275.00	Physician Waffle House	1,067.42
Reserve Funds	8,074.90	Physician Navigator	6,870.99
(Transfer from Physician Society)			
		Donation	2,000.00
		Student Parking Passes	3,861.38
		Accounting Fees	1224.30
		Scholarships	5,000.00
		Annual BBQ	1,999.69
		Other Special Events	25,000.54
		Supplies	91.14
	61,752.22		55,081.19

MSA Election of Officers to the Executive November 1, 2026, to October 31, 2027

Nominated:

President – Dr. Johann Schreve

Past President – Dr. Kira McClellan

Secretary/Treasurer – Dr. Sergei Reznikov

Director - Dr. Yann Brierley

Three Director spots vacant.

Are there any nominations from the floor?

New Business (cont.)

3.4

Presentation

Kristen Megyesi

3.5

MSA Dues Report

Susan

3.6

MSA Activities 2026 – 2027

Johann

2026 – 2027

MSA Activities Report



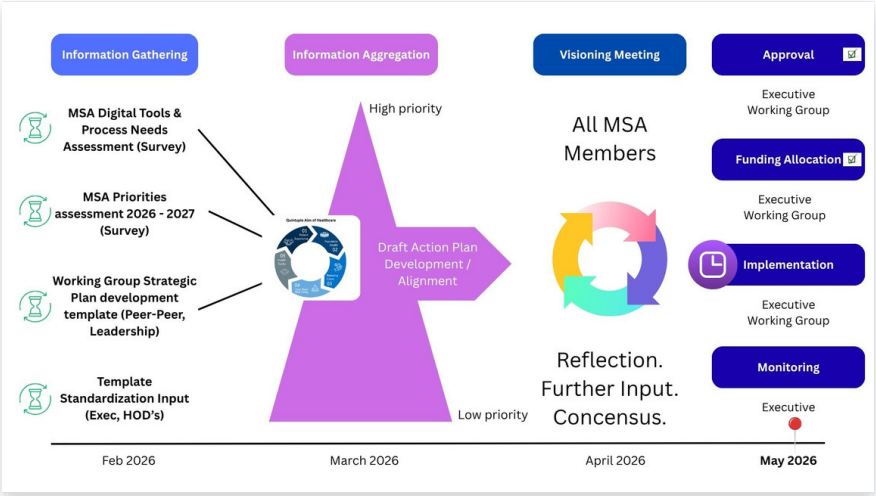
What did we do in 2026?



RS06:
Implementing Physician-Led Whole System Quality: 8 Years
of Experience at Stanford

David Larson, MD, MBA
Margaret Wang, MPH, PhD

IHI Forum 2024
December 10, 2024





Info gathering

BrainBox
Peer-to-Peer





Set Priorities

Visioning Meeting
Align with Quintuple Aim and Strategic Plan





Tackle Priorities

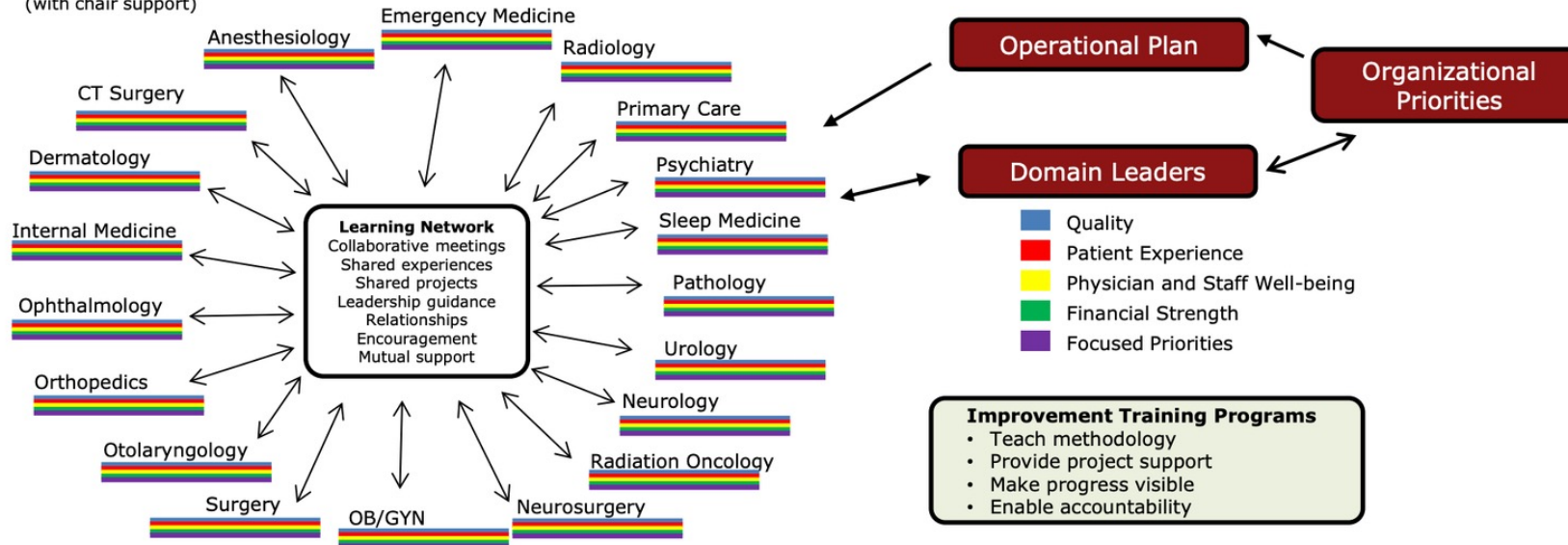
Projects / Activities
Quick Wins

 *Learning — feeds back into each cycle*

What did we do in 2026?

ICDP as a Learning Network

Departmental Physician Improvement Leaders (PILs) (with chair support)



Department Responsibilities

- Designate improvement leaders
- Support QI training
- Complete improvement projects

PIL Responsibilities

- Build dept. improvement program
- Prepare and present annual plan
- Present quarterly updates
- Oversee dept. QI council
- Mentor faculty, trainees
- Interface with hospital partners

PI Team Support

- Coach projects
- Support program development
- Support annual plan preparation
- Provide data/analytics support
- Liaise with program leaders
- Support QI training program

Domain Leader Responsibilities

- Educate and train
- Mentor
- Consult
- Guide progression
- Monitor progress
- Assess performance



The Model

Vision for the future.

BrainBox Analysis

Seven VJH priority themes for 2026/27

1 Optimize patient-care provider pathways

2 Optimize staffing and recruitment efforts

3 Physical space and digital optimization for patient and provider wellbeing

4 Optimize representation and leadership at decision-making tables

5 Re-establish a collaborative medical community, reducing acute–community silos

6 Implement and sustain wellness initiatives and events that resonate with medical staff

7 Fund projects where engagement drives positive change through impact

QI Projects: Nine Quality Improvement Projects

Project	Focus	Lead(s)	Timeframe	Budget	Status	Q1	Q2	Q3	Q4
Pilot a dedicated urgent/emergent OR model	★ Priority	Dr. Nicholas Half	3–6 months	\$5,000	Approved	Planning	Barriers: resolving	—	—
Ortho shared care pathway	★ Priority	Dr. Johann Schreve Dr. Willem Buys	6–12 months	\$5,000	Approved	Planning	On track	—	—
Peri-operative consultation pathways	★ Priority	Dr. Johann Schreve	3–6 months	\$5,000	Approved	Planning	Barriers: resolving	—	—
General neurology referrals at VJH and beyond	Grassroot	Dr. Hilary Wang	6–12 months	\$5,000	Approved	Planning	On track	—	—
Redesign the surgical assist program	★ Priority	Dr. Paul Mori Dr. Taylor Jespersen	3–6 months	\$5,000	Approved	Planning	On Track	—	—
MQM redesign using WSQ principles	Alignment (Exec)	Dr. Jody Snook Dr. Johann Schreve	> 12 months	\$4,500	Approved	Planning	On Track	—	—
ALCP: delayed transfers from VJH	IHA Site Leadership ID	Chris Simms	3–6 months	\$1,000	Approved	—	Planning	—	—
After-hours and weekend endoscopy needs	Grassroot	Dr. Scott Ainslie	3–6 months	\$2,000	Approved	—	Planning	—	—
Expand EMG capacity at VJH	Grassroot	Dr. Jennifer Thomas	6–12 months	\$3,000	Submitted	—	Planning	—	—

■ On track
 ■ Barriers: with resolution
 ■ Initial planning phase
 Not yet reported

QI Projects (1 of 5)

Improve OR flow and access by piloting a dedicated urgent/emergent OR model at VJH

AIM STATEMENT

SMART aim not yet entered in the proposal portal.

PROJECT LEAD

***Dr. Nicholas Half**

STATUS

Approved

Quality Improvement

QUARTERLY STATUS

Q1	Q2	Q3	Q4
—	Barriers	—	—

Optimize shared care pathway for patients requiring admission under orthopedic surgery

AIM STATEMENT

By November 2026, we want to start testing a multidisciplinary care pathway for elderly patients requiring admission to hospital and reduce the incidence of delirium by 30%.

PROJECT LEADS

**Dr. Johann Schreve
Dr. Willem Buys**

STATUS

Approved

Quality Improvement

QUARTERLY STATUS

Q1	Q2	Q3	Q4
—	On track	—	—

QI Projects (2 of 5)

Optimize peri-operative consultation pathways

AIM STATEMENT

SMART aim not yet entered in the proposal portal.

PROJECT LEAD

Dr. Johann Schreve

STATUS

Approved

Quality Improvement

QUARTERLY STATUS

Q1	Q2	Q3	Q4
Planning	Barriers	—	—

Rethink and optimize general neurology referrals at VJH and beyond

AIM (FROM PROPOSAL GOAL)

The goal is to close the gap between ED presentation and specialist neurology assessment for patients who need to be seen within days, not months — avoiding both an unnecessary hospital admission (when the concern could instead be managed with rapid outpatient follow-up) and the alternative of discharging patients into a 12–18 month wait with no interim plan.

PROJECT LEAD

Dr. Hilary Wang

STATUS

Approved

Quality Improvement

QUARTERLY STATUS

Q1	Q2	Q3	Q4
—	On track	—	—

QI Projects (3 of 5)

Redesign surgical assist program

AIM STATEMENT

AIM 1: By January 1, 2027, recruit and onboard 3-4 additional physicians to participate in the After Hours Surgical Assist program to improve coverage, support the sustainability of the program, and ensure reliable access to after hours surgical assist services at Vernon Jubilee Hospital.

AIM 2: By March 1, 2027, develop and implement a standardized structure for the After-Hours Surgical Assist program, including a comprehensive onboarding handbook and orientation, a clear and consistent shift sign-up process, and streamlined communication methods for surgical assists, to improve consistency, clarity, and operational efficiency.

PROJECT LEADS

Dr. Paul Mori
Dr. Taylor Jespersen

STATUS

Approved

Quality Improvement

QUARTERLY STATUS

Q1

Planning

Q2

On Track

Q3

—

Q4

—

MQM Redesign at VJH applying WSQ Principles

AIM STATEMENT

Start testing a new format for MQM at Vernon Jubilee Hospital that embrace Quality Planning, Quality Improvement and Quality Assurance/Control by September 2026.

PROJECT LEADS

Dr. Jody Snook
Dr. Johann Schreve

STATUS

Approved

Quality Improvement

QUARTERLY STATUS

Q1

Planning

Q2

Planning

Q3

—

Q4

—

QI Projects (4 of 5)

ALCP - Delayed transfer to final destination from hospital at VJH

AIM (FROM PROPOSAL GOAL)

As a collective, we aim to find the root cause of the provider shortage and find 3 solutions that are sustainable by March 2027.

PROJECT LEAD

Chris Simms

STATUS

Approved

Quality Improvement

QUARTERLY STATUS

Q1	Q2	Q3	Q4
—	—	—	—

Afterhour and weekend endoscopy need assessment project

AIM (FROM PROPOSAL GOAL)

By December 2026, we want to consider testing an after hour endoscopy service at VJH for urgent, but non-life threatening indications that is sustainable and cost-effective based on data and resources.

PROJECT LEAD

Dr. Scott Ainslie

STATUS

Approved

Quality Improvement

QUARTERLY STATUS

Q1	Q2	Q3	Q4
—	—	—	—

QI Projects (5 of 5)

Expanding the capacity of EMG's at Vernon Jubilee Hospital

AIM (FROM PROPOSAL GOAL)

By March 2027 we aim to implement a pathway for EMG's at VJH by reducing wait times by 50%.

PROJECT LEAD

Dr. Jennifer Thomas

STATUS

Submitted

Quality Improvement

QUARTERLY STATUS

Q1	Q2	Q3	Q4
—	—	—	—

MSA Executive Initiatives

Project	Pillar	Lead(s)	Timeframe	Budget	Status	Q1	Q2	Q3	Q4
Strategic priorities before the visioning meeting	Engagement	Dr. Johann Schreve	3–6 months	\$3,000	Approved	On track	On track	—	—
MSA Web Application	Engagement	Dr. Johann Schreve	> 12 months	\$7,500	Approved	On track	On track	—	—
Annual MSA Activity Cycle	Engagement	Dr. Johann Schreve	3–6 months	\$1,000	Approved	—	Planning	—	—
Standard department reporting to LMAC	Leadership/*Site	Dr. Johann Schreve	6–12 months	\$1,000	Approved	Planning	On track	—	—
MSA Lounge	Recruitment	Dr. Johann Schreve Dr. Kira McClellan	6–12 months	\$5,000	Approved	On track	On track	—	—
Respectful Workplace Fund	Recruitment	Dr. Yann Brierley	> 12 months	\$4,500	Approved	—	Planning	—	—
Cafe Appreciation Drive	Recruitment	Dr. Johann Schreve	6–12 months	\$3,000	Submitted	—	—	—	—
Vernon Cancer Centre off-site move	Recruitment	Dr. Edward Hardy	6–12 months	\$5,000	Declined	—	—	—	—

■ On track
 ■ Barriers: with resolution
 ■ Initial planning phase
 Not yet reported

MSA Executive Initiatives (1 of 4)

Setting the stage: Developing strategic priorities prior to visioning meeting

AIM STATEMENT

By April 2027, we want complete 5 priority engagement projects identified by the MSA that showed IMPACT through Engagement.

PROJECT LEAD

Dr. Johann Schreve

STATUS

Approved Engagement

QUARTERLY STATUS

Q1	Q2	Q3	Q4
On track	On track	—	—

MSA Web Application: Organizing, Streamlining and Integration for the future

AIM STATEMENT

To implement a multi-functional secure application owned by the MSA by February 2027.

PROJECT LEAD

Dr. Johann Schreve

STATUS

Approved Engagement

QUARTERLY STATUS

Q1	Q2	Q3	Q4
On Track	On track	—	—

MSA Executive Initiatives (2 of 4)

Annual MSA Activity Cycle

AIM STATEMENT

Implement an annual MSA cycle embracing strategic priorities, quality improvement work and leadership by April 2027 that is sustainable for the foreseeable future,

PROJECT LEAD

Dr. Johann Schreve

STATUS

Approved Engagement

QUARTERLY STATUS

Q1	Q2	Q3	Q4
—	Planning	—	—

Standardization of Department Reporting to LMAC

AIM STATEMENT

To implement a standard reporting template for all departments as a reporting mechanism that can be shared with LMAC chairs and the MSA executive to allow strategizing and support from a senior leadership perspective by July 2026.

PROJECT LEAD

Dr. Johann Schreve

STATUS

Approved Leadership

QUARTERLY STATUS

Q1	Q2	Q3	Q4
Planning	On track	—	—

MSA Executive Initiatives (3 of 4)

MSA Lounge

AIM STATEMENT

Engage with multiple stakeholders (MSA and Health Authority) and create a new medical lounge by October 2026.

PROJECT LEADS

Dr. Johann Schreve
Dr. Kira McClellan

STATUS

Approved Recruitment

QUARTERLY STATUS

Q1	Q2	Q3	Q4
On track	On track	—	—

Respectful Workplace Fund

AIM (FROM PROPOSAL GOAL)

Chief of Staff role lacks the option to demand course work completion as part of the early disciplinary process with struggling physicians.

PROJECT LEAD

Dr. Yann Brierley / * Dr. Abri De Beer

STATUS

Approved Recruitment

QUARTERLY STATUS

Q1	Q2	Q3	Q4
—	Planning	—	—

MSA Executive Initiatives (4 of 4)

Cafe Appreciation Drive

AIM (FROM PROPOSAL GOAL)

We aim to have 5 - 7 random days of kindness where we have a tab running for MSA members to get a coffee or tea from 1 of the 2 coffee shops in the hospital, by the end of the fiscal year 2026.

PROJECT LEAD

Dr. Johann Schreve

STATUS

Submitted

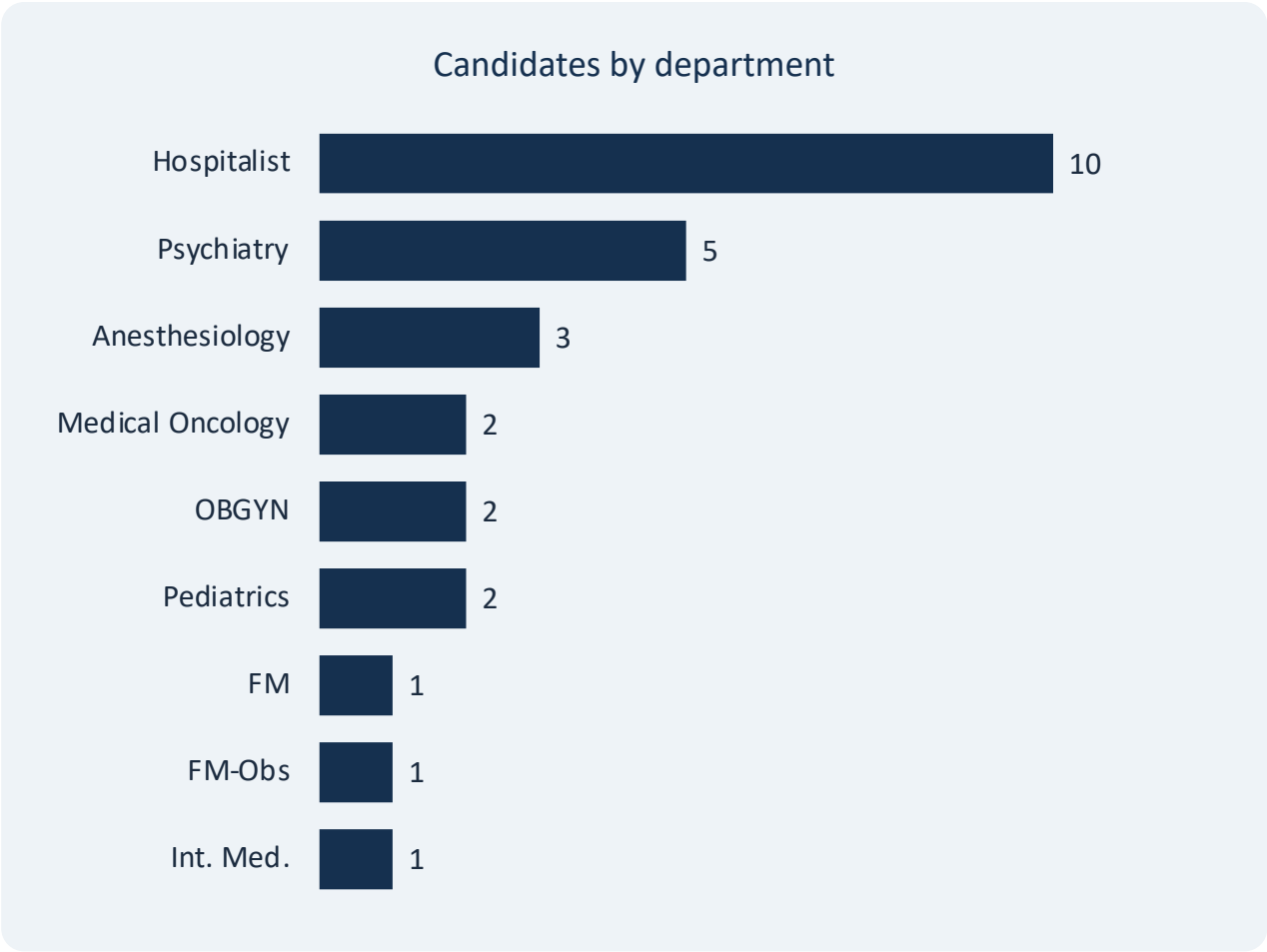
Recruitment

QUARTERLY STATUS

Q1	Q2	Q3	Q4
—	—	—	—

Recruitment Overview 2025/26

27 candidates, most still active



18
files open

9
files closed



 **Where they were based**

United States 15 · Canada 8 · United Kingdom 3 · Unknown 1

3
Lost to another site
3 of 27 candidates

Recruitment: What the Visits Tell Us



How we host candidates

Of 23 visits logged:

Community tour **22**

Hospital tour **15**

Department dinner **11**

IH interview panel **8**

Gift **3**

Real estate tour **2**



How they found us

Health Match BC was the top known source (5).

For 16 of 27 the source is unknown or unsure, so we can't yet tell which channels work.



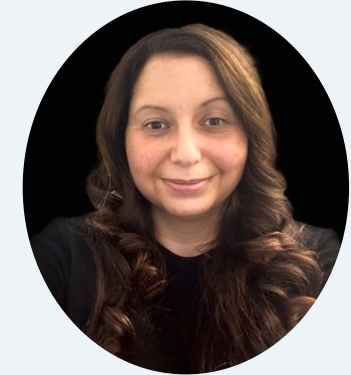
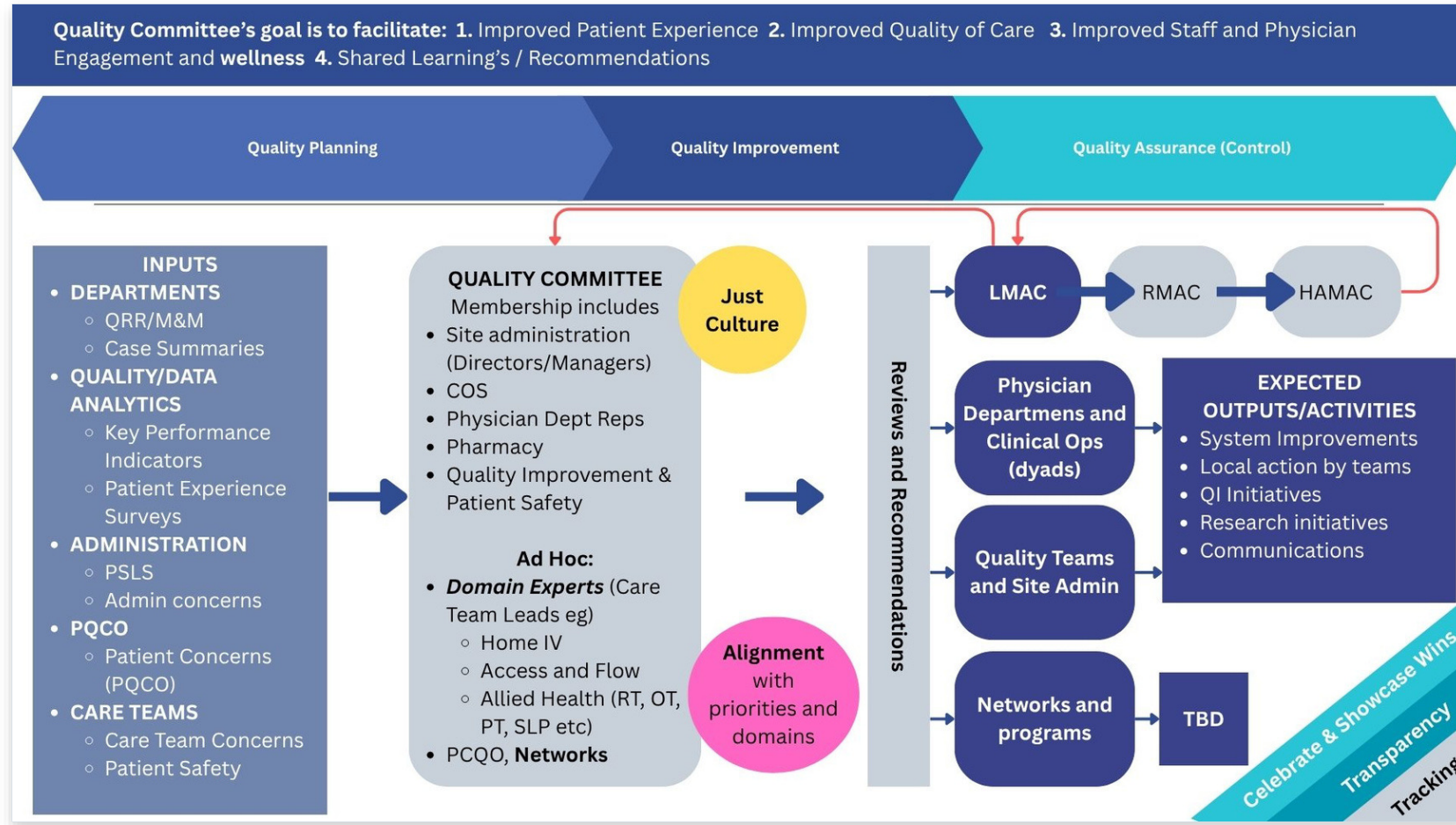
Competition is real

14 of 27 were weighing other sites.

The 3 who chose elsewhere cited family closer to another city, and a newer hospital with offices on site.

Next: record referral sources for every candidate, run exit surveys, and build the recruitment dashboard members asked for in BrainBox.

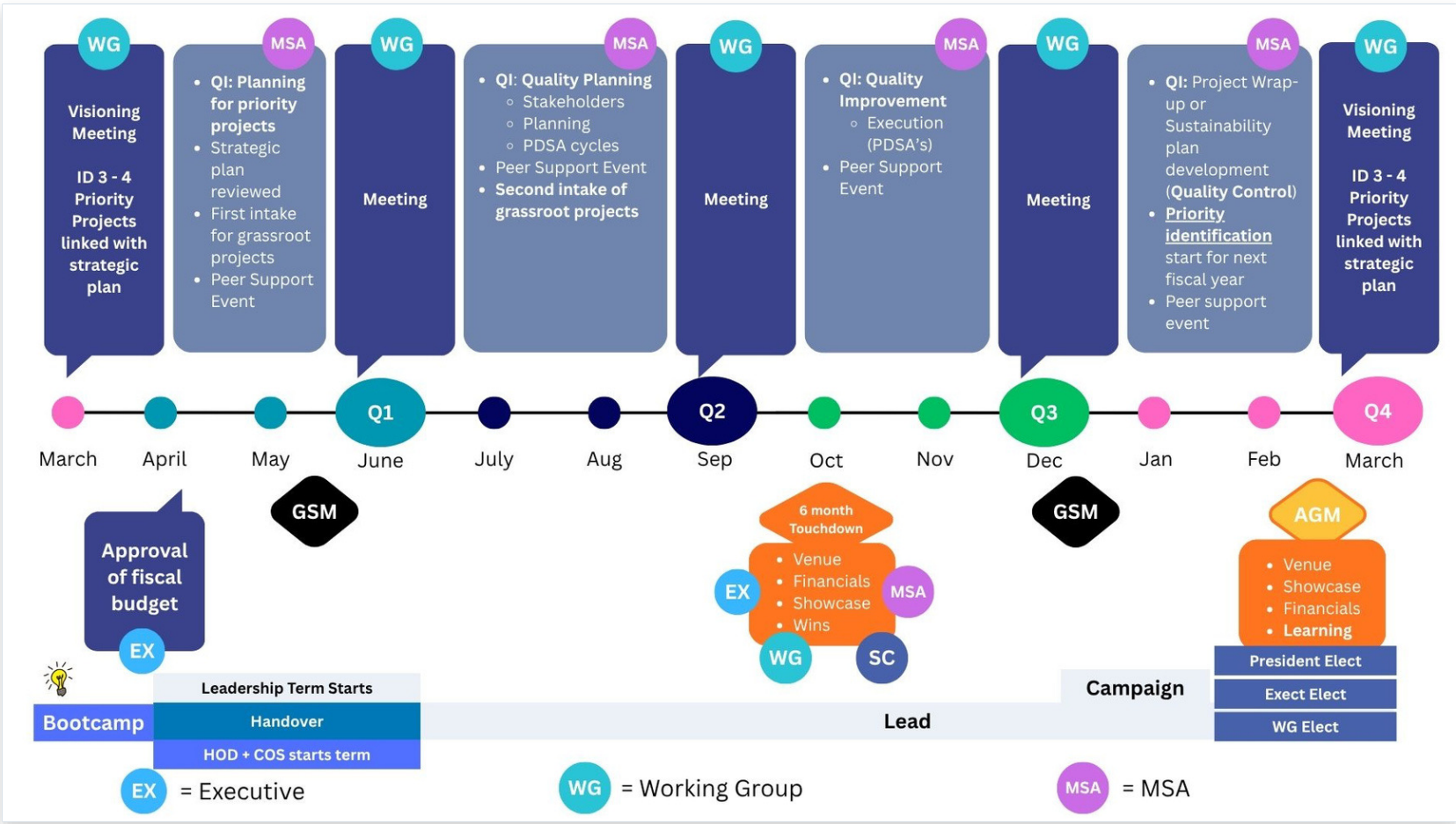
Quality Committee VJH



AIM

Start testing a new format for MQM at Vernon Jubilee Hospital that embraces Quality Planning, Quality Improvement and Quality Assurance/Control by September 2026.

What about 2027/2028?



Proposal

Annual MSA Cycle

syncing with

- Leadership**
- VJH Quality Committee**
- Fiscal Budget**

MSA App 2027

1 Dedicated to administration and executive

2 Make sense of a complicated ecosystem

3 Build and retain cultural memory

4 Track and support QI projects

5 Track new recruits and locums

6 Sync with the website

7 Pay dues and automate receipts

8 Built and owned locally

9 Sustainable and cost effective

10 Allows the opportunity to build department-specific onboarding documentation repositories with user role-based access

Home

VERNON
JUBILEE
HOSPITAL
MEDICAL STAFF
ASSOCIATION

Medical Staff Association

Home

Suites

Teams

Messages

Users

Dues

Reports

Documents

Recruitment

Proposals

Activities

Digital Reporting

J

Home

MSA Website

FEMS

MSA Leadership

Onboarding

My Account

Dr. Johann Schreve

Membership

Physician (Active)

Departments

Hospitalist

Phone

(250) 788-6156

Email

drjohannschreve@gmail.com

Manage My Account

My Inbox

Onboarding

New to Interior Health or Vernon Jubilee Hospital? Take advantage of our onboarding materials. You can sign in to the app at anytime and access this resource when needed.

Onboarding

Dues

Dues Paid

Yes

Year

2026/2027

Make sure your dues are paid before 31 May 2026 to avoid penalties.

Pay Dues

What can I claim through FEMS?

Use the FEMS guide to learn more about what can be claimed through FEMS (Facility Engagement Management System)

FEMS Guide

How to set up an account with FEMS

Projects

View the projects currently in motion through FEMS.

Projects In Motion

My Projects

Meet the Team

Meet the Vernon Jubilee Hospital Team. With a growing team of excellent health care providers, we want to ensure that you stay connected. Want to see who is new, watch this space on a regular basis.

Meet the team

MSA Vernon

MSA MEMBERS

Activities

APPROVED

Leadership Toolkit

Developed by Dr. Kira McClellan, Dr. Ed Hardy and Dr. Andrew Sellars, the Leadership

Vernon Medical Staff Association · AGM · 27 October 2026

39

Projects

Medical Staff Association

Home Suites Teams Messages Users Dues Reports Documents Recruitment Proposals Activities Digital Reporting J

Home > Projects

Projects

Print

My Projects

Apply for funding

Approved MSA Projects

The projects below were approved by the MSA and is in motion.

Filter

Search

LEARN MORE	PROJECT LEAD	TITLE	DATE SUBMITTED	SMART AIM	DEPARTMENT	TIMELINE	APPROVED BUDGET	Q1	Q2	Q3	Q4	YEAR END
View	Dr. Johann Schreve	Setting the stage: Developing strategic priorities prior to visioning meeting	10/04/2026	By April 2027, we want complete 5 priority engagement projects identified by the MSA that showed IMPACT through Engagement.	MSA	3 - 6 months	\$0	—	On Track	On Track	—	—
View	Dr. Nicholas Half	Improve OR flow and access by piloting a dedicated urgent/emergent OR model at VJH	13/05/2026		MSA	3 - 6 months	—		Barriers: With resolution	—	—	—
View	Dr. Johann Schreve Dr. Willem Buys	Optimize shared care pathway for patients requiring admission under orthopedic surgery	13/05/2026	By November 2026, we want to start testing a multidisciplinary care pathway for elderly patients requiring admission to hospital and reduce the incidence of delirium by 30%.	MSA	6 - 12 months	\$5000	—	On Track	On Track	—	—
View	Dr. Johann Schreve	Optimize peri-operative consultation pathways	13/05/2026		MSA	3 - 6 months	—		Barriers: With resolution	Barriers: With Resolutions	—	—
View	Dr. Hilary Wang	Rethink and optimize general neurology referrals at VJH and beyond	13/05/2026		MSA	6 - 12 months	\$3000	—	On Track	—	—	—
View	Dr. Paul Mori	Redesign surgical assist	13/05/2026	AIM 1: By January 1, 2027, recruit and onboard 3-4 additional physicians to participate in the After Hours Surgical Assist program to improve coverage,	MSA	3 - 6	\$5000		Initial Planning	On Track		

FEMS Guide

Medical Staff Association

Home Suites Teams Messages Users Dues Reports Documents Recruitment Proposals Activities Digital Reporting J

Home > FEMS Guide

FEMS Guide

FEMS Fee Codes

Search

ACTIVITY	DESCRIPTION	MAX TIME ALLOWED	WHAT FALLS UNDER THIS ACTIVITY	WHAT DOES NOT FALL UNDER THIS ACTIVITY	REQUIREMENTS
Departmental Enrichment Meetings and Interdepartmental Collaboration	Meetings which are beyond monthly departmental gatherings, focus on sharing information, addressing departmental issues, and promoting interdepartmental cooperation for planning, reviewing, prioritizing, and improving patient care and the physician work environment.	2 hours	- Will fund room rental charges, Audio Visual (AV) support costs, meal expenses (UP TO \$35/PERSON plus GST and 18% gratuity). Detailed receipts are required or the FEMS system will reject the claim. A maximum of \$500 honorarium will be paid for a speaker, including expenses. WILL NOT fund alcoholic beverages or social events as per FEMS guidelines.		The meeting organizer must submit a list of attendees in their claim plus a summary of the purpose and outcomes of the meeting. Action items or resolutions to problems should also be reported.
Physician Recruitment	Time and expenses actively engaging prospective candidates i.e. site visits, facility and/or community tours, social engagements, and Question & Answer (Q&A) Sessions with candidates	A maximum of 8 hours of sessional time per recruit is allowed.	Meals will be reimbursed at a maximum of \$35 per person, no alcohol and an itemized receipt must be submitted for payment.	Department Head recruitment activities (interviews, reference checks, on-boarding, orientation) are provided for under the Department Head contract and will not be reimbursed.	
Uncompensated Committee Meetings	Providing expertise at facility-related meetings.	A maximum of 2.5 hours per meeting per participant. Meetings of more than 2.5 hours duration require additional approval.	Must include in the description the names of the meeting's participants, the purpose of the meeting, and the outcomes achieved.	General Medical Staff meetings, Morbidity and mortality (M&M) meetings, Grand Rounds, department meetings or other meetings required to maintain hospital privileges are not eligible for reimbursement. Physicians who attend meetings as part of their contract deliverables with the health authority and health authority operational leaders are not eligible for reimbursement. Meetings reimbursed by Interior Health or through another funding source are not eligible for reimbursement.	

Admin

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Medical Staff Association

Home

Suites

Teams

Messages

Users

Dues

Reports

Documents

Recruitment

Proposals

Activities

Digital Reporting

J

Admin

Home

Manage Users

Manage Reports

Manage Documents

Manage Meetings

Manage Events

Manage Dues

Manage Proposals

Manage Minutes

Create New Account

Create a new user account. All new accounts will be registered as Members and User Roles can be managed further in the Manage Users section.

Create New Account

Recruitment

To view the Recruitment Reports and stay up to date with what is done by the Physician Navigator, access the Recruitment Report section.

Recruitment Reports

Proposals/Projects

Proposals for projects, initiatives or events will be available here.

Manage Proposals

Process Maps

Process maps for all processes related to MSA Activities will be stored here.

Access Process Maps

Manage Meetings

Manage all meetings.

Manage Meetings

BrainBox

Align events, initiatives and projects with strategic pillars.

Manage BrainBox

Manage FEMS Guide

Manage the FEMS guide.

Manage FEMS Guide

New Clinicians

Admin will upload new clinicians with privileges here.

New Clinicians

Department Reports

Reports generated during monthly department meetings

Department Reports

Minutes

Store and find all meeting minutes here.

Minutes Portal

Thank You!

Meet the Team

app.vernonmsa.ca

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ASSOCIATION

Medical Staff Association

Home

Suites

Teams

Messages

Users

Dues

Reports

Documents

Recruitment

Proposals

Activities

Digital Reporting

J

Meet the team

Vernon MSA Directory

Search

	NAME	EMAIL	USER STATUS	PHONE	DEPARTMENTS
	Dr. Francois De Wet Dowling	dewetdowling@gmail.com	• Active	(780) 978-6800	Emergency Medicine
	Dr. Angele Bonin	angelebonin96@gmail.com	• Active	(705) 521-5931	Hospitalist
	Dr. Neal Badner	nealbadner@gmail.com	• Active	(250) 808-5124	Anesthesiology
	Dr. Jing (Alice) Huang	j.alicehuang@gmail.com	• Active	(778) 706-3365	Hospitalist
	Dr. Michael Rhodes	michael.t.rhodes@gmail.com	• Active	(612) 306-8785	Hospitalist
	none Debra Wong	debra.wong@interiorhealth.ca	• Active	(778) 252-5415	Nurse Practitioner
	Dr. Kathryn Kully	kathryn.kully@ucalgary.ca	• Active	(403) 831-6887	Hospitalist
	Dr. Daryl Perry	darylivorperry@gmail.com	• Active	(204) 918-9296	Neurology
	Dr. Erica Reed	ericanicreed@gmail.com	• Active	(587) 575-8828	Hospitalist

New Business (cont.)

3.6 DISCUSSION – MSA



3.6.1

GMS Meetings



Frequency



Timing



Virtual or live

New Business (cont.)

3.6 DISCUSSION – MSA



3.6.2

CMEs



Topics



Format



Time of day



Day of week



Combining efforts with Kelowna MSA

New Business (cont.)

3.6 DISCUSSION – MSA



3.6.3

Special Events



Status quo or something different?



Mingle Jingle



Gala + Physician of the Year



Staff Barbecue

New Business (cont.)

3.6 DISCUSSION – MSA



3.6.4

Peer Support Program



Ideas / suggestions



Events

New Business (cont.)

3.6 DISCUSSION – MSA



3.6.5

Other



Issues



Ideas



Feedback