

2024

ANNUAL REPORT

2024-2025



Royal Inland & Hillside
PHYSICIAN ASSOCIATION

OUR CORE VALUES

Throughout our organization, we strive to adhere to the following principles:

Accountability

We foster an environment that promotes the acceptance of responsibility.

Bravery

We strive to have the mental and moral strength to face danger, fear, or difficulty.

Collaboration

We encourage an environment of listening to each other's needs and working together to create solutions.

Positive Physician Culture

We are committed to a standard of excellence that ensures our physicians feel valued.

STRATEGIC AREAS OF FOCUS

The key areas of focus identified by the Board of Directors, stakeholders, and staff for April 2024 through March 2027 are:

Positive Physician Culture

Creating an environment where physicians enjoy working.

Physician Retention and Recruitment

Supporting our physicians to meet their resource needs.

Physician Leadership

Create learning opportunities and mentorship to foster future leaders and to support current leaders.

Physician Engagement

Encouraging and supporting physicians in engagement activities.

*"There is no medicine **like hope**, no incentive **so great**, and no tonic so powerful as **expectation of something better tomorrow.**"*

- Orison Swett Marden



OUR VISION

Our physicians have access to the resources and support they need to meet the needs of our patients in a healthy, happy, and productive work environment.

OUR MISSION

We are an association of physicians for physicians, supporting them to deliver excellent clinical care.

ABOUT RIHPA

Our objective is to be a leader in quality patient-centred care, education, and research through cohesive shared decision-making, collaboration, and continuous improvement.

RIHPA is comprised of specialists/physicians with privileges at RIH. The Association aims to advance opportunities and enhance physician engagement within the hospital, the Health Authority, and the healthcare system at large.

The Association seeks to create opportunities for its members to collaboratively participate and express their views on matters that are important to them, contributing to the development, prioritization, and achievement of Interior Health plans and initiatives. The ultimate goals are improved quality of care for patients and their families and an improved working environment for facility-based physicians.



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Meet our RIHPA Board of Directors 2024-25



Back row L to R:

Dr. Tochi Anyansi
Dr. Kaveri Gupta, President
Dr. David Nicholl

Front row L to R:

Karen Vogel, Program Director
Dr. Fatima Allibhai
Anita Cranston, Program Coordinator

*"Courage is not the **absence of fear** –
it's inspiring others to **move beyond it.**"*

- Nelson Mandela



Message from the Program Director



The current Board of Directors has demonstrated a desire to create leadership opportunities for their colleagues, as well as advance their personal skills. The directors have been long-standing members of the Working Group, participated in Navigate, attended numerous seminars

on leadership, and taken an active role to support the members of RIHPA by providing leadership education and opportunities. RIHPA has provided leadership summits to the physicians serving in leadership roles at both the facility and regional levels. Because I am a member of these meetings, I can assure you everything is considered with intent and scrutinized for physician value, respecting time and expertise.

It is very commendable to see the leadership at RIHPA commit to supporting its physicians as best they are able. Dr. Wes Fischer is quoted as saying, "As a doctor, people will trust you, confide in you, and appreciate your efforts. You can do amazing things for people if you don't let the system get you down."

In any organization, there will be hindrances outside one's realm of authority; however, by committing to support the provision of positive leadership opportunities with exemplary training, leadership can make a difference at all levels of the hospital system.

I encourage you to take advantage of the opportunity to attend quarterly meetings, consider becoming a member on the Working Group, or start your own RIHPA project to make a difference at RIH.

It is an honour to work with you, and I thank you for the care you offer this community.

Karen Vogel
Program Director

Message from the Program Coordinator



As I reflect on the past year, I am filled with immense pride for the incredible work that has been done together here at RIH and Hillside. Our Physicians' Association has shown the strength of our collective commitment to advancing

healthcare, not just as professionals but as partners in shaping a positive, supportive physician culture.

At the heart of everything RIHPA does is a core set of values that guide us—values that are more than just words, but actions that drive real change.

Accountability is the foundation upon which we hold ourselves and each other to the highest standards, ensuring that every initiative and project contributes to the well-being of both our physicians and the patients they serve. Our dedication to **bravery** challenges us to step outside our comfort zones, confront the tough issues, and pioneer bold new solutions. Through **collaboration**, we have not only supported individual physician-led projects but also created an environment where teamwork, mutual respect and civility are the cornerstones of success. We've fostered a sense of unity and purpose that truly makes a difference.

The road ahead is not easy, but with the continued spirit of accountability, bravery, and collaboration, we hope to continue developing a **positive physician culture** that will elevate the profession and the lives of those we care for.

Thank you for your dedication, your courage, and your unwavering support in making this year a success. Let's keep pushing boundaries, lifting each other up, and creating the future of healthcare here in Kamloops that we know is possible.

Anita Cranston
Program Coordinator

Royal Inland and Hillside Physician Association (RIHPA) Working Group

Dr. Fatima Allibhai Director
Dr. Lisa McMahon Anaesthesia
Dr. Dustin Hofstede Diagnostic Imaging
Dr. Taylor North Emergency Medicine
Dr. David Nicholl Medicine
Dr. Erin Adams Obstetrics and Gynecology

Dr. Kayla Parker Pediatrics
Dr. Petra Stephen Psychiatry
Dr. Nathan How Surgery
Dr. Harpreet Kelly Hospitalists
Dr. Brent Wilde Pathology

RIHPA Working Group - Terms of Reference

Mandate

The Royal Inland & Hillside Physician Association (RIHPA) Working Group (hereinafter referred to as the "Working Group") is a representative body/committee of the Royal Inland & Hillside Physician Association that will engage Royal Inland Hospital medical staff and Hillside physicians and advise the Board of Directors of RIHPA on matters of importance to RIH medical staff, Hillside physicians, their patients, and the Health Authority.

The intention of the Memorandum of Understanding on Regional and Local Engagement (MOU) is to strengthen the relationships and engagement between RIH medical staff, Hillside physicians, and Health Authority leadership.

To support this, the Working Group is tasked with finding ways to:

- Ensure views of RIH medical staff and Hillside physicians are more effectively represented
- Contribute, along with the Health Authority, to the development and achievement of mutually agreed upon healthcare plans and healthcare initiatives with respect to matters directly affecting RIH medical staff and Hillside physicians
- Prioritize issues affecting RIH medical staff, Hillside physicians, and patient care
- Have direct, meaningful interaction with Health Authority leaders including but not limited to physicians in formal Health Authority leadership roles

Objectives and Responsibilities:

The Working Group makes recommendations to the Board of Directors on matters that include, but are not limited to:

- 1** Creation of a work plan and a budget for the allocation of funds
- 2** Identifying possible projects and initiatives that meet the objectives of the MOU
- 3** Consulting with representatives of the RIH medical staff and Hillside physicians as necessary in the completion of the mandate
- 4** Consulting and engaging with Health Authority leaders on regional and local issues as defined in the MOU
- 5** Consulting and engaging with Health Authority staff on regional and local issues as defined in the MOU
- 6** As required, engage with provincial Facility Engagement Evaluation Team
- 7** Other matters that may be referred to it by the Board of Directors

Message from the Doctors of B.C.



I am your Doctors of BC Engagement Partner for the Kamloops region of the Interior, supporting the Facility Engagement Initiative in Kamloops, Clearwater, Merritt, Salmon Arm, and Revelstoke. I've been with Doctors of BC for a year and come from a background in local government, health policy, and emergency

management. I'm based out of Clearwater, where I've lived for the last nine years.

As an Engagement Partner, I help to align and share knowledge across and within sites and health authorities. I'm available to share best practices, common priorities, and activities among MSAs through peer-to-peer connections and provincial program data and learnings. I'm also the regional point of contact for questions and support for MSA operations, governance, and Specialist Services Committee projects.

Engagement Partners can also help with systems navigation and work in partnership with other Doctors of BC staff (e.g., primary care transformation partners, regional advisors, and advocates) and external teams in the health authorities and Ministry of Health, to support physicians with work related to the Specialist Services Committee.

Bill Haring

Engagement Partner, Facility Engagement
Specialist Services Committee



Hillside Working Group

Director: Dr. Tochi Anyansi

Dr. Cory Czarnecki

Dr. Carmen Molgat

Dr. Michael Weitzner

Dr. Chris Inegbedion

The Hillside Centre Working Group, led by Dr. Tochi Anyansi, holds monthly meetings to address topics directly impacting the workplace environment. These discussions focus on identifying areas for improvement, setting priorities, and fostering a strong, positive sense of community among staff.

*"Alone we can
do **so little**;
together we
can do
so much."*

- Helen Keller



Message from Hillside



It is once again a pleasure to write to you as a board member of RIHPA, proudly representing Hillside Centre. As our health authority experiences changes in leadership, we remain steadfast in our advocacy for strengthened physician recruitment and retention.

Since Hillside Centre joined with Royal Inland Hospital in April 2020 to form RIHPA, the partnership has yielded numerous benefits for both sites. Over the past year, we've seen a notable increase in physician engagement within the Hillside working group. Our physicians remain committed to advancing tertiary mental healthcare throughout the region.

Looking ahead, we are excited about the year to come—one filled with innovative projects aimed at improving patient care and supporting physician wellness in our community. We are also eager to continue our collaboration with colleagues at Royal Inland Hospital as we work together to achieve RIHPA's strategic goals.

Thank you for your continued support of the board and working groups at both Royal Inland Hospital and Hillside Centre.

Yours truly,

Dr. Tochukwu (Tochi) E. Anyansi
Member, RIHPA Board of Directors



RIH Facility Engagement 2024-25 Physician-Led Project Highlights



C-SECTION MANAGEMENT

Physician Lead: Dr. Erin Adams

- Separated elective C-sections from Ob/Gyn slate
- Improved timing for scheduled C-sections
- Minimized impact on gynecology surgery time
- Secured Saturday OR access during surges
- Reduced fasting/wait time for emergency cases



OB/GYN DEPARTMENT PLANNING

Physician Lead: Dr. Paula Lott

- Relocated outpatient procedures to new space
- Collaborated with ACU for abortion care
- Focused on department resource planning
- Building long-term service sustainability



INTERNAL MEDICINE RESIDENCY PROGRAM

Physician Lead: Dr. Kathryn
Scobie

- Strong UBC and interest department support
- Endorsed as training site by UBC Head of Medicine
- Framework and distributive model developed
- Proposal for submission: July 2025/2026
- Partnerships with specialty & community services



IH WEST ETHICS COMMITTEE

Physician Lead: Dr. Janet Kusler

- Physicians offer unique ethical insights
- Boosted confidence in addressing challenges
- Participation in consults viewed as meaningful
- Encourages interprofessional ethical dialogue



EMERGENCY PHYSICIAN RECRUITMENT & RETENTION

Physician Lead: Dr. Keith Hutchison

- Four new emergency physicians hired
- Seven locums worked this year, most interested in joining
- Strong positive locum feedback
- RIH culture described as welcoming and collaborative

A Warm Welcome to Our New Physicians

Every new physician joining Royal Inland Hospital is greeted with a special welcome bag from RIHPA. Inside, they find a collection of thoughtful little goodies and a note introducing who we are and how we can work together.

It's our way of saying welcome to the team and sharing that RIHPA is here to support, connect, and collaborate with them as they begin their journey at RIH.



RIHPA welcome bags ready to greet our newest colleagues!

What is the Medical Staff Association?



The Medical Staff Association (MSA) is comprised of physicians and hospital staff members who work closely together to ensure the highest quality of patient care. Meet the dedicated individuals who make up the association and learn about their roles in advancing healthcare in the Kamloops region.

The RIH MSA is an elected board governed by directors. The current directors are:

- Dr. Kaveri Gupta (President)
- Dr. Fatima Allibhai (Vice-President)

Dues to member physicians and clinicians are kept to the minimum required for the successful implementation of meetings, projects, and events:

\$400 – Active Physician Members

\$250 – Associate Physicians, Midwives, Nurse Practitioners



Scan QR code to pay membership fees online.

The elected directors attend and advocate at local medical advisory committee meetings, MSA quarterly meetings, and continuing medical education programming (CMEs). They work collaboratively with the Royal Inland Hillside Physician Association (RIHPA) and IH administration to move forward on projects. They also represent staff in conflict situations and coordinate membership appreciation efforts such as social events and recognition.

Our MSA CME Planning Committee is comprised of:

- Dr. Kaveri Gupta
- Karen Vogel
- Dr. Remy Wong
- Anita Cranston
- Natalie Manhard NP(F)

The RIH CME is an accredited program through both the College of Family Physicians of Canada (CFPC) and the Royal College of Physicians and Surgeons (Royal College). It provides current, best practice, ongoing medical education, and collegial opportunities for multidisciplinary engagement to the RIH medical staff.

Not every CME talk may be for you. As the RIH CME program serves the specialists and family practice physicians, NPs, MPs, and dentists who are privileged for Royal Inland Hospital, not every CME may be focused on your scope of practice. We are doing our best to provide content for all. If something is missing or if there is a topic you would like covered, please email Anita Cranston at anita.cranston@rihpa.ca.

Approximately 20% of the CMA dues are directed to the CME. The rest of the members' dues go toward costs associated with member honorariums, stipends, speaking fees, collaborative events, food and beverages, event planning, and office supplies.

Thank you to our MSA board members and our CME co-chairs for their ongoing championing of the MSA programs.



Continuing Medical Education: Menopause Focus

On **January 21, 2025**, the MSA CME Program hosted a Continuing Medical Education (CME) event on menopause, held at the Delta Hotel in Kamloops. The session offered a seated warm dinner and featured expert presentations exclusively for MSA members.

This collaborative event supported professional development and improved care for women in midlife by highlighting interdisciplinary approaches to menopause and pelvic health.

Presenters included:



Dr. Jennifer Kozic

Certified menopause practitioner with a focus on midlife women's health and pelvic floor care innovation.



Dr. Pamela Sproule

Ob/Gyn with over 20 years of experience, focusing on office gynecology and menopause care.



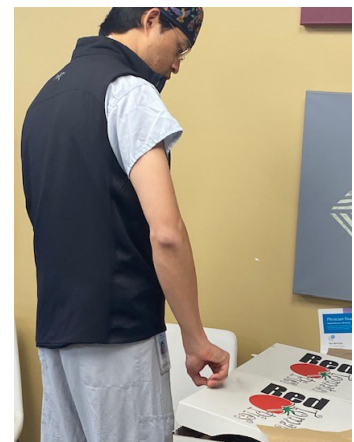
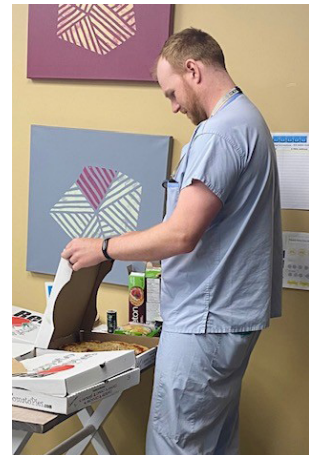
Cara Humphries

Registered physiotherapist and owner of Engage Health, specializing in pelvic health and chronic pain management.

Statement of Financial Position

MARCH 31	2025	2024
ASSETS		
Current		
Cash	\$ 121,703	\$ 65,979
Restricted cash (Note 3)	20,000	20,000
Accounts receivable	297	377
Prepaid expenses	-	589
Goods and services tax recoverable	1,788	5,755
	\$ 143,788	\$ 92,700
LIABILITIES		
Current		
Accounts payable and accrued liabilities	\$ 38,486	\$ 31,389
Deferred contributions (Note 4)	100,747	57,464
	139,233	88,853
NET ASSETS	4,555	3,847
	\$ 143,788	\$ 92,700

Wellness Week 2025





Royal Inland & Hillside
PHYSICIAN ASSOCIATION

WWW.RIPHA.CA