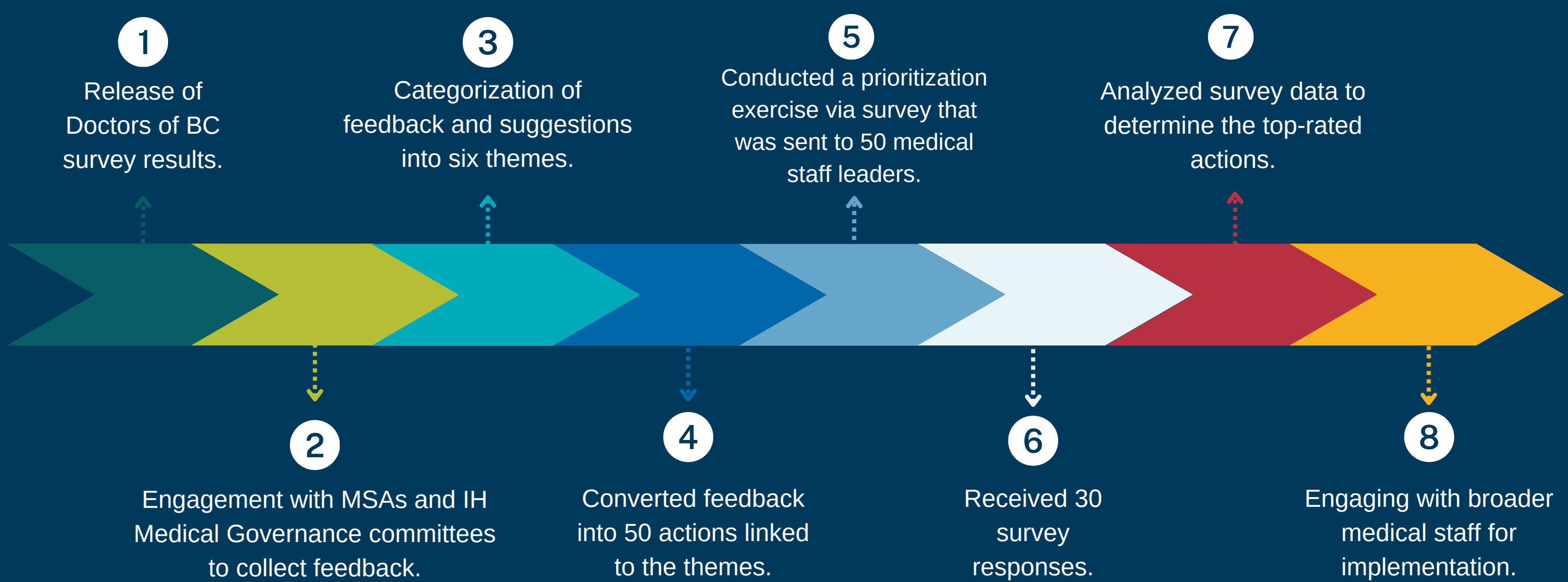


FOCUS ON ENGAGEMENT: TOP 10 PRIORITIES

This document highlights the top actions prioritized by medical leaders. Actions were developed based on extensive engagement with medical staff at MSAs and Island Health committees following the October 2023 Doctors of BC survey.

Path to Current State of Engagement Project



Top 10 Priorities

Action Rank	Action	Status (% Completed)	Key Contacts
★ 1	Review and enhance medical leadership structure.	40%	Dr. Keith Menard Sarah Taylor
★ 2	Provide up to date distribution lists to Department Heads, Chief of Staff, and MSAs.	50%	Sara Campbell Alanna Black
3	Include up to date organization charts and leadership directory on medical staff website.	90%	Alanna Black Sara Campbell
★ 4	Create a comprehensive onboarding process for current and new (a) medical leaders and (b) medical staff.	(a) 30% (b) 10%	Dr. Keith Menard Dr. Sarah Lea
5	Support all Department Heads with appropriate administrative assistant coverage to support communication to members.	85%	Sara Campbell
★ 6	Develop a fulsome recruitment strategy to provide a supported medical staff journey.	60%	Dr. Maria Kang Sara Campbell
7	Enhance and support the Chief of Staff role to achieve resolution for urgent local issues.	40%	Dr Keith Menard
★ 8	Enhance clarity of medical leader roles and accountabilities in all recruitment documents.	10%	Dr. Keith Menard Sarah Taylor
9	Add an 'accountabilities' field for each leader to the new organizational charts.	10%	Sara Campbell Alanna Black
10	Create and send one-pagers from HAMAC with key updates for medical staff.	100%	Sara Campbell

★ Top-rated actions for MSAs

Additional top-ranked priorities for MSAs

Action Rank	Action	Current State	Key Contact
11	Collaborate with MSAs to ensure the right senior and local leaders are invited and expected at the MSA meetings.	Work Initiated	Alanna Black
12	Strengthen the PSLS systems, process and follow up.	Work Initiated	Dr Ali Tafti
15	Support relationship building between MSA Executive and Administration and local medical and operational leadership. Promote understanding of each others' responsibilities, accountabilities and potential collaboration spaces.	Work Initiated	Alanna Black

As the top 10 priority actions are completed, we will continue progressing with the next ranked actions to ensure ongoing improvement.

The fulsome engagement survey report can be found here:

[Engagement Priorities - Intranet](#)



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