Fort St. James
Primary Care Society

Fort St. James
MEDICAL CLINIC

Year End Board Report
April 1, 2022 – March 31, 2023
June 29, 2022 – AGM – 5:30 pm
Primary Care Society Fort St James BC (fsjamesmedicalclinic.com)

We acknowledge that we live, volunteer, work, and play within the ancestral, traditional and unceded territories of the Nak'azdli Whut'en, Tl'azt'en Nation and Binche Whut'en peoples. We express our gratitude to the Elders who teach us to journey towards good health, respect for the land, and for each other.

This year practice model within the Clinic and Physician setting has been developed into a manual and agreement. This model created the foundation and structure that has paved the way for full integration with our Physicians, Northern Health interprofessional team, and First Nation Health partners within all our communities. Together and in partnership, the team's focus is to improve the health of our communities as a collective.

Recruitment of Health Care Workers

Our biggest challenge is to fill those vacant positions in our communities. We have asked the community to be our local recruitment team. They could also be a community booster and volunteer to help host new workers when the applicant tours our town. Or, help us fund raise so we are able to provide incentives that enable the community to retain our current staff and support new staff. They could be thinking about WHO THEY KNOW... a "cousin of a cousin" that is a nurse, doctor or social worker. Ask them to reach out and invite them to have a look at what we have to offer. Maybe they know someone. Encourage our youth to look at health care as a career, and encourage adult learners to enter into post secondary health care programs.

Physicians

Again, this year we have seen a transition of physicians within the Fort St. James Health Centre:

- Dr Gabe Krahn, Dr Gretchen Synman have left our practice.
- Kim Law our Nurse Practitioner remains as part of the team
- Dr Fritz Steyn, Dr. Christine Igbinosa, Dr Osas Igbinosa all remain.
- Dr Norman Parkin, Dr. Ammar Kheder and Dr. Oluwatoyin (Toyin) Ogundele, all are new to the practice.
- Dr. Paul Stent remains on as locum, as well as others recruited through the Rural Locum Program.

Positions

- Dr. Steyn remains the lead for the Stuart Lake Hospital
- Dr Christine Igbinosa and Dr Paul Sent work collectively as the Medical Directors for the Fort St. James Medical Clinic.
- Dr Kheder sits on the Northern Interior Rural Division (NIRD) team on behalf of the Physician group.

Northern Health Team
NH continues to recruit, both within BC and internationally for positions within the Interprofessional Team within the clinic. To date all positions have been filled within the clinic. The Stuart Lake Hospital continues to bring in temporary nurses as they are not able to fill their positions This nursing challenge is not just Fort St. James but British Columbia/Canada wide

Fort St. James Clinic Staff
We continue to recruit staff for the clinic with an average of 11 – 12 on site. We are cross training our staff where ever possible to ensure efficiency. The clinic also has an agreement with Tl'azt'en Health to support an MOA at their clinic site.

Northern Health Recruitment Committee
The Society sits on the Northern Health Recruitment Committee which meets once a month. We are working collectively to support potential new health care workers to move to our community. The Society is taking the lead to promote Fort St. James and region, find housing and family supports.

Practice Ready Assessment Candidates
Dr. Kheder and Dr. Ogundele were both recruited from the PRA program. We look forward to a new Physician in the Spring of 2024.

Health Fairs, Social Media, the Community
The Clinic staff attended some health fairs to promote what jobs are out there. Also, a big thank you to the District of Fort St. James for their recruitment booklet. Recruitment Brochure >https://fortstjames.civicweb.net/filepro/documents/99454/?preview=99455

Recruitment Funding
We would like to thank the community again for support us in fundraising recruitment dollars. We are able to 'wine and dine", support travel and meals and housing for potential candidates. The Board has formulated a Recruitment and Retention Policy around these funds.

Care Model Review – 2 Year Strategic Plan
FSJPCS-2022-2024-Strategic-Plan-Signed.pdf (fsjamesmedicalclinic.com)

The community was asked to review the list of services and gaps previously identified then rank the gaps in services and place them in priority order. This work guided the Society's Strategic Plan. Highest priority within the communities was communication: from hospital release, community services, shared patient information. recruitment

Hospital
Update Link: https://letstalk.northernhealth.ca/12159/widgets/48080/documents/95884, https://ceeplayer.net/dx-interface/226/locations/518?mode=LIVE_SNAPSHOT

With the Stuart Lake Hospital Construction Project, we have supported the planning and the detailed design of new Primary Care wing. A big thank you goes out to Jamie Fraser for her attention to detail. We are looking forward to relocation and HR planning. It is exciting to see this project reach 100% design completion.

The Land Blessing for the new hospital build was held, Friday May 27th, 2022

Highschool

In December 2021 we approached the administration of the High School to see if there was an interest in providing Health Care Services directly within the High School. Through a $10,000 grant and fund raising by Dawn Ogi, a room has been renovated and supplies purchased. Currently the Northern Health team and the Nurse Practitioner are supporting this space.

During the year the Board introduced a Scholarship Fund to support one student that was going into Health Care. This year's recipient was Bergen Jones interested in going into Xray Tech.

The clinic continues to hire high school students that are interested in health to work in the clinic, after school hours and on summer holidays.

Mental Health and Wellness

- Dakelh First Nations Primary Care Society was formed March 31, 2022 and continues to make progress to open their doors. The facility will be located on Stuart Drive, West (the old Video Stop building).

- Northern Health has been successful in recruiting Social Workers, Life Skills, additional Home Support staff and Mental Health Counsellors.

Housing

The Board continues to work to ensure there is adequate housing for support Health Care that are in need of accommodation within the community. Again thank you to our partnership, Centerra Gold and BC Housing. We have 7 locations where we are able to house workers. A big thank you to the community of Fort St. James for their ongoing support.

As the Neghuni Ghunli un – Pineridge Seniors Housing building comes to completion in December of this year, the Board has negotiated 2 Family Care Units that will be available to families or patients that will need to stay close the hospital. This partnership is with BC Housing, Northern Health, and Connexus Resource Centre.

The Board has been working to support a number of additional health related issues in the community. Highlights include:

1. We continue to refresh the governance and strategic packages of the Society.
2. Over the last three years the society has supported a Medical Exercise Program. We are pleased to announce that Northern Health has taken over the funding and management of this program. The MEP will be introduced to other rural communities.
3. Meals on Wheels will have a new home at Westside Court. Connexus Community Resources will run the program as soon as construction is complete.

4. The Board has secured some funds through NIRD to support nurses travelling to the BCIT Emergency Course.
5. A generator has been approved for the Fort St. James Health Centre. This will support continued care during power outages.
6. The Board sits on the Harm Reduction Committee and has been instrumental in providing grant support for new Sharp Containers within the community.
7. An informational News Release was circulated throughout the communities Information-Update.pdf (fsjamesmedicalclinic.com)
8. The Clinic was a part of the Star Link Pilot program with the First Nations Health Authority, where technology is being used in small isolated, rural locations to support health care.
9. Midterm review with NH in September
10. The Board is supporting a new "branding" logo for the Society. We hope to see something finalized in 2023.
11. The Board continues to supports Northern Health's Outreach Team when they provide services in the downtown core or The Key.
12. Provided an orientation to the new Mayor and Council and the Regional District of Bulkley Nechako "C" about the clinic and society.

Move forward projects

Budget prep for 2024 to 2026
MOU Review
PRRI Retention Bonus Application to Northern Health and Minister of Health
Co Leadership Job Descriptions and Postings
Ministry of Health's Visit in September

Thank you

The new interim clinic working environment, Fort St. James Health Centre, our integrated work with the interprofessional teams, Indigenous health centers and Northern Health remains a good news story for our area. A thank you all our Indigenous Health Directors, Northern Health's team of Greg Marr, Nicole McVey, and Raquel Miles.

I cannot thank our Board enough for your consistent attention to the community directed health care work required to support this society. As we move into the new year our Board remains the same as coming into the AGM. A big thank you to Jenny Martin for her Board contribution earlier in the year.

We also would like to thank our Board Membership, who has oversite of our Board. The District of Fort St. James our Mayor, Martin Elphee, Regional District Bulkley Nechako "Area C" Judy Greenaway, and Nak'azdli Whut'en Chief Aileen Prince. Another thank you to Taylor Bachrach, Member of Parliament for Skeena-Bulkley Valley for checking in on us over the year as well as the Honourable Nathan Cullen, for Stikine our only northern provincial MLA.

At this time, we would also like to thank our Clinic Manager, Jamie Fraser and her staff for their ongoing commitment for caring for the community. Finally, thank you to Kathy Marchal, our past Executive Director, whose incite and leadership supported the clinic through many years.

Be Kind
Being kind and working respectfully together, we can continue to support filling the gaps in mental health and the supporting this unique primary care model in our region.

Respectfully, yours in wellness

Ann McCormick
Board Chair, Fort St. James Primary Care Society