



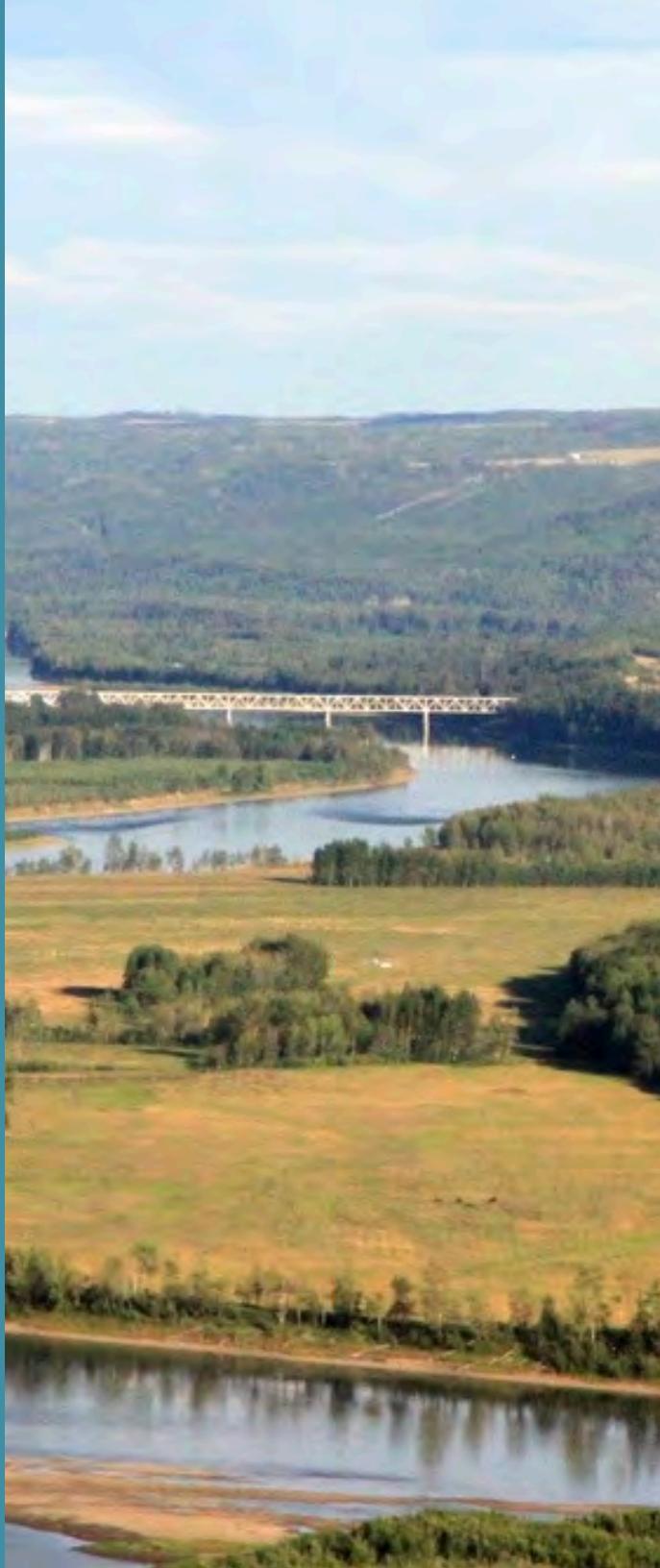
**North Peace Division
of Family Practice**

2024 - 2025
Fiscal Year

ANNUAL REPORT



**North Peace
Division of Family Practice**
An FPSC initiative



Acknowledgments

The Land

The North Peace Division of Family Practice is situated in Treaty 8 territory on the traditional, ancestral and unceded lands of the Dane-zaa Peoples of the Doig River First Nation, Blueberry River First Nation, and Halfway River First Nation, as well as the Metis Chartered Communities who call these lands home. Acknowledging that we are on the traditional territories of these communities is an expression of cultural humility and involves recognizing our duty and desire to support the provision of culturally safe care to First Nations, Inuit and Metis people in BC.

The People

We are so grateful to the dedicated group of doctors whose compassion, kindness and commitment to care make a lasting difference in the lives of our communities everyday.

Our Vision Guided by 5 Key Principles

In the past year we remained committed to providing excellence in primary care and promoting quality of life for the patient, community and physicians. We support primary care physicians to ensure health services are timely, proactive, integrated and patient-centered.

Guided by the principles of respectful communication, advocacy, responsiveness, collaboration, dedication to education and sustainability.

BUILDING ON THE PLAN & GROWING THE IMPACT

With our vision, mission, and guiding principles leading the way, this past year we've not only put our strategies into action, we have learned, adapted, and celebrated successes along the way. Our operational plan across the five strategic pillars continues to guide us as we build on this momentum and meaningful progress.

THROUGH LEARNING, COLLABORATION, AND COMMITMENT, WE'VE STRENGTHENED OUR EFFORTS ACROSS EACH OF THE FIVE KEY STRATEGIC PILLARS, AND THE RESULTS ARE ALREADY TAKING SHAPE.



NORTH PEACE DIVISION of FAMILY PRACTICE

VISION

WE PROVIDE EXCELLENCE IN PRIMARY CARE PROMOTING QUALITY OF LIFE FOR THE PATIENT, COMMUNITY & PHYSICIANS

DEVELOPING HIGHLY EFFECTIVE PRACTICES

ENGAGING IN MAKING A DIFFERENCE

ACHIEVING PERSONAL WELLNESS & WORK SATISFACTION

MISSION

SUPPORT & REPRESENT PRIMARY CARE PHYSICIANS, ENSURING HEALTH SERVICES ARE: TIMELY, PROACTIVE, INTEGRATED, & PATIENT-CENTERED

STRATEGIC PILLARS

COMMUNITY

SUPPORTING FAMILY PHYSICIANS IN THEIR PRACTICE

RECRUITMENT & RETENTION

ENGAGEMENT & RELATIONSHIP BUILDING

TEAM-BASED CARE & CARE COORDINATION

GUIDING PRINCIPLES

COMMUNICATION

WE RESPECT ONE ANOTHER, WE LISTEN TO UNDERSTAND, WE SPEAK HONESTLY FROM OUR EXPERIENCE. COMMUNICATION IS TIMELY.

ADVOCACY & RESPONSIVENESS

WE BELIEVE IN BEING PRESENT, INFORMED, ENGAGED & OPEN TO INQUIRY

EDUCATION

FOR PATIENTS, PHYSICIANS, HEALTH PARTNERS & COMMUNITIES

COLLABORATION

SUPPORTS INTEGRATION, IT'S TIMELY & EFFICIENT HARNESSES COLLEGIALITY

SUSTAINABILITY

PHYSICIAN WELLNESS
OPTIMAL RESOURCE MANAGEMENT
INNOVATION



Connecting Physicians to the North Peace

Recruiting physicians to the North Peace takes collaboration at every level - it's truly a community-wide effort. It takes creativity, persistence, and the willingness of many hands pulling in the same direction.

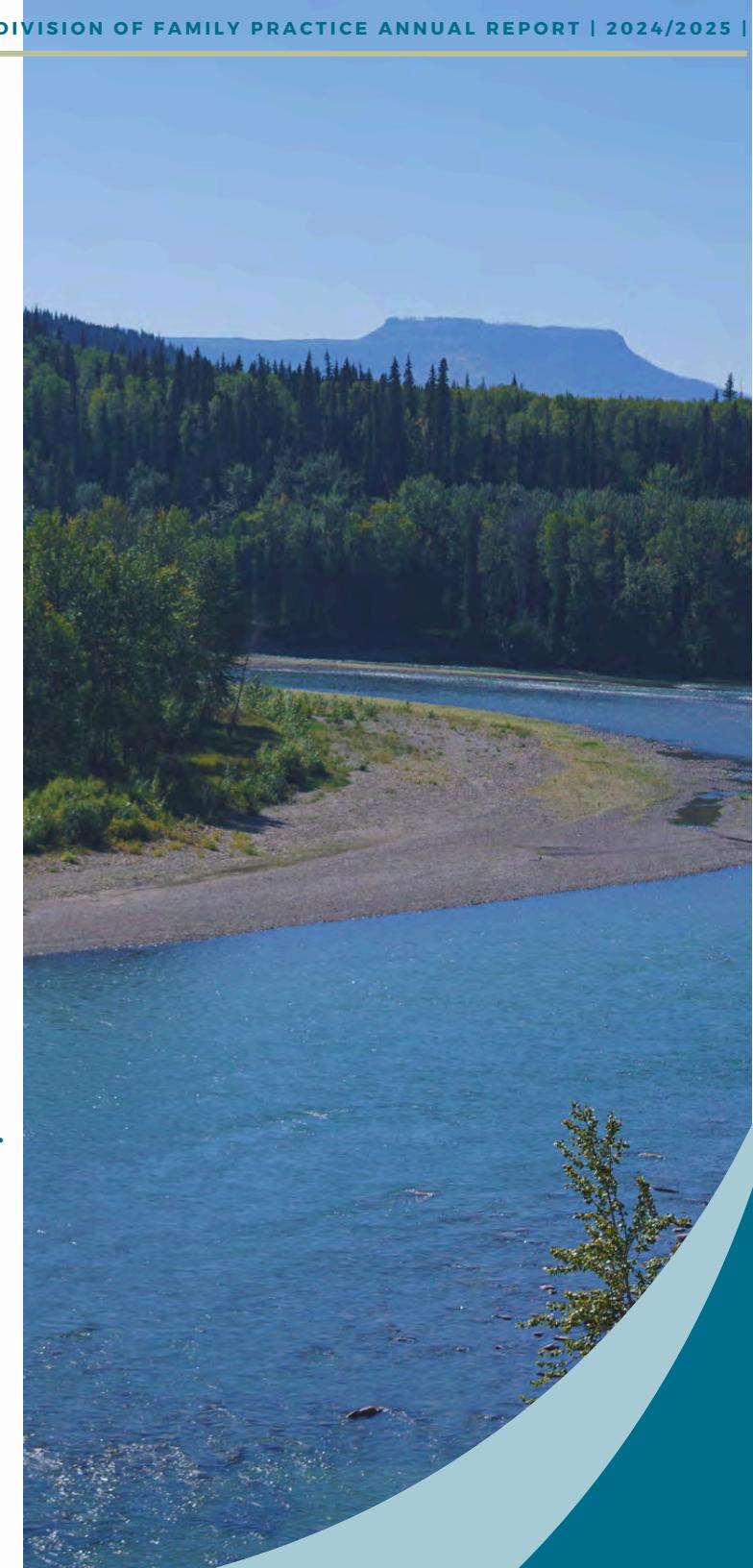
We're fortunate to have strong partners walking alongside us: Northern Health, the City of Fort St. John, the Peace River Regional District (PRRD), and many others. Together, we've built a wide net of activities with the intention of connecting physicians to the North Peace - from attending conferences, developing a new website & social media, creating a recruitment video, to rolling out red carpet site visits hosted by local physicians, and providing accommodations for visiting locums.

Every piece of this puzzle helps us tell the story of life and practice in the North Peace and none of it would be possible without the Peace River Regional District's generous support. Their investment allows us to offer meaningful incentives to our Residents, with the hope that they will not only train here, but also choose to stay and put down roots in the Northeast.

Thankful for the PRRD and North Peace Division of Family Practice Partnership.

Each 1st and 2nd year resident receives:

- A monthly housing stipend of \$416.67
- Up to \$1000 housing stipend for rural rotations in Chetwynd, Tumbler Ridge, Hudson's Hope or Dawson Creek
- An additional \$500 housing stipend for mandatory away rotations.
- R2's are reimbursed for final exam fees (approx. \$4000)
- \$10,000 signing bonus for R2's who stay in the Northeast.



Recruitment Conferences We Attended ←

As you know, physician recruitment is a priority for the North Peace Division, we have attended numerous conferences — in this fiscal year we attended:

- SRPC Rural and Remote Medicine Conference: April 2024
- RCCBC BC Rural Health Conference: May 2024
- St. Pauls Emergency Medicine Update: September 2024
- St. Pauls Hospital CME: September 2024
- Calgary Healthcare Job Fair: February 2025
- 60th Annual Family Practice Review: February-March 2025
- Quality Forum: March 2025

Conferences this fiscal:

- Jasper Medical Conference 2025: April, 2025
- SRPC Rural and Remote 2025: April, 2025
- RCCbc Rural Health Conference: June, 2025
- Tumbler Ridge Medical Conference: July, 2025

With many more on the horizon for 2025/2026!



Locum Accommodations

Providing quality accommodations plays a vital role in attracting locums who support Primary Care Clinics and the Emergency Department.

We offer locum accommodations, one is managed by the Division and leased by Northern Health. Our locum accommodations are new, modern and fully equipped two-bedroom, two-bathroom condos, designed for short term stays. They are in a residential area near the community trail and close to the hospital offering visiting physicians everything needed for a convenient and comfortable stay!



**LOCUM HOUSES
450
NIGHTS**

IN 2024/2025 FISCAL YEAR

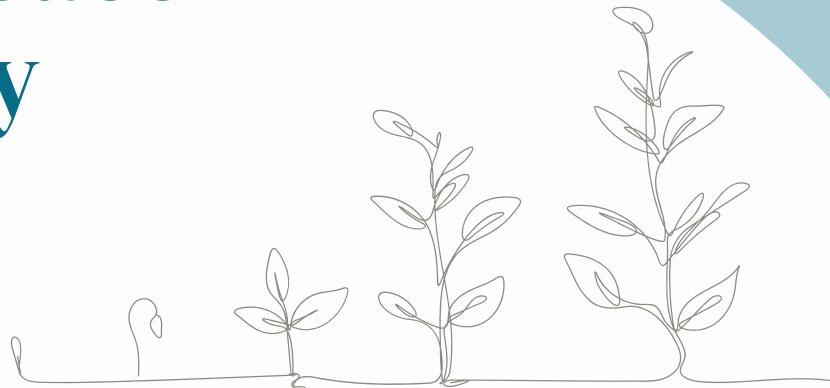
"The location was convenient for a short 10 minute drive to the hospital or clinic where I was working as well as the local pool. The kitchen was well stocked. The building was quiet. Pickup and dropoff of the key was easy and flexible for my late arrival time."

- Dr. S. Morrison

Growing the North Peace Physician Community

2024/2025 Fiscal

Physician Hosted Red Carpet Site Visits



A huge shoutout to all the incredible doctors who have hosted and attended our site visit dinners! Since April 1, 2024, we've supported site visits for 4 Specialists and 2 Family Doctors. Your warmth and hospitality truly made these dinners a red-carpet event!

Between April 1, 2024, and March 31, 2025, we proudly welcomed 6 new Family Doctors, 3 Specialists, and 1 long-term Locum Family Physician to our community - each bringing incredible skills and energy to local care.

On the Horizon: 2025/2026 Fiscal

- Three PRA candidates have successfully matched – with two beginning practice in February and March 2026, and the third joining in Fall 2026 – an exciting milestone for our community.
- On top of that, locum coverage is in place well into 2026 (with the odd vacancy still remaining) - a huge win for access to healthcare!

Welcoming Physicians: A Streamlined Onboarding Journey

From Arrival to Belonging: Supporting Physicians Every Step of The Way

Over the past year, we have focused on making our onboarding process as smooth and welcoming as possible for new physicians to the North Peace. Our goal is to create a stress-free and supportive environment, so that physicians can ease into both their practice and community life. We've introduced an onboarding process designed to capture the needs, preferences, and questions of incoming Family Doctors. This helps us tailor their transition, ensuring they feel prepared and connected before their first day.

Our process includes:

- **Comprehensive community orientation:** including local services, schools, recreational opportunities, and a hospital tour.
- **Practice support:** CME and clinical resources, welcome support including lunch at the clinic they are joining and access to UpToDate.
- **Personalized welcome:** tailored welcome baskets with Division and Northern Health resources, plus key information to help ease the transition.
- **Connection opportunities:** pairing new physicians with local colleagues and community members, and hosting meet & greets with fellow physicians, staff, and community partners.
- **Ongoing check-ins:** regular touchpoints to ensure support and address emerging needs - bi-weekly during the first month and monthly for up to six months, with tailored supports provided as needed.





Supporting Physicians: From Onboarding to Ongoing Satisfaction

We want every physician to feel confident, cared for, and excited to begin their journey here - not just as a Family Doctor, but as a valued member of the community.

Physician satisfaction and a strong sense of support remain our top priority as we move forward in streamlining this process. Over the last year the onboarding framework has been implemented, tested and refined as new physicians have arrived. To further strengthen our onboarding process, we introduced a post-onboarding survey to gather direct feedback. Physician insights have highlighted the supports most valued when settling into the community and identified areas for improvement, such as clearer information on accessing interprofessional team members and clinic specific details for locum doctors.

Physician Reflections on the Support They Received:

“Everyone is so supportive! I felt very included by the community.”

“No specific support needed as we were quite used to FSJ as I did residency here, but all questions I had for Division were answered quickly.”

“Yes I felt supported, the social gatherings during the welcome breakfast, and with the CME program supported by the Division.”

Enhancing Practice for Family Physicians

CME Offerings 2024/2025 Fiscal

- Sepsis & Shock - June 2024
- Hyperglycemic Emergencies - September 2024
- ACoRN - January 2025
- Long Term Care CME Basics of Cognitive Assessment - February 2025

Upcoming CME

- Post-Stroke with Dr. Kimia Ghavami - October 16 2025 at 12:00pm
- Continuation of Long Term Care Series - Date TBD

Topics in the Works

- Post-Stemi
- Cervical Fracture
- Canadian Forensic Health Corporation
- Hyponatremia
- Hypernatremia
- ECG Review

Physician Reflections:

“Great experience!”

“High-Quality presentation!
Appreciated the Q/A period and case discussion style!”

In partnership with Northern Health we provide continuing medical education opportunities and coordinate tailored learning sessions!





North Peace Primary Care Network

The North Peace Primary Care Network (PCN) has made impressive strides in enhancing access to team-based care. Below are some standout successes that reflect the commitment to integrating patient-centred health services.

→ Co-located Licensed Practice Nurses (LPNs)

- Every clinic now houses an LPN allowing for more comprehensive and accessible care.
- These nurses provide support with post-discharge follow-up, chronic disease management, patient education, procedures, home visits, among other essential services.

5,268

**TOTAL LPN PATIENT
ENCOUNTERS IN THE
2024/2025 FISCAL YEAR.**





→ Embedded Clinical Pharmacist

- A clinical pharmacist has been integrated into the PCN to optimize medication management, supporting patients with complex conditions, polypharmacy, etc.
- The pharmacist is located at each clinic one day per week.



CLINICAL PHARMACIST PATIENT
ENCOUNTERS STARTING
NOVEMBER 2024 TO JUNE 2025

"Being a part of this project has been rewarding. Multiple patients had medications deprescribed or otherwise streamlined (e.g., decreasing medication costs, decreasing from TID meds to once daily). The project also identified many patients with medication problems not related to polypharmacy (e.g. uncontrolled migraines, needing referral to other resources). Having patients be automatically referred to me has allowed me to focus on clinical work instead of administrative work."

-Tara, Community Pharmacist





“This August marks an exciting milestone. For the first time since the program began, our team is fully staffed with the NP Clinic fully operational and running. We look forward to the positive impact this will bring to our community.”

→ Women’s Resource Center Collaboration

The PCN partners with the Women’s Resource Society in Fort St. John to provide wraparound support for the health, well-being and social supports of clients at the Women’s Resource Center. The team consists of a Mental Health Clinician, RPN, and Life Skills Worker with weekly support from the Nurse Practitioners from the Primary Care Clinic.

SERVICES OFFERED:

- TREATMENT AND DETOX SUPPORT
- VAT ASSESSMENTS
- SOCIAL SUPPORT NAVIGATION
- WOUND CARE
- PATIENT EDUCATION
- SUBSTANCE USE DISORDER SUPPORTS
- NURSE PRACTITIONER HEALTH CLINIC
- LIFE SKILLS SESSIONS
- OTHER HEALTH EDUCATION SESSIONS
- ADL SUPPORT
- OUTREACH SUPPORT

WEEKLY NURSE PRACTITIONER CLINIC

Weekly Nurse Practitioner Clinic provides drop-in non-urgent medical care, minor illness & injury care, health advice, assessment & treatment, STI testing & treatment, as well as women’s health support for low-income individuals.

**170
PATIENTS**

VISITED THE NP CLINIC
BETWEEN JULY AND
AUGUST WHEN THE
CLINIC FIRST OPENED

OUTREACH PROGRAM

Through the outreach program our team has been able to reach over 79 individuals in July, and increasing by 14% to over 90 individuals in August.

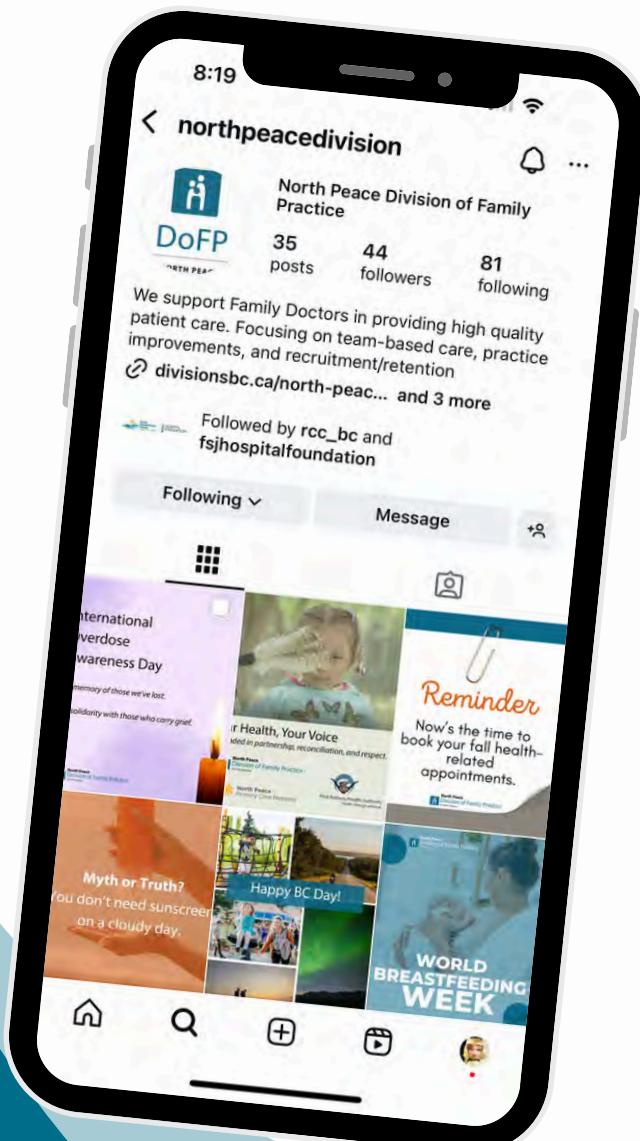
**OVER 90
PEOPLE
REACHED**

IN ONLY ONE
MONTH IN THE
OUTREACH
PROGRAM

Website and Social Media Launch

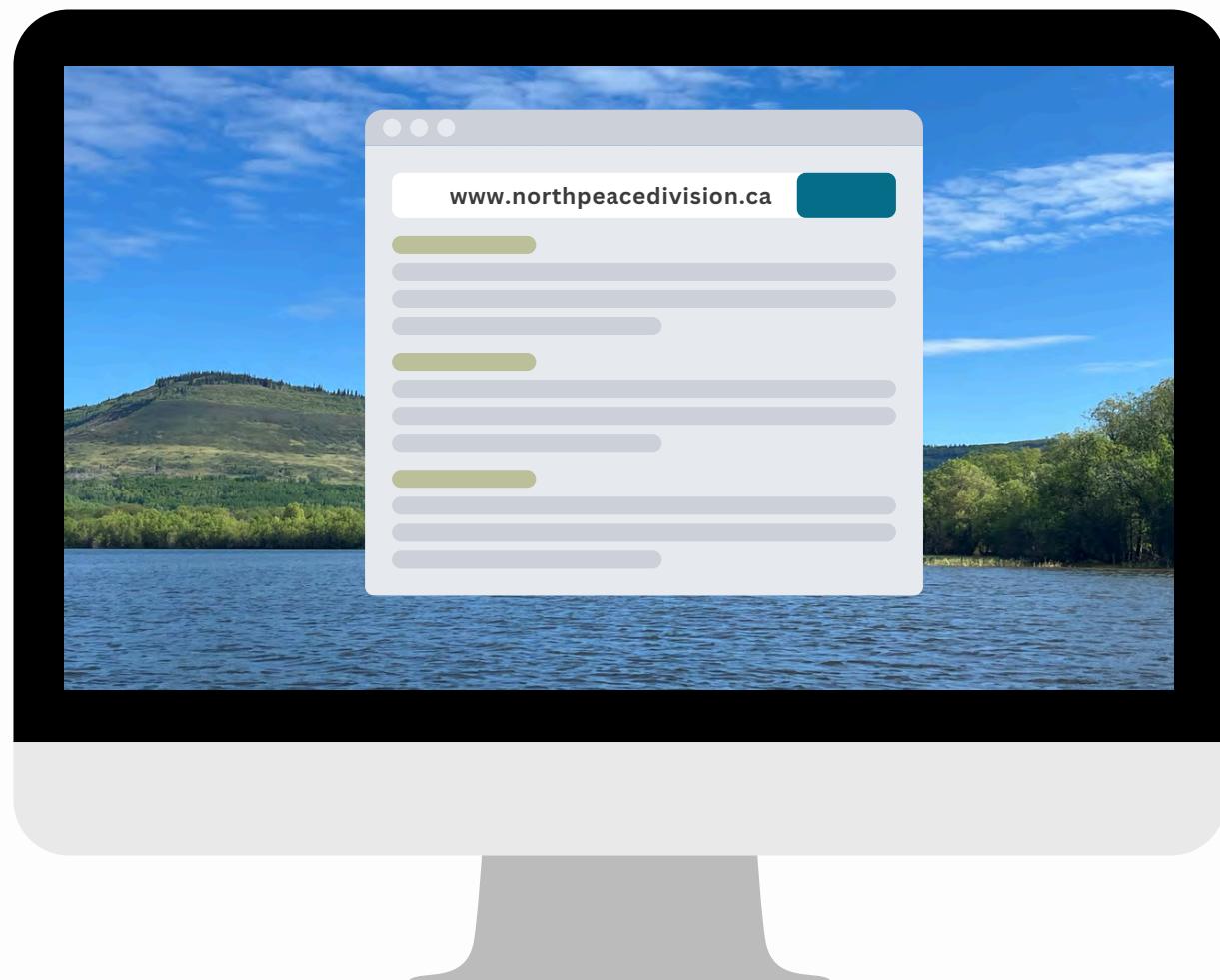
Follow Us on Socials

Follow us at [@northpeacedivision](https://www.instagram.com/northpeacedivision) on Instagram and check out our Linked In for updates, stories, and more!



Our New Website has Launched

Check out our brand-new website at www.northpeacedivision.ca! A heartfelt thank you to everyone who helped bring this to life, we can't wait for you to explore it!



MORE ACKNOWLEDGEMENTS

2024/2025 Board of Directors

- Dr. Karmen Kisser – Chair
- Dr. Courtney Boyer – Vice Chair
- Dr. Hannah Galeazzi – Secretary/Treasurer
- Dr. Richard Moody – Director
- Dr. William Watt – Director
- Dr. Wea'am Abbas – Director
- Dr. Claire Denley – Director
- Dr. Frances Legge – Director
- Dr. Atlin Braaten - Resident Representative

NP Division Staff

- Mary Augustine - Executive Director
- Reina Pharness - Primary Care Network Lead
- Teela Gould – PMH/PCN Coordinator
- Linda Richter – Office/IT Coordinator
- Lorelyn Arejola – PCN Division Coordinator
- Anna Marquis - Recruitment Coordinator

2024/2025 Residents

2nd Year Residents

- Dr. Matias Raski
- Dr. Frances Legge
- Dr. Celia Wang

1st Year Residents

- Dr. Haroon Ahmed
- Dr. Daniel Giterman
- Dr. Manraj Khangura
- Dr. Atlin Braaten

2025/2026 Residents

2nd Year Residents

- Dr. Haroon Ahmed
- Dr. Daniel Giterman
- Dr. Manraj Khangura
- Dr. Atlin Braaten

1st Year Residents

- Dr. Samantha Reeves
- Dr. Christiana Ndoch



A Look Ahead

Strengthening Care in Our Communities

We recognize the challenges our community has faced with physician shortages, which have added pressure on clinic and hospital care. We deeply appreciate the dedication, patience and perseverance of our local physicians, who continue to provide exceptional care despite these pressures. Regardless of these challenges we have made tremendous progress. We have made great strides in team-based care, strengthened recruitment with three PRA candidates set to arrive in February and September, and established a baseline of locum support that will help stabilize care in the months ahead. We are also excited that Foundry is coming to Fort St. John, with an anticipated opening of March 2026! This will provide better support for youth. We are committed to continue building partnerships and expanding resources like these that enhance the health and well-being of our community.

To our physicians, thank you for the work you do everyday. Your efforts truly make a difference in the lives of your patients and it does not go unnoticed. We are very grateful for all that you do.



• F O U N D R Y • FORT ST. JOHN



For life's challenges large and small, Foundry offers connection, tools and support.

Whether a young person needs support for anxiety or depression, wants to see a doctor or is struggling with a stressful situation, we will help them get the services they need.

Foundry Fort St. John is on the way!

Foundry Fort St. John, operated by YMCA BC, is looking forward to working with youth 12-24 and their families and caregivers to bring Foundry Fort St. John to life! Watch for updates and engagement opportunities.

For more information, visit foundrybc.ca or email ascuncion.stamaria@bc.ymca.ca

In the meantime, you can access Foundry services online or on the Foundry App:

- Book appointments for virtual counselling, peer support, physical & sexual health care services, youth groups and caregiver groups
- Hear from others who have been there
- Learn about health and wellness strategies
- Discover apps and online tools
- Get information to support a friend or family member

foundrybc.ca/virtual





Pictured above is the Fort St. John Hospital!

Our Partners



First Nations Health Authority
Health through wellness



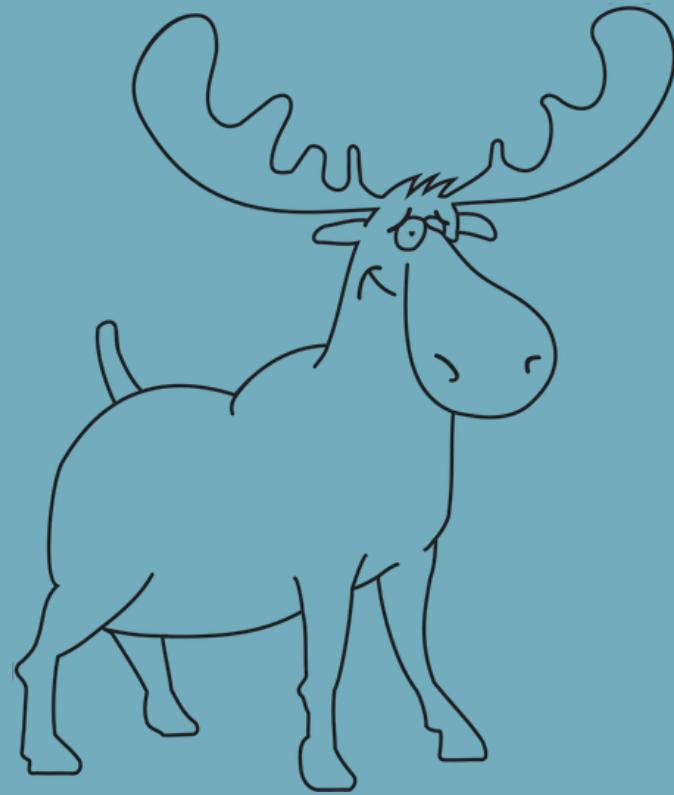
North Peace
Primary Care
Network



Peace River Regional District



North Peace
Division of Family Practice
An FPSC initiative



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