



Provincial Health Services Authority

Prioritizing Wellbeing at BC Cancer: An Update on the Medical and Staff Wellbeing and Engagement Initiative

Over the past few months, as one of BC's Cancer Action Plan priorities, the Medical and Staff Wellbeing and Engagement initiative has made meaningful progress to raise awareness for and support wellbeing across BC Cancer. We recognize that the current environment of uncertainty is challenging; however, our focus on and commitment to wellbeing within our organization remains a high priority.

We've conducted an environmental scan engaging leaders across the organization, including all six BC Cancer regional centres, 11 provincial teams and MDSA/MSES to better understand the current landscape of wellbeing.

Building on what was shared and what we heard via the environmental scan, we hosted a series of three prioritization workshops, with a focus group of leaders and identified wellbeing 'champions', which included >30% medical staff representation, to identify key areas of focus and to guide next steps.

Acknowledging the importance of directly hearing from staff, we recently promoted and communicated two important engagement initiatives to gather further input. In collaboration with PHSA OSWELL, we actively encouraged participation in the PHSA Medical Staff Wellbeing and Workplace Experience survey through a friendly competition between BC Cancer Centres, which ultimately achieved a strong 47.88% participation rate—well above the previous 2023 benchmark and this year's target of 37%. Congratulations to Abbotsford Centre with the highest participation rate of 54.55% (n=30).

To best inform our action planning, we also launched a four-week, all-staff engagement to gather further input on the focus group's identified list of prioritized wellbeing initiatives. BC Cancer staff were asked to rank, in order of priority, the initiatives they believed would have the greatest impact on workplace wellbeing. Again, participation was strong, underscoring the importance of wellbeing across our organization, with 513 total participants—424 staff and 89 medical staff.

The information received from respondents from both the medical staff survey and the priority initiative ranking will help to guide and drive decision-making as we move into the next steps of planning and implementation for this Wellbeing and Engagement Cancer Action Plan priority. We are pleased to announce the establishment of the



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Wellbeing and Engagement Committee, which features medical staff representation from every BC Cancer regional centre, as well as from OSWELL and MDSA/MSES. The Committee is responsible for driving action and overseeing the implementation of selected prioritized initiatives. The Committee’s inaugural meeting was held on June 4th, 2025. While a full list of participants is provided below, we would like to highlight the following medical staff who participate on the Committee: Dr. Janine Davies, Dr. Susan Ellard, Dr. Sharlene Gill, Dr. Stacy Miller, Dr. Thao Nguyen, Dr. Robert Olson and Dr. Andrea Pollock.

In addition, BC Cancer was offered an exclusive opportunity for our valued senior leadership team to pilot PHSA’s newly revised Psychological Health and Safety curriculum, embedding the gifted Coast Salish Teachings. We’re delighted to share, we had a full Cohort 1, with maximum capacity of 25 participants, including a diverse group of medical leaders who successfully completed the program at the end of June. Cohort 2 is set to begin later this month.

We’re excited to see such strong commitment from our medical leadership team to this important initiative. This participation sets a powerful example, and also reinforces the organization’s dedication to fostering a supportive and resilient workplace culture.

Together, these steps reflect our ongoing commitment to supporting the wellbeing of staff at BC Cancer. If you have a suggestion to improve wellbeing in the workplace at BC Cancer, email us at wellbeingandengagement@bccancer.bc.ca.

Wellbeing and Engagement Committee Participants		
1	Megan Courtney	Director, Nursing and Allied Health Research and Knowledge Translation
2	Dr. Janine Davies	Medical Oncologist, BC Cancer Vancouver & MDSA/MSES
3	Stephanie Dunn	Manager, Communications and Engagement
4	Dr. Susan Ellard	Department Head, Medical Oncology, BC Cancer Kelowna
5	Kevin Fitzpatrick	Provincial Program Manager, Molecular Imaging and Therapy, BC Cancer Vancouver
6	Dr. Sharlene Gill*	Executive Medical Director, Staff Wellbeing & Engagement
7	Sophie Goddard	Director of Operations, BC Cancer Vancouver
8	Tammy Hoefler	Director, Patient & Family Partnerships & Experience

9	Kelsey Kalk	Coordinator, Planning & Systems Development, Capital Planning
10	Ben Lee	Director, Provincial Programs
11	Trina McIvor	Manager, Clinical Services, BC Cancer Surrey
12	Dr. Stacy Miller	Executive Medical Director, BC Cancer Victoria
13	Heather Morrison	Project Manager, Strategic Planning and Implementation
14	Dr. Thao Nguyen	Medical Oncologist, BC Cancer Abbotsford
15	Kelly Nystedt*	Executive Director, Program Development and Integration
16	Dr. Robert Olson	Executive Medical Director, BC Cancer Prince George
17	Dr. Andrea Pollock	General Practitioner in Oncology, BC Cancer Surrey & MDSA/MSES
18	Tracey Rannie	Executive Director, BC Cancer Vancouver
19	Sakshi Sharma	Director, Strategic Planning and Implementation
20	Heather Wood	Executive Director, BC Cancer Victoria
AH	Dawn Kirkham	Manager, Workplace Experience, PHSA
AH	Kathryn Slack	Program Coordinator, OSWELL, PHSA

*Project Leads AH = Ad hoc