

**MEDICAL DIRECTOR – KIDNEY SERVICES
Joint Position**

**HEALTH AUTHORITY RENAL PROGRAM (HARP)
and
THE BRITISH COLUMBIA PROVINCIAL RENAL AGENCY (BCPRA)
Revised January 2009**

ROLE SUMMARY

The Medical Director – Kidney Services (MD-KS) has a unique role with dual accountabilities to the health authority (HA - regional) and to the BCPRA (provincial) bodies responsible for the care of patients with kidney disease.

As facilitator and leader within the HA, the MD-KS leads by example to establish effective, cross functional teams that promote optimal patient care through all stages of chronic kidney disease. The MD-KS is also an essential link between the Health Authority Renal Program (HARP) and the BCPRA. Through a high level of initiative, excellent organizational skills, and superior leadership qualities, the MD-KS promotes and enhances communications and positive working relationships between the BCPRA and the HARP, and supports implementation of provincial initiatives at the local level.

The MD-KS supports the coordination of renal services for their Health Authority including the provision of continuity of patient care, adherence with standardized best practices, and alignment of services to match the strategic plan of the Health Authority Renal Program and the BCPRA.

FUNCTIONAL WORKING RELATIONSHIPS/REPORTING RELATIONSHIPS

The MD-KS works in close collaboration with the manager/director of the renal program(s), and clinical regional and provincial teams.

The MD-KS reports to the Executive Sponsor of the Health Authority Renal Program, as well as the Executive Director of the BCPRA for the quality of care provided by the Health Authority Renal Program within the guidelines and policies of the BCPRA.

It is strongly recommended that the MD-KS establish a formal reporting relationship with the Health Authority VP of Medicine. This relationship reinforces a joint approach in matters such as medical care issues that potentially are outside of direct nephrology care (such as vascular surgery support), concerns related to medical professional standards, recruitment of medical staff.

SCOPE & AUTHORITY OF ROLE

The MD-KS provides medical leadership and direction for the continuum of renal services. All activities and behaviours will be in accordance with the institutional, professional and organizational policies and by-laws.

RESPONSIBILITIES

- Collaborates with the clinical, administrative and leadership teams to assure the provision of patient care that is safe, effective, caring, timely and appropriate for the needs of the individual; Ensures renal care is delivered in an integrated fashion (within and across programs) while maintaining the focus of effectiveness and efficiency.
- Ensures renal services are aligned with both the HARP strategic plan, and the BCPRA strategic plan.
- Working with the Executive Sponsor (HA) and the BCPRA, ensures that an effective structure and organizational work plan is in place to meet the needs of the program. This includes regular meetings, usually of a core group with respect to operational and strategic issues, as well as the development and oversight of other groups within the HA representing specific areas, disciplines or for specific tasks. Communication with HA renal members and the BCPRA is an essential component of the position.
- Supports, facilitates and participates in the development of quality improvement and quality assurance programs and in the ongoing monitoring of quality in patient care provision; He/she will ensure outcomes are effectively benchmarked, measured, acted upon and communicated to all stakeholders.
- Ensures nephrologist representation/and appropriate membership on local and provincial committees as required. As a key member of the HARP Steering Committee and leadership team, consults to assure appropriate representation from the HA on provincial committees. Participates as required in the selection of renal clinical care providers for committee work within, and between, the HA and the BCPRA, and supports two-way communication.
- Attends and participates on the Medical Advisory Committee (MAC) of the BCPRA, the Executive Committee of the BCPRA, and appropriate committees within the HA.
- Works in collaboration with the director and/or manager of the renal program/ program(s) to ensure fair and equitable use of the “value-add” resources that may exist as part of various provincial contracts. Identifies potential overlap between HA and provincial initiatives and fosters collaboration as appropriate.
- Is knowledgeable of the financial status of the HARP which includes an understanding of the Renal Resource Management Model (RRMM) and human resource utilization within all aspects of the HARP.
- Is responsible for medical human resources planning and recruitment for the renal program, and works to maximize educational opportunities. Participates as required in the development of the regional renal human resources plan and is actively involved in developing and implementing the strategic plan for the HARP.
- In the event of a disaster, coordinates the activities of the Health Authority Renal Program in accordance with the HARP, and provincial disaster plans.



TIME COMMITMENT AND COMPENSATION

The MD-KS is expected to attend two BCPRA Executive Committee meetings per year in addition to the time involved in the coordinating and facilitating activities outlined in the above section. Attendance by the MD-KS, or delegate(s), at two Medical Advisory Committee meetings per year is also expected.

The BCPRA's commitment towards reimbursement of the MD-KS salary will match the HA funding to a yearly maximum of \$10,000.00. The MD-KS does have the opportunity to apply for sessional funding through BCPRA as appropriate for additional work deemed essential. Any clerical or administrative support will be the responsibility of the HA, and will be negotiated with the MD-KS directly.

Periodic review of this proposed structure and functioning will occur in conjunction with the HA and BCPRA.

In the event of absence the following will apply:

- Absences of less than 2 weeks will not typically require coverage
- During absences of 2 weeks or more there is an expectation that an "Acting" Medical Director will be designated to cover administrative duties

TERM OF APPOINTMENT

The MD-KS is appointed for a period of two (2) years with the possibility of extension for a second two (2) year period. Further extension of tenure is possible if mutually agreed to be both appropriate and beneficial, by the Health Authority Renal Program and the MD-KS.

QUALIFICATIONS

The MD-KS will:

- Be a registered member in good standing of the College of Physicians and Surgeons of the Province of British Columbia and conduct his/her practice of medicine consistent with the conditions of such registration
- Be a member of the medical staff of the Health Authority
- Will abide by the code of ethics of the Canadian Medical Association as adopted by the College of Physician and Surgeons of British Columbia
- Be a licensed nephrologist

SELECTION PROCESS

Given the depth and breadth of this position, selection of the appropriate individual is essential to his/her future effectiveness. A process that encourages contribution from team members, senior health authority executives, the BCPRA, and nephrologists of the HARP is critical.

TERMINATION

Either party may terminate the Agreement without cause upon 3 months written notice to the respective party.