

**MEDICAL DIRECTOR – KIDNEY SERVICES
PEDIATRIC PROGRAM
Joint Position**

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

ROLE SUMMARY

Pediatric Renal Services, centralized at the British Columbia Children’s Hospital, have a unique situation by functioning in both regional and provincial capacities while providing care for a distinct population. An agency of the Provincial Health Services Authority (PHSA), the Pediatric program is also an active participant in the Vancouver Coastal Health Authority/Providence Health Care Renal Program (HARP) and works closely with the British Columbia Provincial Renal Agency (BCPRA). To ensure appropriate, broad representation with these governing bodies the position of Medical Director- Kidney Services: Pediatrics is essential.

The Medical Director – Kidney Services (MD-KS): Pediatrics, has a unique role with accountabilities to the VCH/PHC Health Authority Renal Program 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: Pediatrics leads by example to establish effective cross functional teams that promote optimal patient care through all stages of chronic kidney disease.

The MD-KS: Pediatrics is 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: Pediatrics promotes and enhances excellent communications and positive working relationships between the BCPRA and the HARP.

PRIMARY WORKING RELATIONSHIPS

The Medical Director – Kidney Services: Pediatrics works in close collaboration with the manager/director of the Renal Program(s) and is accountable to the executive sponsor of the Health Authority Renal Program and the executive director of the BCPRA. Additionally the MD-KS: Pediatrics, through leadership and guidance, and working jointly with clinical regional and provincial teams, aids in the achievement of cohesive care for individuals diagnosed with chronic kidney disease, within the HA and across the province of British Columbia. The Medical Director – Kidney Services: Pediatrics supports the coordination of renal services for not only a defined geographic area but also for the province of British Columbia as well as parts of the Yukon and North West Territories, 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.

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;



- 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.
- Assures 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 that communication among and between committees is carried through;
- Attendance and participation in the Medical Advisory Committee (MAC) of the BCPRA, the Executive Committee meeting 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 equitable use of the resources which may exist as part of various provincial contracts. Identifies potential overlap between HA and provincial initiatives and fosters collaboration as appropriate;
- Responsible for medical human resources planning and recruitment for the Renal Program. Participates as required in the development of the regional renal human resources plan; is actively involved in developing and implementing the strategic plan for the HARP; works to maximize educational opportunities and facilitates good communication between and among the HARP

TIME COMMITMENT AND COMPENSATION

The MD-KS: Pediatrics is expected to attend three 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: Pediatrics, or delegate(s) at three Medical Advisory Committee meetings per year is also expected.

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

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

TERM OF APPOINTMENT

The Medical Director – Kidney Services: Pediatrics 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 Medical Director-Kidney Services.



QUALIFICATIONS

The Medical Director – Kidney Services: Pediatrics would be a licensed nephrologist, preferably he/she would be familiar with local practice of region, as well as British Columbia.

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, and nephrologists of the HARP is critical.