



Job Description: Family Physician (FP)

Job Title	Family Physician (Primary Care/Episodic Care)
Reports to	Health Director
Status	Group contract
Hours	.45 FTE and .75 FTE Urgent Care after hours
Wage	\$ 159,545 annually, \$333,438 annually for after hours contract

Key focus of Laichwiltach Family Life Society

Our vision is to empower and promote healing and education in our communities from an Aboriginal perspective, nurturing and encouraging cultural awareness and self-sufficiency. We envision and celebrate a thriving, proud, respectful and inclusive community.

About this role

Laichwiltach Community Health Centre (LCHC) is funded by the Minister of health and apart of the Primary Care Network (PCN). Working with Indigenous patients and families the FP will play an important role in each patient's care plan and will be a key health care provider as part of a collaborative, multi-disciplinary, team-based care approach.

Laichwiltach Community Health Centre (LCHC) offers Primary Care to all self-identifying Indigenous people (First Nations, Inuit, Metis) and their families residing in the Campbell River catchment area. LCHC has a .45 FTE remaining within a group contract with the option of increasing to 1 FTE as we are also looking to expand service to include Urgent after hours episodic care to ALL residents within the Campbell River area.

About the Community

Campbell River is located on Eastern Vancouver Island with breathtaking scenery that includes 21 km of ocean front throughout the City. Campbell River has a population of 42,000 people, is known as the Salmon capital and offers endless opportunities for outdoors enthusiasts. Campbell River is rich in Indigenous culture and art, is located within the unceded territory of the Liḡwítḡaxw people (We Wai Kai, Wei Wai Kum, Kwiakah Nation) who we have close working relationships with and whose communities we serve.

What you will do: Primary responsibilities

Working in a trusted care giving relationship with patients, and if they choose caregivers and family, the Family Physician will bring a culturally humble, trauma-informed approach to all patient interactions and will support a wholistic approach to each patient with a clear view to the social determinants of health. Your primary responsibilities in this trusted role include:

1. **Delivery of Holistic Primary Care:** In accordance with the legislation, standards and guidelines of the College of Physicians and surgeons of British Columbia. The Family Physician will provide delivery of



care including conducting comprehensive assessments, diagnosis, treatment and care planning, ordering and performing diagnostic testing, and coordinating care with other healthcare providers.

2. **Treatment Planning, Implementing, Monitoring and Coordination:** Working within a team-based care approach and person-centred model of care, develop treatment and care plans, and as appropriate, order diagnostic testing, collect specimens, coordinate referrals, document patient's personal health file, administer medications and treatments.
3. **Health Promotion, Chronic Disease Management and Self-Care Principles:** Work closely with patients and families to increase understanding of health and wellness, support chronic disease through a holistic approach, and work with patients to support their own self-care practices which advance their health goals and quality of life.

How we will work: Team responsibilities

1. **Collaborative Support:** The FP works closely with all clinic staff, including Registered Nurses (RNs), Social Workers, Dieticians, Occupational Therapists (OTs), Physiotherapists and the broader clinical team to ensure a coordinated, patient-centred treatment plan to support patients and their caregivers and/or family.
2. **Professionalism and Adaptability:** The FP demonstrates respect and professionalism for the team by:
 - Holistically considering the treatment and care needs of each patient and how each clinic staff member contributes to the treatment plan;
 - Practicing clear written and verbal communications; and
 - Carefully documenting clinical chart information, treatment plans, progress reports and external requests made on behalf of the patient.
3. **Confidentiality:** The FP respects patient confidentiality, sharing only what is needed to support patient-centred care and avoiding any sharing of information that could lead to judgement, stigma or shame on the patient.
4. **Training and Role Updates:** As the team grows, the FP will work with the Health Director to support the onboarding of new team members and establishing a shared understanding of the FP's scope of work and integration within the broader team.

Cultural competencies

Culturally safe and appropriate care is critical to who we are and how we work. We are seeking team members who are committed to a lifelong journey of learning and unlearning so that we can bring humility, kindness and safety to every health care experience. This means that all team members must:

- Recognize the importance of First Nations and Indigenous cultural identities as part of a healthy and balanced person and community. Specific to this role, this includes an understanding of the social determinants of health and how to access culturally appropriate supports and services.



- Promote a culturally safe environment by implementing practises that respect and incorporate Indigenous ways of knowing and being.
- Understand and honour First Nations cultural principles, protocols and ways of healing that may be unique to traditional Western medicine.
- Work with patients, caregivers and families to all social determinants of health into treatment plan which fully integrating First Nations norms and ways of being from assessment, treatment, and evaluation.

What you bring to the role

Qualifications, Education, Training and Experience

The Family Physician (FP) has completed a medical degree at an accredited institution, be a member in good standing with the College of Physicians and Surgeons of BC. Direct work experience in primary care, public health and/or chronic disease management is required and a strong asset is direct work experience in an Indigenous community and/or working with First Nations patients. The FP provides care that meets the standards for Family Physicians with the College of Physicians and Surgeons of British Columbia (CPSBC) as determined by applicable legislation and is currently practicing as a FP licensed by the College.

Skills And Abilities

- Comprehensive patient centered approach to care including experience in delivering integrated holistic Indigenous approaches with Western approaches to medicine and wellness in a holistic care plan.
- Health care screening and prevention
- Training in anti-Indigenous racism response, including cultural safety and humility and being trauma informed in the delivery of care.
- Demonstrates knowledge of medical practices and treatments and up to date medical procedures and treatment options
- Ability to perform laboratory procedures and ability to interpret the results.
- Demonstrates experience in the ability to assess, treat and monitor illnesses ranging from minor to life-threatening.
- Manage acute care in office and in some cases, in hospital
- Prescribe medications and give treatments
- Perform minor surgeries and assist with other surgical procedures
- Ability to communicate clearly and compassionately with patients and families to ensure their medical information, care and/or treatment plans, referrals and requirements for coordination are well understood.
- Exceptional inter-personal communications with other clinic staff, including RNs, clinicians, to ensure accurate and appropriate charting, monitoring, referrals and continuity of care.
- Consultation and referrals to other internal practitioners, external specialist, and other healthcare facilities.



Benefits

May be eligible for additional remuneration in accordance with the Rural Subsidiary

Agreement(RSA)including:

Recruitment Incentive: \$10,000(full-time)

Relocation Costs Reimbursement: up to \$15,000 (amount based on location relocating from)

Fee Premium: 6.09%

Annual Flat Fee: \$9,437.76

Rural CME: starting at \$2,200.00/annum in year 3 & 4 to a maximum of \$4,400.00/annum after 4 years.

The above amounts are current as of August 2024 and may be subject to change.

For more information, please visit: <https://www2.gov.bc.ca/gov/content/health/practitioner-professional-resources/physician-compensation/rural-practice-programs/rural-practice-subsiadiy-agreement>

How to apply

If this sounds like the opportunity for you, please email your cover letter and resume, noting 'Family Physician" in the subject line, to careers@lchccare.ca you are interested to learn more about the Community Health Centre, please visit: www.lfls.ca/employment