

## Physician Health Collaborative: Building a Healthier Future for Physicians in Newfoundland and Labrador

The Newfoundland and Labrador Medical Association (NLMA), Department of Health and Community Services (DHCS), Memorial University Faculty of Medicine, Newfoundland and Labrador Health Services (NLHS), and the Family Practice Networks (FPNs) are pleased to announce the creation of the **Physician Health Collaborative (PHC)**, a leadership-driven initiative designed to help address the challenges physicians face across our province.

The demand on health care professionals has never been greater. The PHC aims to serve as a strong, collective voice to address issues impacting physician health and well-being, while working in collaboration with health care system partners.

The PHC is comprised of representation as follows:

- Dr. Tracey Bridger (Chair) – Assistant Dean of Faculty Wellbeing, Faculty of Medicine, Memorial University
- Dr. Gena Bugden – Vice President of Medical Services, Chief of Staff, NLHS
- Dr. Tara Rector – Chief Wellness Officer, Provincial Clinical Chief Occupational Health, NLHS
- Mr. Truman Greenham, Director, Physician Wellness and Navigation, Medical Services, NLHS
- Ms. Wendy Snow – Manager of Recruitment, Health Professional Recruitment and Retention, DHCS
- Ms. Carla Whittle – Director of Health Professional Recruitment and Retention, DHCS
- Dr. Ben Davis – Shalloway FPN Board Member (representing all FPNs)
- Ms. Trina Ralph – Executive Director, Shalloway FPN (representing all FPNs)
- Dr. Kris Luscombe – Medical Director, NLMA
- Ms. Aimee Letto – Legal Counsel, NLMA
- Ms. Glenda Nash – Associate Executive Director, NLMA

The current landscape requires focus on how we support physicians to thrive, personally and professionally. Together, our organizations will work towards building a culture that fosters trust, where physicians feel valued and empowered, leading to healthier professionals who can provide the best care to their patients.

In 2025, the PHC will be focusing its energies and efforts on:

- Soliciting ideas from physicians practicing in NL on the topics and issues they would like the PHC to consider.
- Consolidating information, resources, supports and initiatives pertaining to physician health and well-being with multiple access points of entry via the PHC partner websites.
- Hosting activities in each of the health zones aimed at promoting and encouraging physician well-being.
- Developing a Memorandum of Agreement between the NLMA, NLHS and the Faculty of Medicine regarding the shared management of physicians and learners who are in need of support and accommodation relating to illness.

This partnership represents a significant step forward in creating a sustainable and supportive environment for the physicians of Newfoundland and Labrador. Further details regarding these efforts will be available soon.

