

# Gabriola Medical Centre: Practice Profile

## Office Information

*Community:* Gabriola Island  
*Name of Practice:* Gabriola Medical Clinic  
*Practice Address:* 695 Church St, Gabriola Island, BC  
*Physician contact:* 250-247-9922

## Posting Details

*Position start date:* Immediately

*Weekly work schedule/ After Hours / On-call:* The clinic is open from Mon-Fri. From 9:00 a.m. to 4:00 p.m. Some physicians also provide evening clinics. We schedule patients both in person and virtually using 20-minute appointment times.

We have kids and understand the meaning of a balanced, flexible lifestyle. The On-Call schedule includes one weekday (in clinic/ overnight) and one weekend (Friday 5 p.m. - Sunday 8 a.m.) and is compensated through both the MOCAP and APP contracts.

Each full-time position is for 1,680 hours annually. Most practitioners choose to meet the hourly commitment by working four days a week. We work collaboratively to develop clinician schedules that work for everyone on the team. Half-time will be considered to allow you to pursue other professional interests.

## Practice Description

*Type of Practice:* The Gabriola Medical Clinic, comprised of five independent practitioners, is a patient medical home. We provide a team-based approach to full-scope family practice. The clinic is also home to a mental health team, Community Health Services, and public health. No sub-specialties are required.

*Patient Panel:* Approximately 60% of the Gabriola Clinic patients are over 60 years. 38.32% of attached patients have complex care needs and 10% have a mental health diagnosis.

EMR: MedAccess

## Compensation

*Compensation type:* Alternative payment Plan Contract

*Overhead:* Low overhead. We are happy to discuss this in detail with interested candidates.

*Hospital Privileges:* Not required

## Benefits and Incentives

May be eligible for additional remuneration in accordance with the Rural Subsidiary Agreement (RSA) including:

- Retention Premium 5.95%
- Retention Flat Fee \$6,849
- Recruitment Incentive \$10,000

May be eligible for additional remuneration in accordance with the Rural Subsidiary Agreement (RSA) including:

- Rural CME starting at \$2,200/annum in year three and four in community, increasing to a maximum of \$4,400/annum after four years.
- <https://rccbc.ca/rccbc/about-the-jsc/rsa-communities/>

## Other

Free Physician Parking Available, three MOA's and a practice manager included with overhead.

## Reconciliation

The Gabriola practitioners recognize the Coast Salish Nation whose territory the clinic is located on. In particular, we recognize Gabriola Island as the unceded territory of the Snuneymuxw First Nation (SNF). We respect the longstanding relationship that Coast Salish and Hul'qumi'num, as they are the original caretakers. We acknowledged that the Snuneymuxw Treaty of 1854 was signed with the British Crown and colonial government as asserts SNF rights and title. We recognize that SNF rights and Title are affirmed by section 35 of the Constitution Act, 1982.

Gabriola practitioners are committed to educating themselves and developing policies to increase the ability of the clinic to provide culturally safe and appropriate care to Indigenous people.

## Posting Description

The Gabriola Medical Clinic is an award-winning, community-owned, primary care home, looking for family doctors to join our team of two-family physicians and one Nurse Practitioner.

We are fully supported by our community of nearly 4,500 residents in all we do and have been awarded the 2018 Rural BC Community Award for our innovative and collaborative approach to local healthcare issues. Our team members have also been recognized with the 2022 BC Achievement Award and 2022 Above and Beyond awards for their exceptional service and contributions to our community. We are passionate about teaching and have been welcoming medical students in partnership with the University of British Columbia for over 10 years.

The Gabriola Health Care Foundation (GHCF), which owns and operates the building, provides a turnkey operation with all of the equipment needed to run a modern practice without any up-front costs. In collaboration with both the Rural and Remote Division of Family Practice and the GHCF, we have dedicated staff who can assist physicians with onboarding, schedule development, special projects and other professional interests.

Providing primary and urgent care for Gabriola Island, we work collaboratively in the same building with mental health RN, community social worker and home and community care RN. This allows for easily accessible discussions, either by phone or in-person, to provide optimal care for patients.

**Dr. Erin Cusack: "With so much support from great administrative staff and other professionals, I am able to devote my time to what matters most – the patient".**

Operating in a unique quality-driven blend of alternative payment contracts and billing-based payments, our contemporary clinic offers an array of comprehensive services, from an urgent treatment facility, on-site laboratory services and an integrated electronic medical-records system. The result is multidisciplinary care for patients and invaluable administrative support and resources for doctors.

We provide primary and urgent care for Gabriola Island and the surrounding Islands. We all love what we do and the community where we do it. We also host visiting specialists including plastic surgery, psychiatry, and general surgery. Emergency response services include ambulance, fire, and helicopter that work collaboratively with physicians on challenging cases.

**Dr. Tracey Thorne: "Our successes are team-based and our losses are shared amongst us which makes it much easier to take on the challenges of rural practice."**

Surrounded by the Salish Sea and all its beauty, but also a short distance from Nanaimo and Vancouver, Gabriola offers access to larger centres. We have a wonderful elementary school, amazing fishing and sailing and a never-ending network of trails for hiking and biking. Working on Gabriola has afforded our practitioners enviably short commutes, stunning natural beauty, endless outdoor adventures and a work/life balance.

If you are interested in community health, rural medicine, a wonderful work environment and a beautiful setting, look no further. Come spend some time with us to see if we are the practice for you!