

Patient safety and quality of care are optimized in settings that foster a culture of practice enhancement. Recognizing this, BC health authorities are aligning provincially on a system of feedback and professional development support for medical staff members.

The vision is for a provincial Medical Staff Practice Enhancement (MSPE) program.

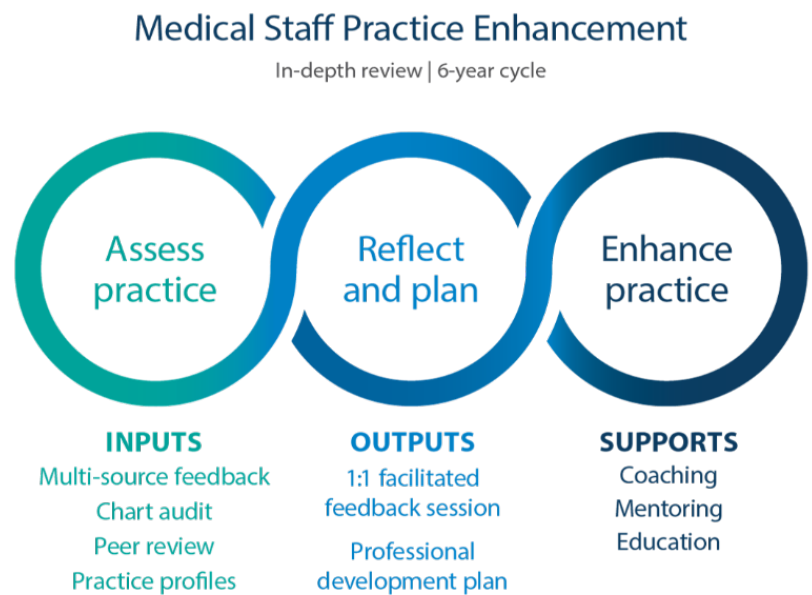
Practice enhancement refers to the activities that help medical staff members to assess, reflect on, and enhance their practice—such as quality improvement processes, performance reviews, and continuing education.

What is the status of MSPE?

Collaborative work in 2019-20 has produced an initial program model and a plan to initiate some aspects of the MSPE program with select early users in 2021.

Establishing an MSPE system for BC will be a multi-year journey. The approach is phased and iterative, to build up toward an in-depth review, reflection and enhancement process.

In time, the goal of MSPE is to provide all medical staff members with facilitated feedback using evidence-informed practice reviews, so that they may create professional development plans and link in to coaching or education resources.



Who is contributing to the MSPE program development?

LEADING THE WORK	BC health authorities are at the helm, with facilitation and support from the BC Medical Quality Initiative (BC MQI).
ADVISORY BODIES	Input solicited from medical staff professional associations and other medical quality and education representatives is shaping the model.
SUBJECT MATTER EXPERTS	Discipline-specific aspects will be considered by practice enhancement panels, while early users will provide feedback on the developing program.
CONSULTING PARTNERS	The regulatory colleges are engaged to support alignment across the system and minimize duplication for practitioners

Why a provincial collaboration?

By working together, learning and benefits from MSPE are shared across the healthy authority system of care.



How will medical staff members participate in practice enhancement?

Practice enhancement is an ongoing journey. The MSPE program aims to support individual practitioners through this journey in a six-year cycle of learning, reflection and development.

MSPE offers a structured approach for practitioners to gather feedback from multiple sources, to reflect on that feedback in discussion with a peer facilitator, and to create a plan for professional development. The peer facilitator may also support the practitioner in navigating to education or coaching resources, or in establishing ways to evaluate their learning progress and outcomes.



To learn more about the MSPE program, visit bcmqi.ca