

## Introduction

Improving occupational health and safety (OHS) for medical staff is a priority for the Ministry, Health Authorities and Doctors of BC. One of the first steps towards addressing the longstanding gaps of OHS support for medical staff is to develop a common database that enables the documenting and follow-up of health and safety related matters. The common database is an early and important foundational element in establishing a health and safety program.

There will be many opportunities for ongoing input to inform service delivery as this develops.

## Why is this message being sent to medical staff?

This overview informs you of the newly developed database for storing medical staff OHS data that health authorities and Providence Health Care have been directed to use by the Ministry. Medical staff includes physicians, nurse practitioners, dentists, midwives and oral surgeons.

## What is MS WHITE?

**Medical Staff Workplace Health Indicator Tracking and Evaluation (MS WHITE)** is an electronic database and a record-keeping system for medical staff OHS data, developed to improve the health and safety of all medical staff in BC health authorities.

## Future Medical Staff Benefits once OHS services are established

- Provide a new common provincial standard for medical staff to report health and safety issues with the opportunity to ensure it is documented and there is follow up.
- Allow trending and comparisons of safety issues across regions and sites, providing opportunities to identify where OHS resources and funding may need to be allocated.
- Improve regional consistency for medical staff, recognizing the unique relationship medical staff have with their employers.

## Provincial Database Support

- The Ministry of Health, Health Authorities and Doctors of BC through the Physician Specific Issues Working Group (PSIWG) in the 2019 Physician Master Agreement supported a recommendation in November 2021 for a uniform OHS provincial process for physician OHS data collection.
- *Current State Analysis Work 2020* called for a provision of OHS services to medical staff.
- The [2022 Physician Master Agreement](#) highlights the ongoing relationship that Doctors of BC has in partnership with the Ministry of Health and Health Authorities in shaping provincial actions to improve physician wellness.

## What does MS WHITE do?

- MS WHITE is an expansion of the current health care worker database specifically for managing medical staff health and safety related data.
- It incorporates medical staff data into the same system as health care worker's data, creating opportunities for consistent recording and reporting (i.e. fit test records, workplace incidents & follow-up support, etc.).
- It helps identify hazards and risks which will assist in providing all BC health care workers (HCW) a safe working environment.
- MS WHITE is the chosen platform as the trusted OHS database for provincial health authority employee OHS data.
- The database currently hosts OHS records for about 150K health care workers provincially since 2010.

### Potential OHS data inclusions and exclusions

- *Includes* communicable disease exposures, incident reporting, training records, etc.
- *Excludes* HIV status test results, substance abuse issues, impacts on privilege resulting from discipline, peer-to-peer support notes and Critical Incident Stress Management (CISM) debrief.

### Protecting your personal information

- MS WHITE is on secure internal HA-maintained servers and is not externally accessible.
- Multiple Privacy Impact Assessments (PIAs) have been completed for demographic data for establishing profiles and for all existing OHS data collection.
- As new OHS services are established for medical staff, additional PIAs will be completed.
- **PHSA OHS Solutions and Provincial Workplace Health Services** oversee the system.
- Access is role-based and restricted to authorized personnel who have a "need to know".
- Medical staff can request their data at any time.

### Consenting / opting out

#### MS WHITE database

- All medical staff members have a profile with demographic information<sup>1</sup> (i.e. name, date of birth, contact details, practice type, etc.) in MS WHITE. This allows health authorities and Providence Health Care to identify active medical staff and provide necessary OHS workplace supports.

#### Current OHS data and services

- Covid 19 pandemic-related data (Covid vaccinations, fit test records) is collected in MS WHITE under legislative requirement.
- OHS Services have already been adopted in some health authorities where consent for data collection and "opting out" options were built into the service model and informed by medical staff engagement.

#### Future OHS Services

- Future OHS services will include medical staff input and engagement regarding consent and "opting out" processes.

### Data sharing / reports

- CACTUS data shared with MS WHITE underwent a rigorous privacy review. Select demographic information to establish medical staff profiles in MS WHITE was approved through each of the health authority's privacy departments.
- Anonymous, aggregate data will be used to create reports to improve planning and response protocols for health and safety issues and to analyze trends in facilities or regions.
- No OHS data will be used to affect privileges and/or employment; none will be shared with any colleges (i.e., College of Physicians & Surgeons, etc.).

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<sup>1</sup> Demographic information is fed to MS WHITE nightly from the credentialing system CACTUS