

# Decriminalization in Interior Health Acute Care

Student-Led Café

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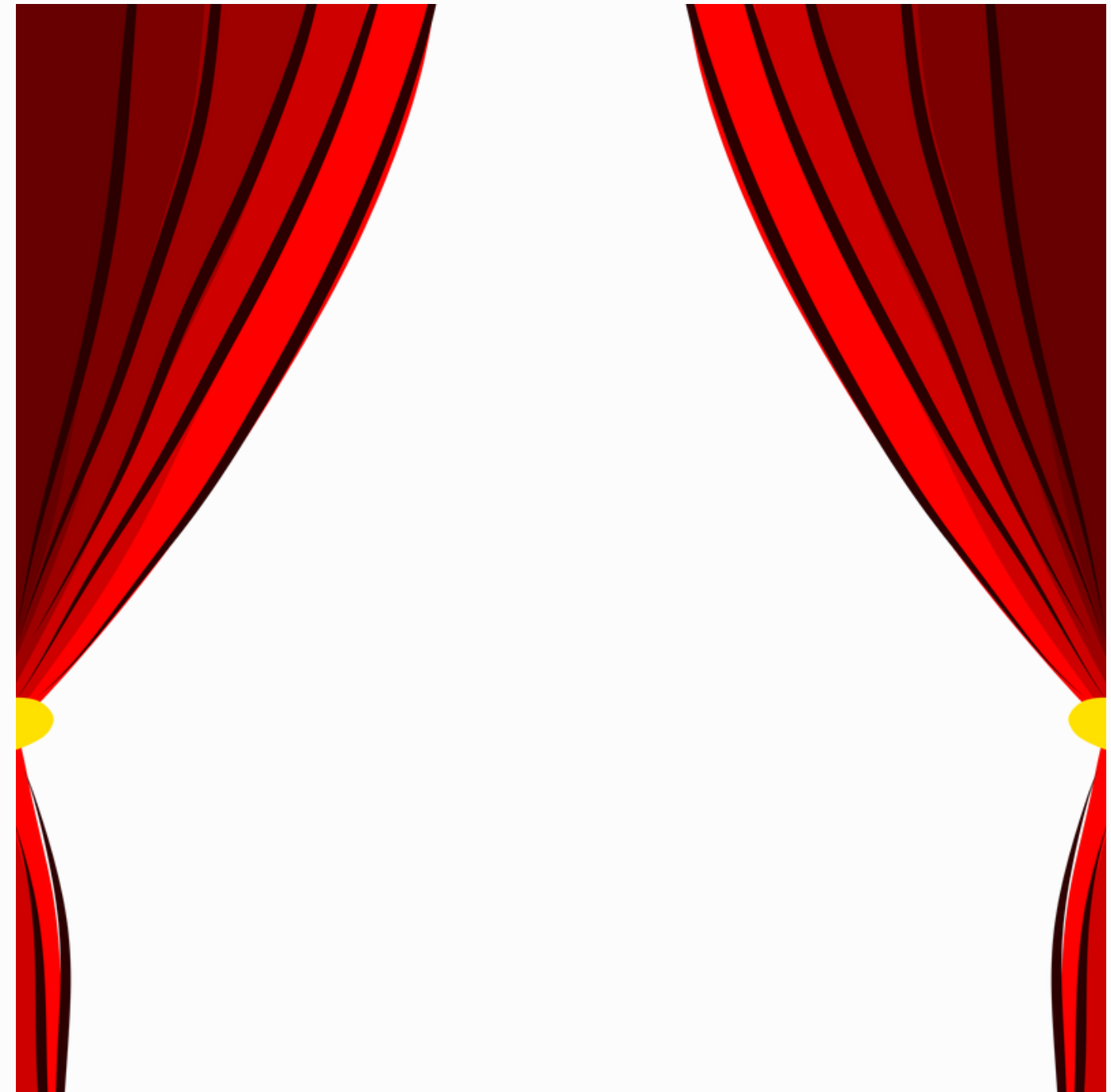
November 5, 2025



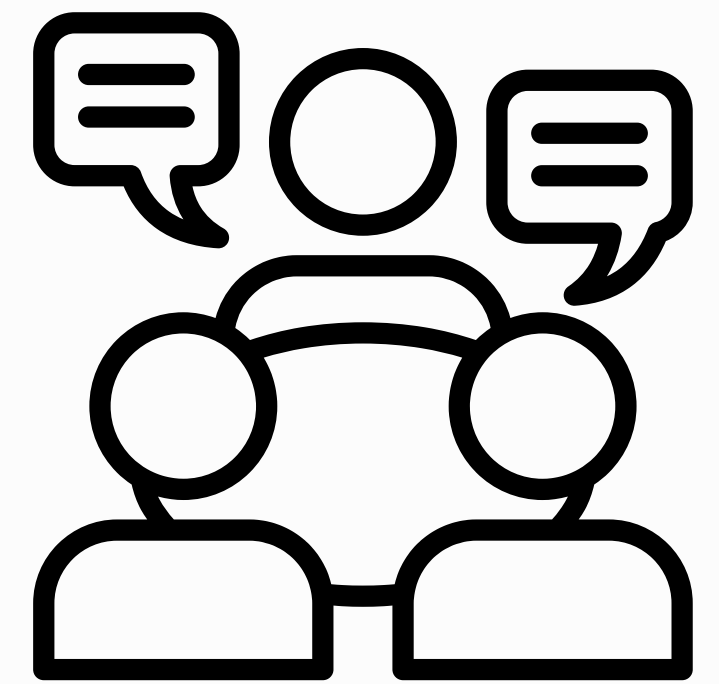
# Solution 2: Coordinated Operational Leaders Response



*The show must go on!*



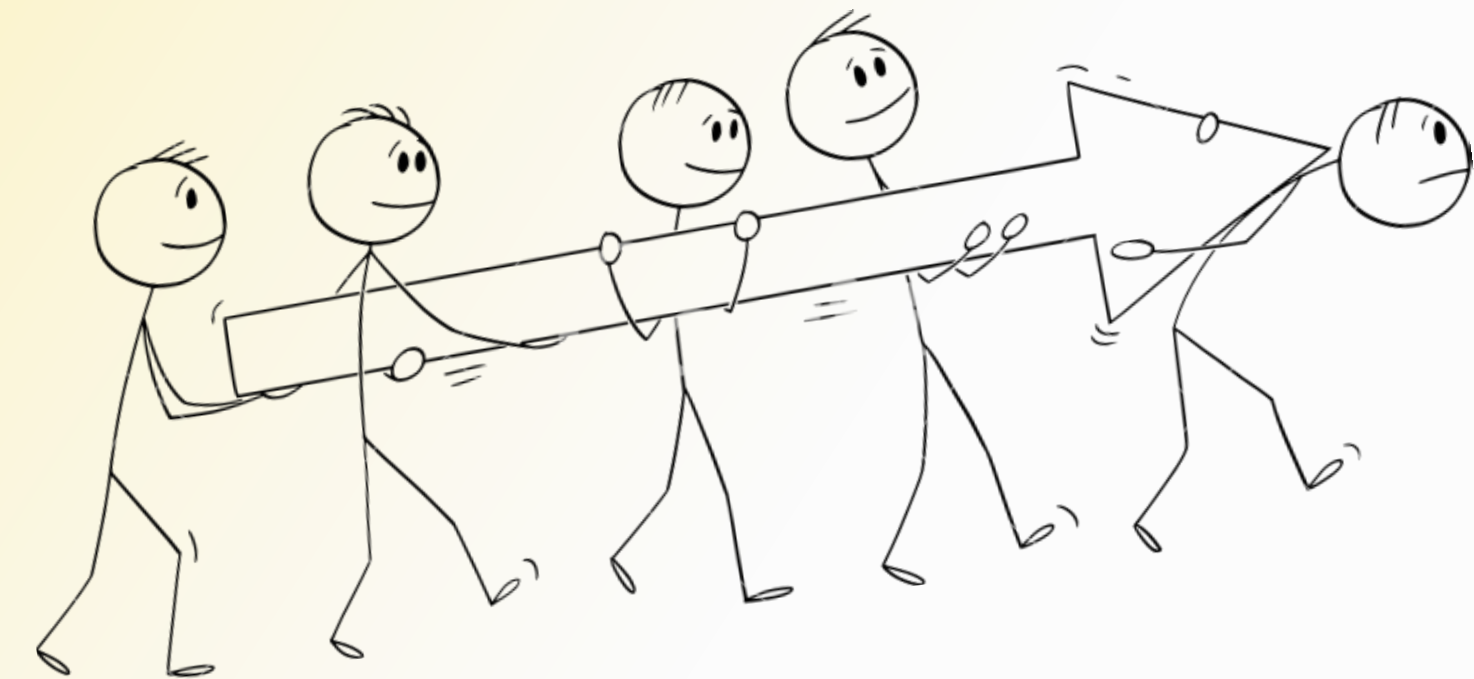
# Description



- An **immediate**, Ad hoc **committee meeting framework** with representation from key hospital departments, professions (doctors, nurses), and ancillary workers (housekeeping, security), and Person with Lived and Living experience (PWLLE) or Peer representation.
- Purpose: **agile**, operations-focused **leadership**, for successful **coordinated** implementation of Decriminalization policy

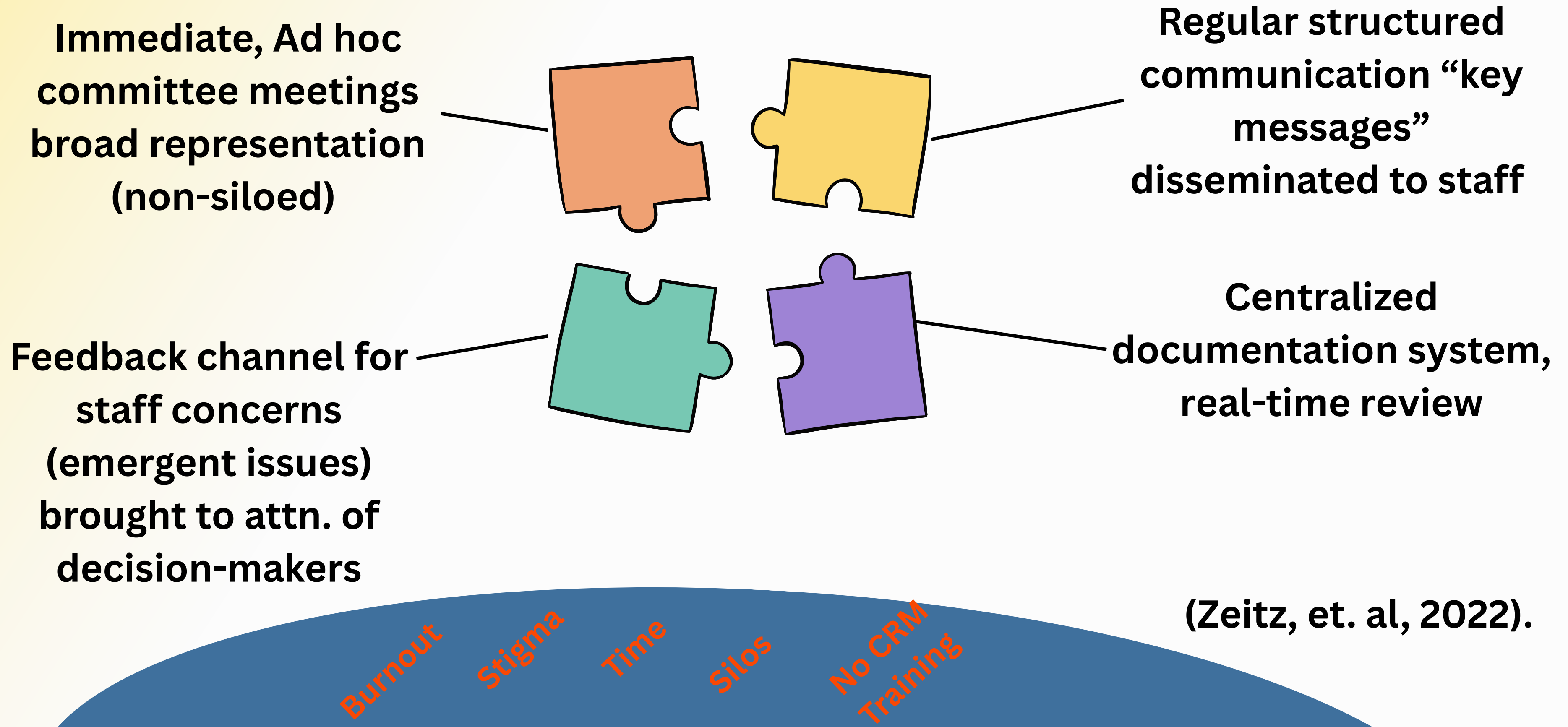


# Rationale & Strengths

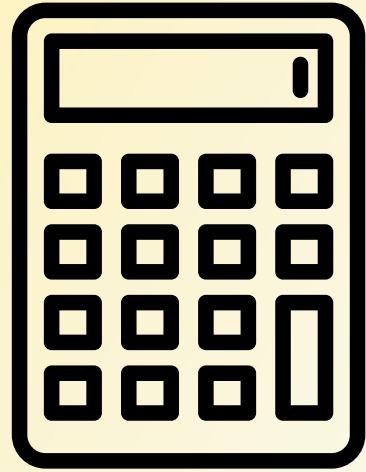


- roots in **Crisis Resource Management (CRM)**, aviation in the 1980s/anesthesia 1990s (Savoldelli, et. al, 2019).
- CRM skills: problem solving, situational awareness, resource utilization, communication, and leadership (Lucus)
- CRM often Simulation-Based training (SBT) (Petrosoniak), involves development, refinement, and challenging, of shared **mental models**
- Actors within the system have critical knowledge, to manage the emergent issue (Zeitz, et. al, 2022).

# Implementation & Challenges

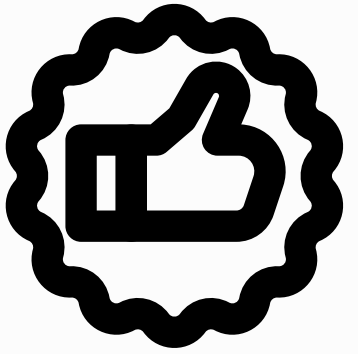


# Feasibility



- Limited budget requirement - no staff hiring, major budget, or capital expenditures, other than limited additional time, allocated from current operational leader role.
- Honorarium/fee, payment for PWLLE/Peers could receive rapid approval
- Requires responsive leadership in early phases to establish structure.
- Ongoing CRM, Simulation-Based training (SBT) would require prioritization & financial investment.

# Recommendations



*“During a crisis or critical situation, things are often chaotic, unpredictable, ill-defined, rapidly changing, high stakes, and therefore stressful.” (Savoldelli, 2019)*

- Ground-level agile leadership is key to clarify direction and organize a consistent response (in this case in adapting provincial Decriminalization policy to the local context of Interior health)
- Literature from Crisis Response Management (CRM) and the Covid-19 Pandemic helped to inform the modification to the existing solution.
- Integration of Subject-Matter Experts (SMEs) and ideally PWLLE/Peers into these teams is essential, to combat Stigma, and promote best-practices.
- Challenges in implementation such as silos, could be addressed with ongoing CRM Simulation-based Training for frontline leaders.

