

A. Candidates for Private Employer Representative

Nicki Bavis, Northcrest Care Centre

Nicki has been working in the long-term care sector the last 16 years. Her most recent position is as Director of Administration and Finance at Northcrest Care Centre. During her time at Northcrest Care Centre, she realized the importance of workplace safety and has been an active member of NCC's Joint OH&S Committee. She intends to explore further safe work practices and be involved in an association that strives to provide education which enhances a culture of safety at the workplace. She has enjoyed being a board member and Treasurer of the Safecare BC Board for the last two years. Her education background is a Bachelor of Commerce in Accounting and would gladly continue to offer her services as part of the Finance Committee.

Tara-Lee Calhoun, Vantage Living

Tara-Lee is a Registered Nurse with 35 years' experience, with 30 years of acute care experience. The past 20 years has been in the long-term care setting. Has 16 years' experience as the Director of Care. She is the Chief Nursing Officer with Vantage Living, for the past 3 years.

She has her Gerontology Certificate and is a member of GNABC for the past 9 years. She is a GPA Peer Facilitator. She has volunteered for the Care for Caregivers since the inception and has completed radio and newspaper interviews to promote the program. She is a committee member for the Hearts and Hands program. Volunteered with COHA to present education for Care for Caregivers, for an 8-week program, in 2020. She has worked with SafeCare BC through Seconded Facilitator for GPA program since 2019 and facilitated SafeCare BC Satellite Training Program for Cariboo Place in 2020.

She is passionate on enriching seniors lives through their life's journey and providing mentorship and education to empower the staff to provide excellence in care. Her experience expands from the front-line staff to management and to the executive level.

Her attributes are dedicated, high achiever, team player, strong advocate and always wanting to learn, enjoys new challenges and these attributes will serve as an asset to the SafeCare BC Board.

Tamara Ross, Sienna

Tamara is an experienced health care professional with comprehensive knowledge in front line management, as well as regional oversight of eight campuses of care consisting of 1100 team members and 1135 residents.

She has in-depth clinical expertise in the Long-term Care, Assisted Living and Hospice Care sectors, supporting front line team members and managers in fostering a culture of safety and accountability.

She is committed to best practice and evidence-based decision making, mitigating risk and empowering industry leaders and front-line team members ultimately enhancing the well-being and services to persons in care.

Tamara had the opportunity to work in collaboration with WorkSafeBC and advocate for safety within the workplace and our sector as a whole. This is accomplished through a team-based approach, leveraging her strong working relationships with Unions, Health Authorities and Team Members at all levels of the organization.

She has extensive working knowledge of WorkSafeBC regulations and years of experience chairing Joint Occupational Health and Safety Committees and looks forward to bringing a clinical and innovative lens to the board while creating

healthy, engaged and high achieving teams. Along with a strong communication skillset, she is passionate about creating cultures of safety while working with stakeholders in advocating for best practiced, evidence-based decision making.

Being a proud citizen of Métis Nation, as well as having the education and experience in the delivery of culturally competent care, diversity and inclusion, have all helped inform her core values, guiding the work she does within the health sector.

[Michele Thomson, Buron](#)

As an experienced long term care operator and service provider, to be nominated for a Board position at SafeCare BC is a great honour for Michele. She is confident that her experience and qualifications align with the mission and qualities expected of a Board member at SafeCare BC. Michele brings a comprehensive set of skills that she believes will be valuable to this position. She is an engaging communicator with a proven track record in thought leadership, collaboration, and facilitation with a genuine interest in cultivating strong relationships. Michele is looking forward to contribute her talents and passion about health and safety as a Private Employer Representative.

B. Candidates for At Large Director (Employer, Owner/Operator - Home Care)

[Twyla Johnson, Pacific Coast Health Services](#)

For 12 years Twyla has been the Director of Operations at Pacific Coast Health Services (formerly We Care), a private agency providing home care in the Victoria community. A graduate of McGill University, her 30-year nursing career has taken her to the Johns Hopkins Hospital in Baltimore, Maryland, and to Health Departments in both New York and Maryland State. In her role as a Public Health Nurse, she received extensive immunization training through the Centers for Disease Control in Atlanta, Georgia. After 9/11, Twyla also received multiple trainings in Emergency Preparedness. Near Washington DC she was involved in the planning and operations of one of the largest drive-thru immunization clinics in the US, which immunized 4,000 people in 4 hours. Twyla enjoys developing educational programs and safety policies, was a member of the Clinical Practice Committee for a national healthcare organization and has served on several committees within her community.

C. Candidates for At Large Director (Employer, Long Term Care)

[Jeanette Lee, Menno Place](#)

Jeanette Lee, MA, CHPR, has served in the role of Director, Human Resources at Menno Place, a Campus of Care, for eight years. Over the last 20 years Jeanette's passion has been to ensure safe and healthy work environments in many sectors including health care, manufacturing and in academics, not only focusing on the physical work environment but the psychological work environment as well. Menno Place was the first long term care site to sign on with the National Standard of Canada for Psychological health and Safety in the Workplace in June 2017. Jeanette instituted the Certificate of Recognition program at Menno Place which was significant in reducing workplace injuries starting 2016. Jeanette has also been actively involved on the Technical Advisory Committee of SafeCare BC for the last 2 years and was a past Director on the SafeCareBC Board.

D. Candidate for Professional (Medical/Legal) Representative

David Keselman, Louis Brier Home

With over 25 years in health care, David is a health care executive with significant knowledge and experience in health human resources management, finance, leadership, and process improvement skills, with a proven success in professional practice, strategic planning, operations, communication and education. He is recognized for his strengths in driving growth, building high performance teams and strong interpersonal communication skills, especially with diverse populations.

David has worked in a variety of leadership roles across the continuum of care and has held various front line and leadership roles in public health, acute care, community and home care, and academia. Most recently, David was the VP of Patient Services, Ambulatory Care, and Medical Affairs at the Stanton Territorial Health Authority in the Northwest Territories. Currently, David is the Chief Executive Officer of the Louis Brier Home & Hospital and the Weinberg Residence; a faith-based organization providing Complex Continuing Care and Long-term Care Services located in the heart of Vancouver, British Columbia.

David's educational background includes a Bachelor and a Master's degree in Nursing from the University of Toronto, and a Doctor of Health Administration degree from the Central Michigan University. David has published a number of articles some of which focused on poverty and health, the maximization of the scope of practice of Registered Practical Nurses (RPN), ethical leadership, and retention and recruitment of men in nursing. David is a member of the Honor Society of Nursing (Sigma Theta Tau International) and the Canadian College of Health Leaders (CCHL). He has been a sessional instructor at Ryerson University, School of Nursing for over 15 years, and has taught at the University of Victoria, Aurora College campus in Yellowknife. He has been teaching variety of on-line graduate level courses with the Athabasca University, Faculty of Health Disciplines (since 2016), including leadership, evidence-based practice, Historical and Contemporary Trends and issues in Nursing, and culture and health.

David holds a Yellow and a Green belt in LEAN healthcare and is a Certified Health Executive (CHE). David's passions are quality improvement, innovation, and implementing patient and family centered care throughout the healthcare industry.

E. Candidates for At Large Director (Frontline Worker – Long Term Care)

Bryan Gay, Menno Place

Bryan D. Gay has served at Menno Place since 2009 in the role of Health Care Assistant. Bryan began working in healthcare in 2005 starting as a Community Support Worker supporting those with violent behaviors. After receiving his HCA certificate in 2009, he was blessed with the opportunity to work with those dealing with moderate to severe dementia and other cognitive and coping issues. Bryan has been involved in supporting and facilitating many new initiatives at Menno Place. He has served on the National Rollout of "PREVIEW ED" for CFHI and spoke on the rollout in Ottawa and in Whistler for the Annual BC Care Providers conference in 2018. Bryan joined the Frontline Committee with SafeCare BC in 2016 and in 2017 was asked to facilitate the Provincial Violence Prevention Curriculum for Menno Place through SafeCare when Menno Place became a satellite site for SafeCare BC. Bryan strongly believes in providing a safe work environment in long term care and for front-line workers.

Dimitra Pololos, Kiwanis Care Centre

Dimitra possesses more than 6 years of progressive experience as a front-line worker in a long-term care facility, with an eagerness to learn and grow in her profession. Dimitra holds both a Health Care Aide and Recreation Aide certificates and is a member of the Joint Occupational Health and Safety Committee at Kiwanis Care Centre. She has served on the Safe Care BC Board for the past 2 years. Her interest in making a safer healthier workplace, her common-sense approach and knowledge of the health care industry make her a valuable team member. Fortified by her experience within the industry and her commitment to the vision, mission and values of Safe Care B.C. Dimitra readily embraces the opportunity to serve on the Board of Directors.

F. Candidate for Human Resource Services Representative**Rob Senghera, Revera**

With over 19 years' experience in the healthcare safety industry, Rob has actively worked with Employers and Union partners to promote a safe and healthy workplace for workers, in both the public sector and private sector. As a former member of the Technical Advisory Committee since its inception, and Committee Chair in 2020, Rob is familiar with SafeCare BC's goals and vision and has been an active contributor to the organization's past success. Rob is a Regional HR Business Partner with Revera Inc. which includes oversight and direction to all elements of the Human Resources program. Rob is looking forward to contributing to the future success of SafeCare BC via this Board position.

Kerry Spencer-Smith, Eden Gardens

Kerry Spencer-Smith is a member of CPHR and is currently working towards her BA in Human Resource with Athabasca University. With technical training in WCB, OH&S, claims management and over 16 years of Human Resource management, Kerry has a diverse set of experiences and education to lean into. Kerry's experience in the forestry industry bolstered her passion for safety. She has the acute ability to recognize risks, recall regulations and guidelines, apply them in a real-world environment and bring a clear understanding to front line workers.

Currently, as the Human Resource Manager at Eden Gardens, a compassionate LTC home for those living with dementia, Kerry brings her skills from practical hands on grass roots knowledge of safety and promotes a healthier workplace. The experience she has garnered from hands-on, on-the-floor time creates a passion in developing positive safe work behaviours through out the organization that can ultimately improve prevention of workplace injuries and overall wellness of teams.

Prior to Eden Gardens, she spent several years as Operations Administrator, where she was a key leadership member of the Operation's Lead Team and served as Co-Chair of Occupational Health & Safety Committee. This role required strong working knowledge of different Collective Agreements and industry knowledge, and through transparent, and consistent application of these agreements, Kerry helped improve the relationship between union and management and improve the overall safety and wellbeing of all. Further, Kerry was able to use effective negotiation and conflict resolution skills to manage many challenging situations, creating an enhanced working culture.

In the U.K. Kerry worked as a Witness Liaison Officer for the Leicestershire Police. This position required going above and beyond daily to support and provide a quality service to all victims and witnesses of crime, and to ensure all their needs and requirements were met. During this time, she received a Chief Constables Commendation for saving a civilian's life by using effective communication skills in a timely manner. Kerry was then seconded on to the Prince's Trust to support

a program for youth at risk that developed many of her behavioral competencies, specifically in the areas of conflict resolution, teamwork and cooperation, service orientation, and self-control – all very important qualities to lead to a safer workplace. By providing coaching and mentoring, Kerry was able to achieve and complete many community projects working with, and supporting a team who suffered from addiction, trauma, and mental health disabilities. This was the foundation of her passion for safety and wellness.

Kerry's experiences have required her to have tremendous attention to detail, all while maintaining strict confidentiality and adhering to policies, procedures and protocols and often under extremely stressful circumstances. Eden Gardens has a great opportunity to improve its safety and with Kerry's experience, she has a very real vision of where the challenges lay, what is effective in resolving things and recommendations and ideas to drive forward a healthy and more balanced industry across the province.