



Cowichan Valley Physician **WELCOME PACKAGE**

Orientation Manual for Physicians New to the Cowichan Valley



Cowichan Valley
Division of Family Practice

An FPSC initiative

Cowichan Valley Division of Family Practice
8B - 361 Trans Canada Hwy | Duncan, BC V9L 3R5
www.divisionsbc.ca/cowichan-valley

Photo Courtesy of Dr. Paul Terlien



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The following information has been assembled to help familiarize you with and connect you to the Cowichan medical community and beyond. It is not intended to be comprehensive, but should help orient you as you settle into your new community.

Please reach out to the Cowichan Division of Family Practice if you have questions or need additional information.

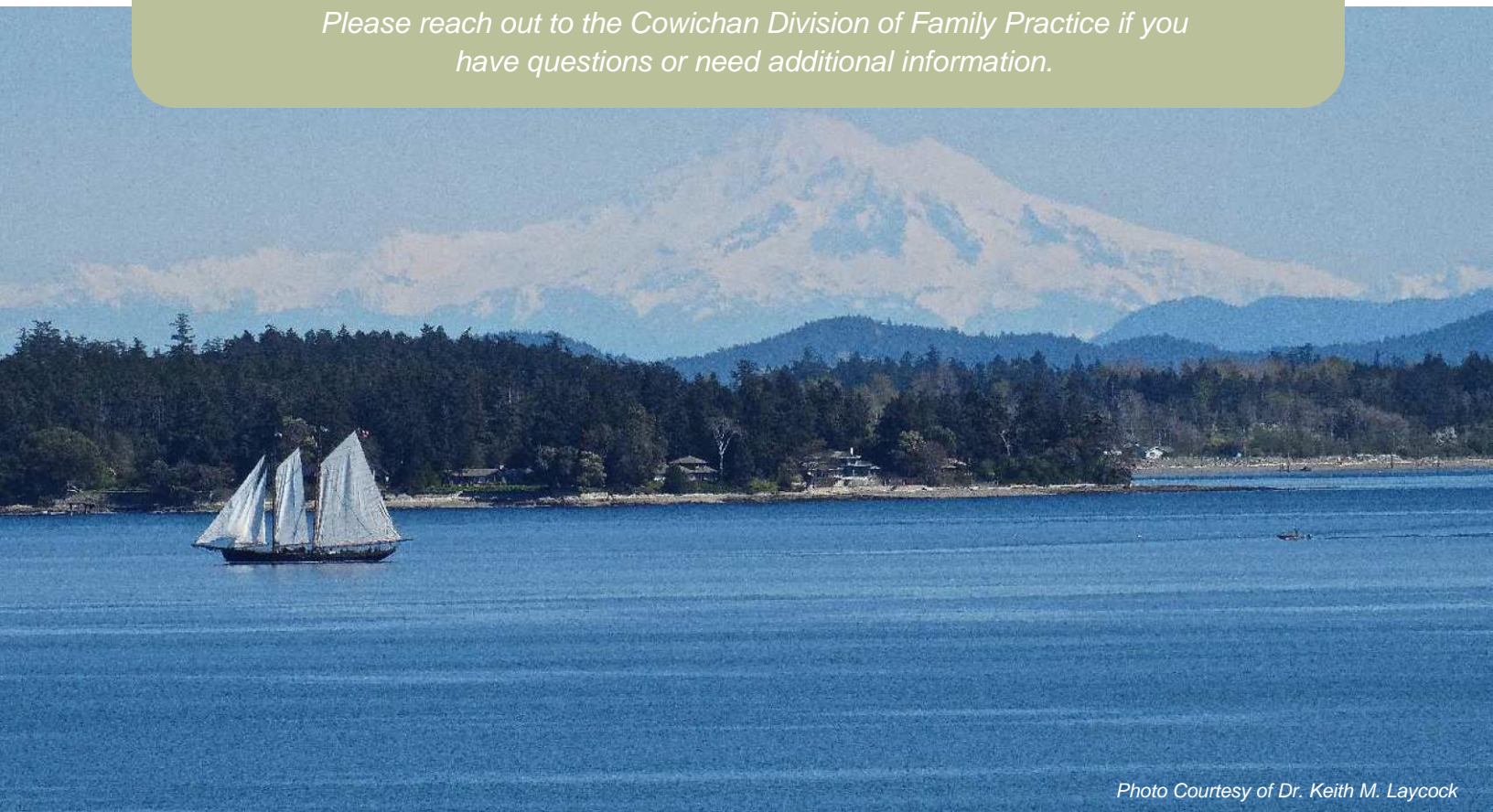




Photo Courtesy of Dr. Mark Sanders



Photo Courtesy of Dr. Mark Sanders



Photo Courtesy of Dr. Keith M. Letic

WELCOME TO THE COWICHAN VALLEY

The Cowichan Valley Division of Family Practice acknowledges that we live, work, and learn on the unceded traditional territory of multiple communities of the Coast Salish peoples, including Quw'utzun, Malahat, Halalt, Lyackson, Stz'uminus, Penelakut, and Ts'uubaa-asatx First Nations.

CVDFP is committed to supporting the provision of culturally safe care to First Nations, Inuit, and Métis people in our community

A little about the Cowichan Valley...

Breathtaking mountain views, majestic coastlines, lush agricultural lands, quaint towns and robust culture are just a few reasons the Cowichan Valley is a beautiful place to call home. The Cowichan Valley, home to an estimated 95,000 residents, is located in one of the mildest climates in Canada. Indigenous people of this region, the Coast Salish, called it Qu'wutsun meaning "warm place." The temperate climate provides the opportunity to enjoy year round activities such as golfing in the picturesque countryside, hiking or mountain biking the wilderness trails, or sailing, fishing, and kayaking around the many harbours and protected bays.

Encompassing the communities of Duncan, Chemainus, Ladysmith, Cobble Hill, Cowichan Bay, Shawnigan Lake, Mill Bay and Lake Cowichan, the region offers a range of unique local experiences; you can enjoy fine dining or take a relaxing stroll through one of the local markets; visit one of the many acclaimed wineries, distilleries and craft breweries; there's a diverse artisan culture, live theatre, and music festivals. The region has something for everyone. The down-to-earth atmosphere, local commodities, and diversity of the region make it an idyllic place to work and live.

Our Medical Community

As of 2025 there were 19 family practice clinics with 83 physicians providing services throughout the community, in addition to a broad range of specialist services. Acute care for the region is provided at the Cowichan District Hospital (CDH) in Duncan, which currently has 148 funded beds. Construction of a new hospital is underway with plans for 204 beds and projected completion 2027. CDH is complemented by two urgent care centres in Chemainus and Ladysmith.

Cowichan benefits from a collegial and collaborative medical community, and is a leader in community engagement. The community is served by a well-established Division of Family Practice and Medical Society, working collaboratively with community partners and using the collective voice of members to support physicians to improve their clinical practices and professional satisfaction, identify gaps in patient care in the Cowichan region, and to develop solutions to meet our community's needs and common health care goals.



Cowichan Valley Division of Family Practice

The Cowichan Valley Division of Family Practice was formed in 2009, as part of a broader provincial initiative, and was the fourth Division incorporated in BC. Divisions of Family Practice work to support family physicians in their respective communities, seek to identify gaps in patient care, and work together to develop solutions to meet the community's needs.

The Cowichan Division works to foster strong, collaborative relationships, and benefits from a high level of community engagement and collegiality amongst the medical community, which helps us in achieving our strategic priorities:

1. **PHYSICIAN ENGAGEMENT:** Education & social events; new physician supports; IMG engagement and more.
2. **PHYSICIAN WELLNESS:** Peer supports, practice supports, community integration support, social networks and engagement vents.
3. **DELIVERING PROVINCIAL PROGRAMS:** Distributing inpatient care and long term care call availability funding; continued operationalization of the PCN and development of the UPCC.

BENEFITS OF MEMBERSHIP

The CVDFP has 100% participation among FPs in the region. Being a member of a Division offers a number of potential benefits, including:

- Opportunities to influence the coordination of local and regional health services for the Cowichan area.
- Helping to identify needs and create solutions for improved health care delivery in the region.
- Supports and resources for physician recruitment, retention, and locums.
- Access to CME events and other learning opportunities.
- Various incentives and program supports including inpatient care and long term care initiatives.
- Access to practice supports.
- Enhanced professional collegiality.
- Central admin team for support and information distribution.
- Being part of an established communications network
- No time commitments or membership fees.

Visit our [website](#) to learn about membership eligibility.

:: LIVE ::

Love Where You Live.



Living in the Cowichan Valley

Nestled on the eastern side of Vancouver Island, the Cowichan Valley is a vibrant and welcoming region located between Victoria and Nanaimo. This beautiful area is home to a diverse blend of communities, including Mill Bay, Shawnigan Lake, Cobble Hill, Chemainus, Ladysmith and Lake Cowichan.

It is enriched by the presence and cultures of the local First Nations communities, including Malahat, Ditidaht, Cowichan, Halalt, Penelakut, Lyackson, and Stz'uminus, whose deep-rooted histories and traditions shape the spirit of the valley

Real Estate

Whether you are looking for a home, a condominium, are seeking to design your own build or purchasing acreage, Cowichan has a variety to choose from.

Visit www.realtor.ca for property listings and realtor information.

Rentals

Now available in the Cowichan area, Medshousing.com is a listing service specifically aimed toward medical professionals seeking accommodations. There are numerous Cowichan area properties listed at any given time. Tip – be sure to search by individual community rather than “Cowichan” for best results.

Other listing platforms available in Cowichan include, but are not limited to: usedcowichan.com, propertymanagers.ca, airbnb.ca, and rentals.ca.

Short Term Accommodations

Whether you are looking for a cozy, quaint, or quirky space, Cowichan has the perfect place for you to lay your head. Find your perfect location on the Tourism Cowichan website.

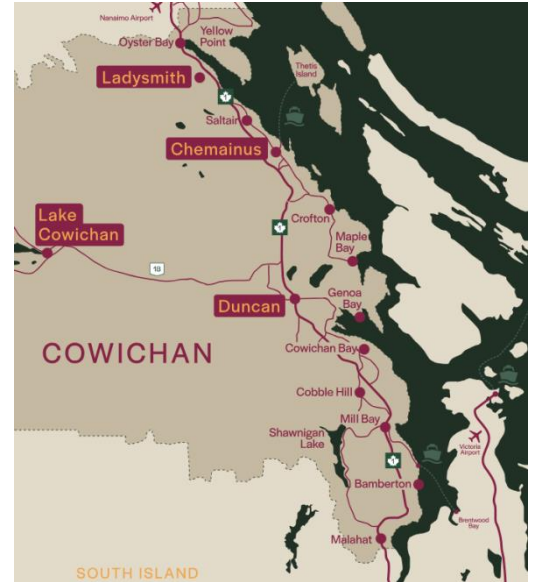
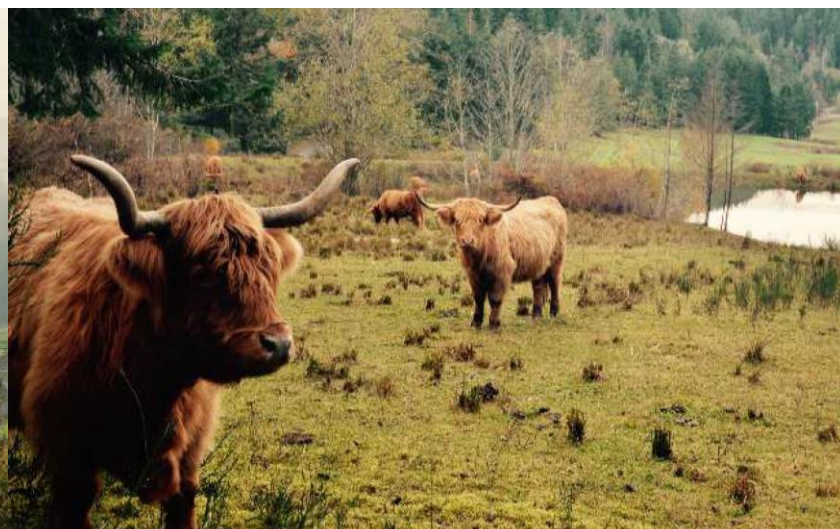


Photo Courtesy of Dr. Mark Sanders



Education

Public Schools

Cowichan Valley is served primarily by [School District 79](#), while Ladysmith is part of [School District 68](#). There are 18 Elementary Schools and 7 Secondary Schools, as well as a range of open and distributed learning programs designed to meet the needs of a diverse student population.



The district also offers career and trades training programs, enabling students to explore future pathways and gain valuable skills early on. Additional offerings include French Immersion and a distance learning school that supports alternative education models.

Independent Schools

The Cowichan Valley is renowned for its prestigious private schools. Many families have relocated to the region purely to take advantage of the high level of premium education and care provided by these very well respected schools.

Elementary Schools

- [Duncan Christian School \(K-12\)](#)
- [Evergreen Independent School](#)
- [Queen of Angels](#)
- [Queen Margaret's School](#)
- [Sunrise Waldorf School](#)
- [St. John's Academy \(gr 4 – 12\)](#)

Secondary Schools

- [Brentwood College](#)
- [Queen Margaret's School](#)
- [Shawnigan Lake School](#)

Continuing Education

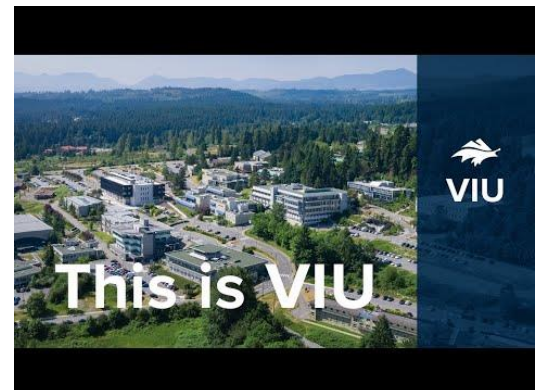
Vancouver Island is home to several post-secondary institutions.

The [University of Victoria](#), [Camosun College](#), and [Royal Roads University](#) are less than 45 minutes away from Duncan.

Nanaimo-based [Vancouver Island University](#) also has a [Cowichan campus](#) located in the heart of Duncan

Loan Forgiveness Programs

- [BC Student Loan Forgiveness Program](#)
- [Canada Student Loan Forgiveness Program](#)



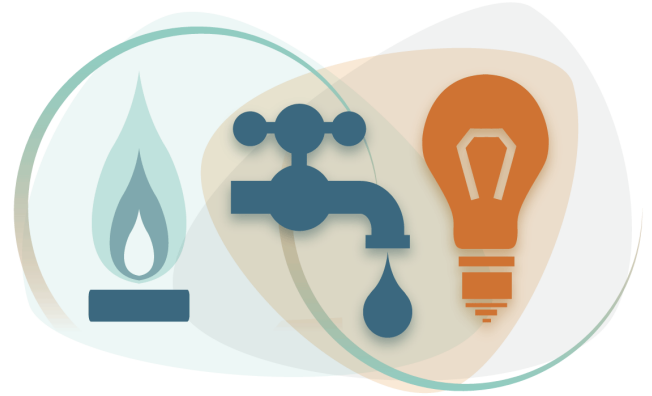
Household Utilities & Services

Water & sewer

- [Cowichan Valley Regional District](#)
- [Municipality of North Cowichan](#)
- [City of Duncan](#)

Power & heating

- [BC Hydro](#) (electricity)
- [FortisBC](#) (natural gas / energy services in BC)
- [Cowichan Petroleum Sales Ltd.](#) (heating oil, propane, fuel delivery)



Phone & internet

- [Bell Canada](#)
- [Koodo](#)
- [Rogers / Shaw](#)
- [TELUS](#)
- [Virgin Plus Mobile](#)

Banking

- [BDC \(Business Development Bank of Canada\)](#)
- [BMO \(Bank of Montreal\)](#)
- [CIBC](#) – branches in Duncan, Mill Bay, Ladysmith, Chemainus
- [Coastal Community Credit Union](#) – branches in Duncan, Chemainus
- [Island Savings](#) – branches in Duncan, Mill Bay, Lake Cowichan, Chemainus
- [Ladysmith and District Credit Union](#)
- [RBC Royal Bank](#) – branches in Duncan, Mill Bay, Ladysmith
- [Scotiabank](#)
- [TD Canada Trust](#)

NEW TO CANADA?

Be sure to check out the [Cowichan Intercultural Society](#) and the [BC Newcomers' Guide](#) for a selection of supports and services to help you navigate and settle into your new community. Resources can also be found with [Black Physicians of Canada](#), [Black Physicians of BC](#), and [Physicians of Pakistani Decent of North America](#).

:: WORK ::

Love What You Do.



Working in Cowichan

Whether joining an established clinic or starting a new practice, doctors can find professional support and personal balance here. With access to modern medical facilities and a diverse patient population, you can grow your career while enjoying the natural beauty, cultural vibrancy, and family-friendly lifestyle that define life in Cowichan.

Coming to Cowichan from outside of BC?

Be sure to check out the following resources to help you navigate your way to licensure:

- [BC Newcomers' Guide](#)
- [BC Health Careers](#)
- [Health Match BC](#)
- [BC College of Physicians and Surgeons](#)
- [College of Family Physicians of Canada](#)
- [Doctors of BC](#)
- [BC Family Doctors](#)
- [Medical Council of Canada](#)
- [Douglas College Career Paths for Skilled Immigrants](#)
- [B.C. Skills Immigration \(Health Authority\) | B.C. Skills Immigration \(Skilled Worker\)](#)



Our Medical Community

As of 2025, there were 19 family practice clinics with 83 physicians providing services throughout the community. The region is also home to a number of specialists from the departments of Anesthesia, Emergency Medicine, General Surgery, Geriatrics, Internal Medicine, Neurology, Obstetrics and Gynecology, Orthopedics, Ophthalmology, Pediatrics, Plastic Surgery, Psychiatry, Radiology, and Urology.

Acute care for the region is provided at the Cowichan District Hospital (CDH) in Duncan, which currently has 148 funded beds. CDH is complemented by two urgent care centres in Chemainus and Ladysmith.

Construction on a [new hospital](#) began in 2023 and is projected to be completed by 2027. The new facility will have increased capacity (204 beds) and will provide better access to care and resources for the community.

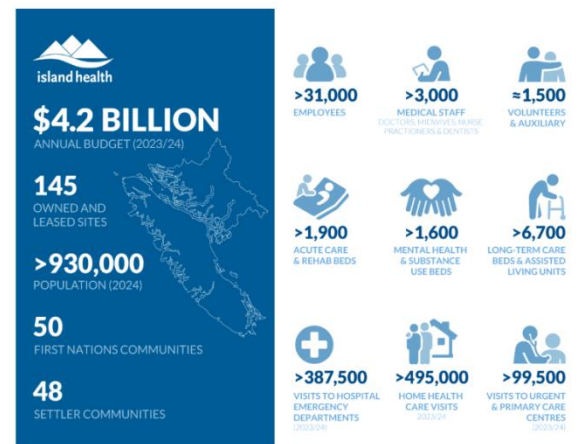
Cowichan is also a PCN ([Primary Care Network](#)) community, an initiative developed as part of BC's broader Primary Care Strategy. Learn more about Cowichan's PCN [here](#). And, as of October 2025, Cowichan was home to a new [Urgent & Primary Care Centre](#), also part of the province's overarching primary care system transformation.

Island Health

www.islandhealth.ca

Island Health is responsible for delivering health and care services to a large population across Vancouver Island, most islands in the Salish Sea and the Johnstone Strait, and several mainland communities north of Powell River. Island Health consists of a diverse team of healthcare professionals, including doctors, nurse practitioners, midwives, and dentists, along with volunteers, foundations, and auxiliaries.

With numerous facilities and community locations, Island Health offers a wide range of health services, such as public health support, primary healthcare, home and community care, mental health and substance use services, and acute care in hospitals, among others, catering to the unique needs of our geographically diverse region.



Cowichan Division of Family Practice

<http://www.divisionsbc.ca/cowichan-valley>



The Cowichan Valley Division of Family Practice (CVDFP) was incorporated in 2009 to support family doctors working in our region. With over 200 members, the focus is on local needs and solutions shaped by the Cowichan community.

Our mission: Working collaboratively with our partners and representing the collective voice of our members, CVDFP seeks to create economically responsible and sustainable ways to:

- Support family physicians and nurse practitioners to improve their clinical practices and professional satisfaction
- Identify gaps that exist in patient care in the Cowichan region
- Develop solutions to meet the community's needs and common health care goals and in doing so:
 - Improve the patient experience of care
 - Improve the health of the population
 - Ensure efficient utilization of health care resources

Strong partnerships with Island Health, Cowichan District Hospital, First Nations communities, and local health networks keep us connected and supported. Working in Cowichan means joining a collaborative medical community where relationships and teamwork lead to better care.

For more information about CVDFP, contact: tlittmann@cvdffp.ca.

Cowichan District Medical Society

<https://www.cowichandoctors.ca/>

The Cowichan District Medical Society (CDMS) members are the physicians, midwives, dentists and nurse practitioners who help care for patients at the Cowichan District Hospital. Our mission is to promote engagement of our members in collaborating both between ourselves and with our partners in attaining the highest possible level of health and well-being for the people of our region. We are now funded as part of the Specialist Services Committee Facility Engagement initiative, but have been planning and delivering excellent health care as a society for over fifty years.



We have an Executive, supported by an Advisory Committee, whose main goal is to facilitate the involvement of members in attaining our mission and strategic objectives:

- Engage our members to provide input to improve the quality of health care services
- Collaborate with stakeholders in planning and developing strategic initiatives
- Support our member's satisfaction by seeking their suggestions and working together toward improvements

For more information about the CDMS, contact: cdmsleads@cowichandoctors.ca.

Doctors of BC

www.doctorsofbc.ca

Founded in 1900, originally as the BC Medical Association, Doctors of BC is a provincial association of over 16,000 physician members, working to support BC's doctors to be leaders in delivering and improving patient care.

Its direction and priorities are: increase the influence of the physician voice; promote physician health, wellness, and safety; ensure fair compensation and provide business support; engage members on the future of the profession and the culture of medicine.

Learn more about membership [here](#).

Family Practice Services Committee

<http://www.fpsc.bc.ca>

FPSC works on behalf of doctors to strengthen full-service family practice and patient care in BC. It is one of [four joint collaborative committees](#) that represent a partnership of the Government of BC and Doctors of BC. [FPSC](#) has representation from the Ministry of Health and Doctors of BC, plus guest members from BC Family Doctors, and health authorities.

The FPSC supports doctors to take leadership and influence the delivery of primary care in BC by enriching doctor and patient experiences, empowering doctors to enhance patient care, and contributing to a sustainable health care system.

Specialist Services Committee

<https://ssc.bc.ca/>

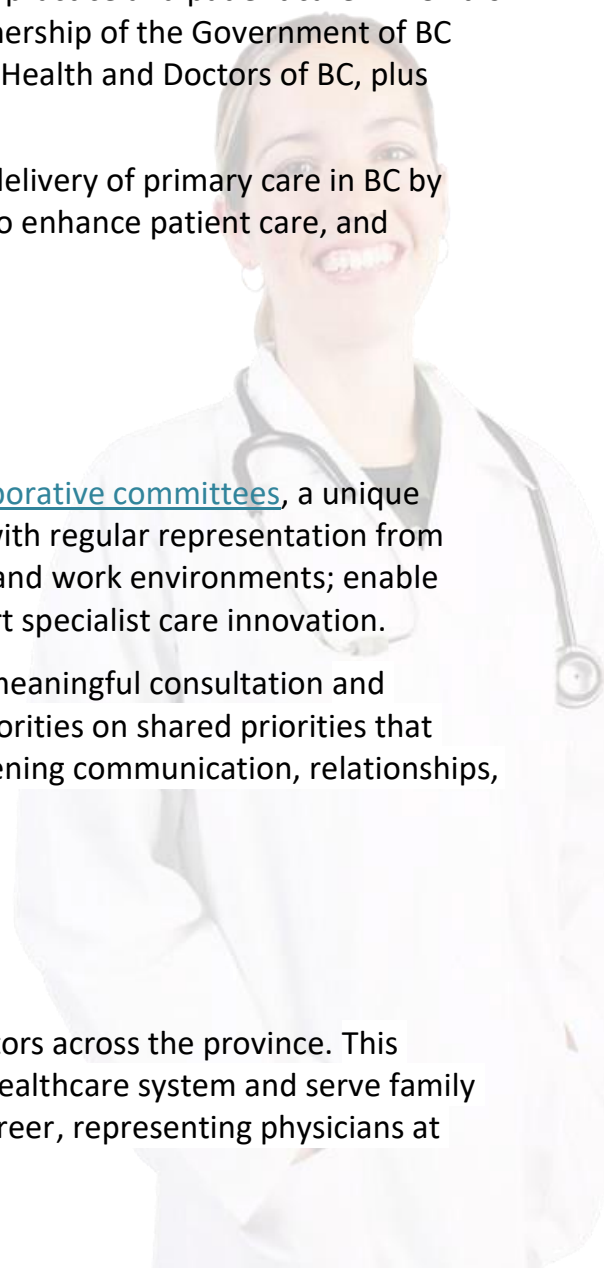
The Specialist Services Committee (SSC) is one of [four joint collaborative committees](#), a unique partnership between Doctors of BC and the Ministry of Health, with regular representation from health authorities. The SSC works to enhance specialist practice and work environments; enable specialists to be change leaders in the health system; and support specialist care innovation.

[Facility Engagement](#) is a BC-wide initiative of the SCC, fostering meaningful consultation and collaboration among facility-based medical staff and health authorities on shared priorities that improve patient care and the work environment, while strengthening communication, relationships, and effective processes for working together.

BC Family Doctors

<https://bcfamilydocs.ca/>

BC Family Doctors is a political and economic voice of family doctors across the province. This member-funded organization works to strengthen the broader healthcare system and serve family doctors across diverse regions, areas of practice and stages of career, representing physicians at tables where the voices of family doctors need to be heard.



Physician Supports & Resources

Physician Compensation Models

Historically, most physicians in BC were paid through Fee-for-Service, with additional funding available through rural practice programs and the Medical On-Call Availability Program (MOCAP). Since 2023, eligible physicians have the option to choose the [Longitudinal Family Physician](#) (LFP) model, which includes compensation based on time, patient visits, and the size and complexity of patient panels.

Read more about the payment models, [here](#).

Practice Support Program

<https://fpscbc.ca/what-we-do/practice-supports/psp>

FPSC's Practice Support Program (PSP) offers services for family physicians to optimize their practice, enhance their use of health technology, and more effectively manage their patient panel. Teams help your practice become more efficient, creating more time for proactive patient care and for adopting the patient medical home attributes. Services are customized to meet your specific practice needs and to accommodate your busy schedule.

The Doctors Technology Office

<https://www.doctorsofbc.ca/advice-support/doctors-technology-office>

The Doctors Technology Office provides numerous IT-related resources to help you transition seamlessly into practice.

EMRs: For the family practice community, where the EMR of choice is Med Access, in-clinic supports are available. Please contact the [CVDFP team](#) to inquire.

- [Med Access Orientation Guide](#)

AI Scribe Subscription Group:

<https://tali.ai/>

CVDFP has arranged a group subscription rate with Tali AI, available to any Division member interested in a yearly subscription. Contact the [CVDFP team](#) to learn more.

Translation Services

www.phsa.ca/health-professionals/professional-resources/translation-services

Translation services are available free through the Provincial Health Services Authority. Family physicians should reach out to the [CVDFP team](#) for the access code. Specialist physicians have a separate access code; please reach out to [PHSA](#) to inquire.

Pathways

www.pathwaysbc.ca

Pathways provides an opportunity for you to quickly access current and accurate specialist referral information, including wait times and areas of expertise. As you start work in Cowichan, this can help you to get up to speed on local specialists and community supports. Pathways covers our local area along with the vast majority communities throughout BC.

You can learn more about navigating Pathways through this [how-to video](#).

San'yas Anti-Racism Indigenous Cultural Safety Program

<https://sanyas.ca/core-training/british-columbia>

Indigenous Cultural Safety means working in ways that are fairer for Indigenous people and free from discrimination. To do this, we must consider colonial history and show respect for Indigenous culture, identity, and rights. Indigenous cultural safety is an outcome based on respectful engagement and when Indigenous people feel safer in relationships and when receiving services.

Subsidies for the online San'yas Anti-Racism Indigenous Cultural Safety Program are sometimes available for CVDFP members and family practice clinic MOAs. Please contact the [CVDFP team](#) to inquire.

Culturally Committed

The purpose of [Culturally Committed](#) is threefold: first, it creates a pathway for client feedback, so professionals can learn what Indigenous Peoples want and need to create trusting relationships. Second, it provides a list of professionals and organizations who are demonstrating a desire to offer culturally safe(r) services, so clients can choose offices where they know cultural safety is a priority.

Finally, Culturally Committed offers ongoing learning opportunities, facilitated by mentors, Elders, and experts in the field of cultural safety and humility, to support providers in expanding their knowledge around cultural practices, barriers to care, and to educate on what safe relationships look and feel like to Indigenous Peoples.

Need a family doctor yourself?

We can help you with that... CVDFP works with our family practice clinics to prioritize finding a family doctor for physicians new to the community, including any immediate family members. Reach out to the [CVDFP team](#) if you're in need.

Peer Supports & Wellness

Mentorship Program

Mentorship is a vital part of a physician's journey, offering guidance, support and shared wisdom through lived experience. In the Cowichan Valley, doctors find strength in community—learning from one another, fostering professional growth, and creating connections.

CVDFP offers a unique mentorship program, run in conjunction with [UBC CAMP](#) (Coaching and Mentoring Program), in the areas of inpatient care and long-term care, for physicians willing to commit to at least a year of facility-based work. Stipends are paid to both mentor and mentee physician participants. For CVDFP Mentorship Program Information, please contact the [CVDFP team](#).

More general mentorship options are also available directly through [UBC CAMP](#) with no inpatient care and long-term care expectations

Physician Health and Peer Support

www.physicianhealth.com

The Physician Health Program is a responsive, high-quality care provider and community services navigator for physicians, trainees, retired physicians, residents, medical students, **and their families**.

PHP offers 24-hour intake, and a crisis support line, along with short-term counselling, system navigation, community referrals, and peer support from in-house Program Physicians. Physicians can speak with a registered clinical counsellor for immediate support, arrange ongoing counselling sessions, and schedule a 1:1 connection with a PHP Program Physician, who will provide confidential advocacy, support, and referrals to appropriate services.

As of fall 2025, CVDFP was developing a local peer support network comprised of a team of physician peer supporters, trained under PHP. The program is expected to be officially launched in early 2026.

Switch BC

www.switchbc.ca

SWITCH BC is a new organization focused on the health, safety, and wellbeing of everyone working in healthcare in BC, and is a unique collaboration of unions, physicians, and employers. SWITCH is working to support province-wide innovation, prevention and training, and enhancing the culture of safety.

CMPA

<https://www.cmpa-acpm.ca/en/about/what-we-do/physician-support-and-wellness>

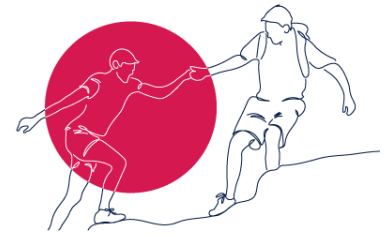
The Canadian Medical Protection Association (CMPA) fosters and champions physician well-being through various programs and initiatives. Our aims include assisting members to mitigate medico-legal risk, supporting the delivery of safe medical care, and promoting principles of equity, diversity, and inclusion.



THE UNIVERSITY OF BRITISH COLUMBIA

Continuing Professional Development

Faculty of Medicine



Support for New-to-Practice Physicians

Education and networking to help you thrive in your practice:

Personal Learning Plans



Start your journey with a plan made just for you.

IMGs and physicians new to rural practice can work with a physician advisor and concierge to create a personalized learning plan. The program is flexible, **confidential**, **non-reporting**, and designed to fit your schedule.

To get started, email: cpd.learningplans@ubc.ca

Coaching and Mentoring Program



Grow your skills with the support of experienced peers.

CAMP fosters peer connections in rural practitioner networks to improve your practice, increase your confidence, and connect you to rural colleagues. Support is available **virtually**, **in your community**, or at **larger centres**.

Reach out to learn more: camp.rcpd@ubc.ca.

IMG Peer Support Network



Connect with peers as you settle into practice in British Columbia.

The IMG Peer Support Network connects IMG physicians with peers who understand the transition. You'll take part in **coaching**, **mentoring**, and **group sessions** focused on helping you integrate into the BC medical system.

Intakes run in September and February. To join: bc.pip@ubc.ca.

Unsure where to start?

Personal Learning Plans will help make sense of all the supports and learning opportunities available to you!

Family Practice Clinics in the Cowichan Valley

CHEMAINUS

[Chemainus Medical Clinic](#)

250-246-3261

COBBLE HILL

[Valleyview Medical Clinic](#)

250-743-9395

DUNCAN

[Alderlea Medical Clinic](#)

250-748-9000

[Blue Sky Medical](#)

250-597-3390

[CareBridge Clinic \(PCN\)](#)

250-737-2670

[Coleman Clinic](#)

250-746-4102

[Cowichan Collaborative Health](#)

250-856-1320

[Duncan Family Practice](#)

250-597-3777

[Festubert Family Practice](#)

250-746-7722

[Protea Medical](#)

250-737-4824

DUNCAN, con't

[Shexun Sun'ts'a' Clinic](#)

250-715-3322

[Terra Nova Duncan](#)

Opening December 2025

[Valley Medical Clinic](#)

250-748-8151

LADYSMITH

[Hillside Medical Center](#)

250-245-2235

[Ladysmith Family Practice Clinic](#)

250-739-5784

LAKE COWICHAN

[Kaatza Clinic \(PCN\)](#)

250-737-2644

Lakeside Medical

Temporarily closed

MILL BAY

[Mill Bay Medical Center](#)

250-743-3211

SHAWNIGAN LAKE

[Shawnigan Village Family Practice](#)

250-743-0793



Cowichan Maternity Clinic

www.cowichanmaternityclinic.ca

The Cowichan Maternity Clinic is an initiative of the Cowichan Valley Division of Family Practice. Our goal is to ensure pregnant people in the area have access to high quality, regular maternity care and that the region has a primary health care system that meets the needs of its residents.

Opened in March 2011, the Cowichan Maternity Clinic provides compassionate, team-based care for expectant parents and their growing families. The dedicated team of physicians, nurses, registered midwives, and social workers offers comprehensive prenatal, birth, and postpartum support.

Specialist Services

The Cowichan Valley is a full-service medical community, including the following specialty services:

- Addictions Community Medicine
- ENT
- General Surgery Geriatrics
- Infectious Disease
- Internal Medicine
- Maternity Services
- Midwifery
- Neurology
- Obstetrics and Gynecology
- Ophthalmology
- Orthopedic Surgeons
- Pediatrics
- Psychiatry
- Rapid Response GP Services
- Sports Medicine
- Urology

For a complete listing of specialists serving the Cowichan Valley visit the Pathways website

www.pathwaysbc.ca.

Urgent Care

The communities of Chemainus and the Ladysmith are home to urgent care centres:

Chemainus Health Care Center

250 737-2040 ext. 42227

9909 Esplanade Street

Ladysmith Community Health Centre

250 739-5777

1111 4th Avenue,

Urgent & Primary Care Clinic

Newly opened in October of 2025, the [Cowichan UPCC](#) provides access, by appointment, to same-day, urgent, non-emergency health care for patients who require medical attention within 12 to 24 hours. The UPCC is open from 8:00 am to 8:00 pm, seven days per week.

Cowichan UPCC

1-833-688-8722

940 Government Street, Duncan

Acute Care

Cowichan District Hospital

250 737-2030

3045 Gibbins Road, Duncan, BC

CDH Site Director

David Huntley

David.Huntley@islandhealth.ca

CDH Chief of Staff

Dr. Graham Blackburn

Graham.Blackburn@islandhealth.ca

The Cowichan District Hospital serves the Cowichan Valley's acute care needs. The facility houses 148 funded acute care beds, including:

- 7 Intensive Care
- 8 LDRP – Labour Delivery Recovery and Postpartum
- 8 pediatric
- 15 psychiatry
- 25 overflow spaces

Additional rooms, bays, and procedural spaces include:

- 5 operating rooms
- 8 surgical daycare rooms
- 5 post-anesthetic recovery rooms (PARR)
- 3 medical daycare chairs, 6 chemotherapy chairs & 1 stretcher
- 15 emergency bays, including 2 secure rooms.
- University of British Columbia (UBC) academic teaching space & simulation lab

Privileges & Credentialing Contacts

- For full privileges: Credentialing_Office@islandhealth.ca
- For photo ID and Proxy Cards: secon@islandhealth.ca
- Power Chart access only: MOApowercart@islandhealth.ca

Visit the [Island Health Medical Staff Website](#) for more information.

Orientations & onboarding

- For hospital tours, contact Dr. Graham Blackburn, Chief of Staff: Graham.Blackburn@Islandhealth.ca
- For onboarding support, contact Cynthia Turgeon: Cynthia.Turgeon@islandhealth.ca

QUICK REFERENCE NUMBERS

EMERGENCY

Nursing Station 44345

Physician Phone 44163/44215

RADIOLOGY

CT/CHH X-Rays 4400-

US/Mammo/LHC X-RAY 45731

2ND FLOOR

Nursing Station 44223

3RD FLOOR

Nursing Station 44233

IMIT Service Desk

250 370-8777

Inpatient Care

Inpatient care in Cowichan District Hospital is supported by a hospitalist contract for the care of unassigned/unattached patients. Providers caring for their own (assigned) inpatients, bill through either Fee for Service or the Longitudinal Family Practice payment models, supplemented with added incentives provided by the [Family Practice Services Committee](#).

A focused inpatient care mentorship program is available through the Division of Family Practice to support those taking on hospital work. Learn more on the preceding pages or reach out CVDFP at tlittmann@cvdfp.ca with any questions.

Interested in learning more about shift availability and remuneration? Contact CDH Medical Workforce Manager Kerry Howell at Kerry.Howell@islandhealth.ca.



Have You Heard? CDH Replacement Project

The new Cowichan District Hospital is due to open for patient care in 2027. With capacity for 204 beds, the new facility will be strengthened by an innovative

approach to delivering integrated health services across the Cowichan Region.

Check out the details and take a virtual tour, [here](#).



Community Resources

Be sure to check out [Pathways](#) for a list of resources and services available to physicians and patients in the Cowichan Valley.



Cowichan Long Term Care Facilities

There are 7 long-term care facilities located throughout the Cowichan Valley, in four distinct regions – Ladysmith, Chemainus, Duncan and Shawnigan.

The four Duncan LTC facilities have a shared after-hours call group for physicians wishing to sign out after hours. The group also serves as a backup in the event the patient’s MRP cannot be reached within 30 minutes. In the other three communities, call coverage is coordinated by the family practices in the corresponding area.

CHEMAINUS

[Chemainus Health Care Centre – Long Term Care](#)

9909 Esplanade Street
250 737-2040

DUNCAN

[Cairnsmore Place](#)

250 Cairnsmore Street
250 746-4432

[Cerwydden Care](#)

3243 Cowichan Lake Road
250 746-4432

[Sunridge Place](#)

361 Bundock Avenue
250 746-3080

DUNCAN con’t

[The Hamlets](#)

5950 York Road
250 597-7995

SHAWNIGAN

[Acacia Ty Mawr](#)

2655 Shawnigan Lake Road
250 743-2124

LADYSMITH

[Oyster Harbour](#)

1127 Fourth Avenue
250 245-3318

Long Term Care Initiative

<https://fpscbc.ca/what-we-do/clinical-supports/long-term-care>

Developed in 2015, the FPSC’s Long-term Care Initiative provides funding through Divisions to support LTC in their communities. Such funds support after-hours call, including the formalized LTC call group in central Duncan, plus some quality improvement funding, which CVDFP uses in a variety of ways, including sessional payments for attending education events, for time spent learning the LTC-specific EMR, for hosting open houses/networking events at LTC facilities, and more.

To benefit from LTCI incentives, physicians are expected to adhere to a set of best practice expectations, established by FPSC. Review the Best Practice Expectations and System-Level Outcomes of the LTC initiative on the FPSC’s website, [here](#).

For information on the LTC after-hours call program – either to arrange signing out to the call group, or if you’re interested in working shifts – please contact the CVDFP team at tlittmann@cvdffp.ca

LOVE TEACHING?

Medical education has a long history in the Cowichan Valley, which has been hosting rural practice students since the 1970s. Today, Cowichan is home to two formal training programs with opportunities for preceptors to help educate future generations.

The Integrated Community Clerkship Program is run out of Cowichan District Hospital and provides med students and residents with hands-on learning, the chance to form relationships with experienced physicians and to become a member of the community.

Starting in 2024, Cowichan became home to a new UBC Family Practice Residency Site which aims to provide residents a supportive and expansive learning experience that produces curious, community-engaged, and compassionate family physicians.

See further details below...

Teaching

[UBC / Uvic Integrated Community Clerkship Program](#)

The Cowichan ICC was established in 2010. Since the beginning, the medical community has been very engaged with the ICC program, and teams work together to provide a high level of clinical experience and a supportive environment for the ICC students.

[UBC Family Practice Residency](#)

The mission of the Quw'utzun (Cowichan) Family Practice residency site has been built on the strong tradition of collegiality and cohesiveness for which the Cowichan medical community is well known.

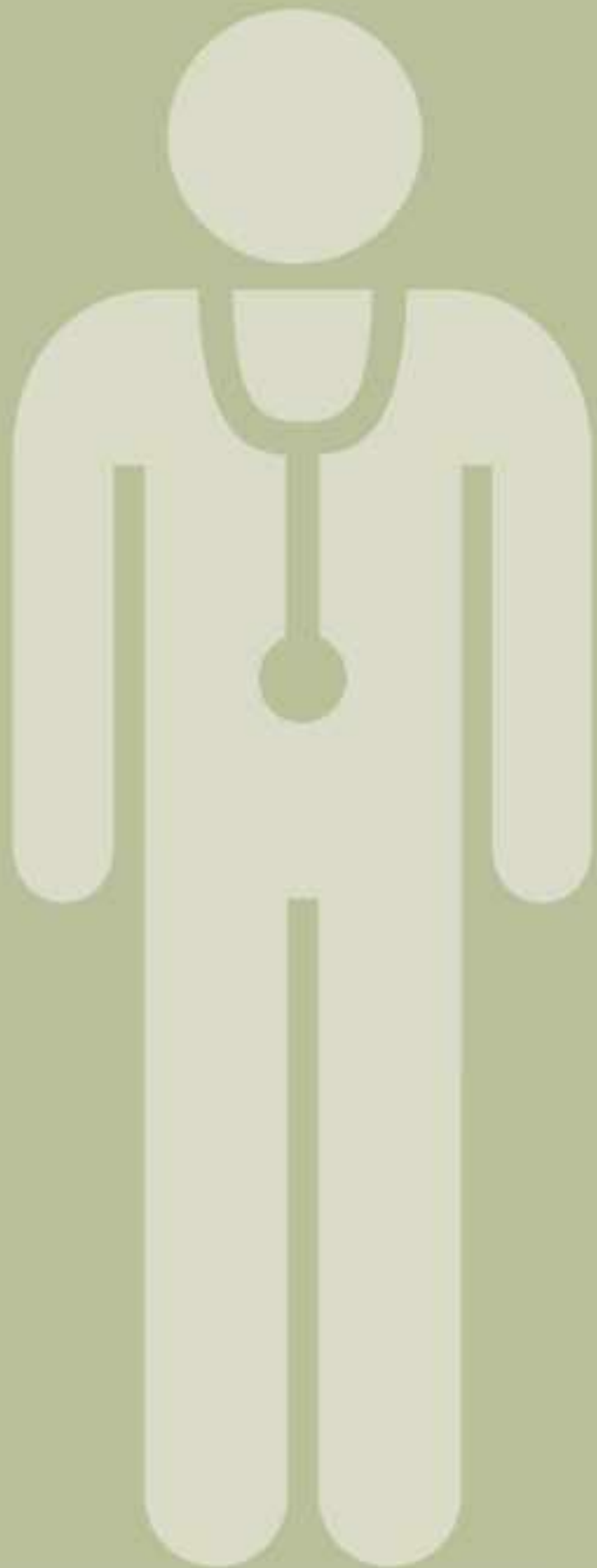
Launched in 2024, this site offers a learner-focused, comprehensive interdisciplinary and collaborative educational experience incorporating multiple medical specialties, allied health professionals, and community members in a supportive and respectful learning environment.

The Quw'utzun site partners with local Indigenous communities and Elders to build a trauma-informed and culturally sensitive curriculum that honours the expanded tenets of equity, diversity, and inclusivity. Graduates will be highly skilled, confident, community-minded physicians who have a deep sense of compassion for patients and themselves.



:::THRIVE:::

Love Where You Do It...



Getting around

Living on an island means that you'll need to travel to the mainland for some amenities. There are a variety of flight and ferry options available, depending on your needs.

[Vancouver Island Life: What You Need to Know Before Moving | North American Islands](#)

Transportation options

- [BC Ferries](#)
- [Hullo Ferries \(Vancouver to Nanaimo\)](#)
- [Harbour Air Seaplanes](#)
- [Helijet \(Nanaimo to Vancouver\)](#)
- [Nanaimo Airport](#)
- [Victoria Airport](#)
- [Country Cabs Duncan Ltd](#)
- [Duncan Taxi Ltd](#)
- [Cowichan Taxi \(Lake Cowichan\)](#)
- [Cowichan Valley Regional Transit System](#)
- [TransLink \(Metro Vancouver Transit\)](#)
- [Uber \(Greater Victoria & Nanaimo\)](#)

Cowichan Valley Employers

Key industries in Cowichan include health care, retail, construction, tourism, agriculture, forestry and technology. For family members who may be seeking employment, the following list identifies several of Cowichan larger employers.

- [Catalyst /Crofton Pulp Mill](#)
- [Cowichan Tribes](#)
- [Cowichan Valley Regional District \(CVRD\)](#)
- [Municipality of North Cowichan](#)
- [Island Health](#)
- [School District 79 \(Cowichan Valley\)](#)
- [Vancouver Island University \(VIU\)](#)
- [TimberWest Forest Products](#)
- [Western Forest Products](#)
- [BC Transit](#)
- [BC Public Service](#)

Be sure to check out general listing services such as [Indeed.com](#), [Workopolis.com](#) and [JobBank.gc.ca](#). Support is also available through [WorkBC](#). And learn more about Cowichan's business sector through [Economic Development Cowichan](#).



The Great Outdoors

The Cowichan Valley is a mecca for the outdoor enthusiast. From the magnificent surrounding mountains to the endless bodies of fresh and salt water, there is guaranteed to be an adventure for every interest and skill level...

Hiking & Trails

For full trail maps and route details, be sure to visit www.cowichantrails.ca/hike. Here are some favourites:

- Maple Mountain Coastal Trail
- Mount Tzouhalem Viewpoint Trail
- Stocking Creek Waterfall Trail
- Chemainus Lake Loop
- Stoney Hill Trail
- Cowichan River Footpath
- Cowichan Valley Trail (Trans Canada Trail)
- Mount Prevost
- Holland Creek & Stocking Creek

Mountain Biking

Surrounded by beautiful mountains and scenic views, the Cowichan Valley contains vast trail systems for bikers of all abilities. This biking haven is home to more than 170 trails spanning over 180 kilometres of varying difficulty.

The majority of these trails can be found on four different mountains: [Mount Prevost](#), [Mount Tzouhalem](#), [Maple Mountain](#), and [Cobble Hill](#). There is also the new Fair Service trail network to check out at Lake Cowichan.

For more information check out www.mountainbikingbc.ca and www.cowichantrails.ca/ride.



Golfing

The Cowichan Valley is the host of many local golf courses well suited for skilled golfers and beginners alike.

- [Arbutus Ridge Golf Club](#)
- [March Meadows Golf Club](#)
- [Cowichan Golf Club](#)
- [Mt. Brenton Golf Club](#)
- [Duncan Meadows Golf Club](#)
- [Ladysmith Golf Club](#)

On The Water

Enjoy a relaxing float down the Cowichan River, row, waterski, kiteboard, or windsurf on the many lakes, kayak the inlets, or sail the coastline of the Salish Sea. The joys of living on an island mean the possibilities are nearly endless!

- [Water sports & beaches](#)
- [Marinas; Cowichan Bay marinas](#)
- [Maple Bay Yacht Club](#)
- [Maple Bay Rowing Club](#)

Parks & Rec

Regional listings:

- [Cowichan Valley Regional District](#)
- [North Cowichan](#)

Guide & Schedules:

- [Recreation Program Guides](#)

Facilities:

- [Cowichan Lake Recreation](#)
- [Cowichan Community Centre](#)
- [Kerry Park Recreation Centre](#)
- [Shawnigan Lake Community Centre](#)

RecCowichan – Register [here](#) for your recreation connection throughout the Cowichan region.

Organized Sports

Cowichan offers a wide range of indoor and outdoor sporting activities – the options are nearly limitless, with activities available throughout the year.

If you're looking to connect with a sports club or organization, be sure to check out the regional listing [here](#).



Arts & Culture

The Cowichan Valley is a vibrant hub of [arts, culture and heritage](#), offering a rich tapestry of creative experiences—from Indigenous totems and traditional Coast Salish storytelling to contemporary galleries, live music, and theatrical performances.

Follow the links for information on [Theatres & Entertainment](#), [Galleries & Studios](#), and [Museums](#). Check out even more opportunities through:

- [Cowichan Artisans](#)
- [Downtown Duncan Totem Walk](#)
- [Chemainus Valley Cultural Arts Society](#)
- [Cowichan Valley Arts Council](#)
- [Ladysmith Arts Council](#)
- [Cobble Hill Events Society](#)

Festivals & Live Music

- [Osbourne Bay Pub](#)
- [Duncan Showroom](#)
- [Duncan Live Music Scene \(FB\)](#)
- [39 Days of July](#)
- [Arts on the Avenue \(Ladysmith\)](#)
- [Island Folk Festival](#)
- [Cowichan Valley Bluegrass Festival](#)
- [Sunfest Country Music Festival](#)
- [Laketown Shakedown](#)
- [Cowichan Symphony Society](#)

Local Eateries

The Cowichan Valley is famous for its diverse and highly acclaimed dining experiences; artisan restaurants, chic bistros, and farm-to-table eateries abound. Here is a small sampling of Cowichan Valley's Restaurants.

- [Bridgeman's Bistro](#)
- [Sawmill Tap House and Grill](#)
- [The Old Firehouse Wine & Cocktail Bar](#)
- [Genoa Bay Café](#)
- [Just Jakes](#)
- [Deerholme Farm](#)
- [Saison Market](#)
- [True Grain Bread](#)
- [The Old Town Bakery](#)
- [The Garage](#)
- [Ironworks Café & Creperie](#)
- [The Italian Kitchen](#)

Vineyards, Breweries & Distilleries

The warm Mediterranean-like climate of the Cowichan Valley produces some of the finest [vineyards](#) in BC with 13 different wineries, complemented by several outstanding [breweries](#) and [distilleries](#).

Check out the Tourism Cowichan site for a robust listing of local [eat and drink venues](#), including the Cowichan wine map.



Activities for kids

There are a number of activities to do with children throughout the Cowichan Valley. Communities offer a range of recreational programming plus activities such as soccer, hockey, lacrosse, rugby, field hockey, rowing, volleyball, rock climbing, archery, equestrian, curling, lawn tennis, and more!

Below is a small listing of activities. Get out and enjoy the community events.

Swimming

- Cowichan Aquatic Centre, Duncan Phone: 250-746-7665
- Crofton Outdoor Pool, Crofton Phone: 250-246-4141
- Frank Jameson Aquatic Centre, Ladysmith, Phone: 250-245-6424

Skating

- Cowichan Lake Recreation, Lake Cowichan Phone: 250-749-6742
- Kerry Park Recreation Centre, Mill Bay Phone: 250-743-5922
- Island Saving Centre, Duncan Phone: 250-748-7529
- Fuller Lake Arena, Chemainus Phone: 250-246-3811

Popular Parks

- Glenora Trailhead Park, Glenora
- Bright Angel Park, Duncan
- Art Mann Park, Duncan
- Huckleberry Park, Cobble Hill
- Deloume Park, Mill Bay
- Transfer Beach Park, Ladysmith
- Waterwheel Park, Chemainus

Popular Beaches

- Osborne Bay Beach, Crofton
- Fuller Lake, Chemainus
- Lake View Park, Lake Cowichan
- Bamberton Provincial Park, Mill Bay
- Masons Beach Park, Shawnigan Lake
- Kinsmen Beach Park, Chemainus
- Transfer Beach Park, Ladysmith

Organized Sports: Looking to connect with a sports club or organization? Check out the regional listing [here](#).



Fun Family Activities

- [Duncan Lanes Bowling](#)
- [Youbou Bowling](#)
- [Duncan Cinema](#)
- [Cowichan Capitals Hockey](#)
- [BC Forest Discovery Centre](#)
- [The Raptors](#)
- [Gigi's House Play Café](#)
- [WildPlay Element Parks](#)
- [Malahat SkyWalk](#)
- [Fruit Forest Farm](#)
- [Yellow Point Farms](#)
- [Lake Cowichan River & Lake Adventures/Tube Shack](#)
- [Kaatza Station Museum](#)

Daycare

You can source licensed childcare through local services such as [Clements Centre Society](#), [Cowichan Valley Child Care Resource & Referral \(CCRR\)](#), [Island Montessori](#), and [Children's Discovery Centre](#).

Most elementary schools offer before and after-school care through providers such as [Beehive Childcare](#), [Discovery Elementary's OSC program](#), and [Rec Cowichan](#). Many community centres, like [Cowichan Community Centre](#) and [Ladysmith Parks & Rec](#), run seasonal day camps and youth programs.

The following list offers a few of the main day care centres and resources in the region. Be sure to also check out listings on [Pathways Cowichan community service directory](#).

Cowichan Valley School District – Out of School Care Programs

Programs: Before and after school care, Pro-D Day care, and summer programs.

Phone: 250-710-1837 | Email: sfoster@sd79.bc.ca | [Website](#)

Shawnigan Lake Community Centre Childcare

Programs: Licensed childcare for children ages 3–12, offering a variety of activities including arts and crafts, gym games, and outdoor play. sd79.bc.ca

Phone: 250-743-6643 | [Website](#)

Parkside Academy Child Care Society (Duncan)

Programs: Infant, toddler, and preschool care.

Phone: 250-746-1711 | [Website](#)

Clements Centre – Child Care Resource and Referral (Duncan)

Services: Provides referrals and support to families in selecting appropriate childcare, offers resources on types of childcare available, assists with Affordable Child Care Benefit applications.

Phone: 250-746-4135 ext. 230 | [Website](#)

[Pathways Cowichan community service directory](#) – Find a Child Care Provider: A provincial tool to search for licensed childcare throughout British Columbia. [Website](#)

[Westcoast Child Care Resource Centre](#) – Child Care Search: A comprehensive search tool for finding childcare providers in the region. [Website](#)

Local Shopping

Farm & Artisan Markets

There are so many wonderful local markets and farm stands throughout the Cowichan Valley. The following provides a sampling of what's on offer:

- [Cobble Hill Farmer's Market](#)
- [Duncan Farmer's Market](#)
- [Great Greens Farm Market](#)
- [The Old Farm Market](#)
- [Valley Roots Farm Market](#)
- [Sweet Meadows Market](#)
- [Westholme Tea Farm](#)
- [Honeymoon Bay Outdoor Market](#)
- [Whippletree Junction](#)
- [Providence Farm](#)
- [Cowichan Green Community](#)
- [Cow-op.ca](#)

Commercial Centres

Duncan

Duncan Village Shopping Centre

291 Cowichan Way

Duncan Mall

380 Trunk Rd.

Central Duncan

Kenneth, Station, Duncan, Craig Streets

Beverly Corners

2763 Beverly St.

Berkey's Corner

3292 Cowichan Lake Rd.

Cowichan Commons

2980 Drinkwater Rd.

Chemainus

Chemainus Village Square

3055 Oak St.

Central Chemainus

Mill, Croft, Victoria, Willow, Oak Streets

Cowichan Bay

Cowichan Bay core

1681 – 1765 Cowichan Bay Rd.

Lake Cowichan

Central Lake Cowichan

Cowichan Lake Rd & South Shore Rd.

Ladysmith

Coronation Mall

370 Davis Rd.

Central Ladysmith

411 – 1010 First Ave.

South Cowichan

Mill Bay Shopping Centre

2720 Mill Bay Rd.

Valleyview Centre

1400 Cowichan Bay Rd, Cobble Hill

Places of Worship

Central Duncan

[St. Peter's Anglican Church](#)

5800 Church Road

[St. Edward Catholic Church](#)

2085 Maple Bay Road

[Duncan United Church](#)

246 Ingram Street

[St. Andrew's Presbyterian Church](#)

531 Herbert Street

[Cowichan Valley Church of the Nazarene](#)

3036 Sherman Road

[Bethel Baptist Church](#)

463 Ypres Street

[Duncan Seventh-day Adventist Church](#)

3441 Gibbins Road

[Calvary Chapel Duncan](#)

103-5855 York Street

[North Cowichan Alliance Church](#)

931 Trunk Road

[Duncan Christian Reformed Church](#)

930 Trunk Road

[Valley Church](#)

200 Cowichan Way

South Cowichan

[Mill Bay Baptist Fellowship](#)

2095 Dickson Road, Mill Bay

[St. Francis Xavier Catholic Church](#)

790 Kilmalu Road, Mill Bay

[Cobble Hill Christian Church](#)

3791 Cobble Hill Road, Cobble Hill

[The Anglican Church of St. John the Baptist](#)

3295 Cobble Hill Road, Cobble Hill

[Oasis City Church](#)

3540 Auchinachie Road

[New Life Community Baptist Church](#)

1839 Tzouhalem Road

[Duncan Pentecostal Church](#)

931 Trunk Rd.

[St. John's Anglican Church](#)

486 Jubilee Street

[Brae Road Gospel Chapel](#)

321 Brae Road

[City Gate Church](#)

123 Station Street

[Cowichan Grace Church](#)

5530 River Road

[Trinity Lutheran Church](#)

2704 James Street

[Cowichan Spiritualist Church of Healing & Light](#)

1843 Tzouhalem Road

[Paldi Sikh Temple](#)

23 Paldi Road

[Duncan Sikh Temple](#)

3210 Sherman Road

[Kingdom Hall of Jehovah's Witnesses](#)

1355 Ball Road, Cobble Hill

[Shawnigan Alliance Church](#)

1603 Wilmot Avenue, Shawnigan Lake

[Sylvan United Church](#)

895 Mill Bay Road, Shawnigan Lake

[Pope Kyrillos 6th Coptic Orthodox Church](#)

2765 Cameron-Taggart Road, Mill Bay

Lake Cowichan

[St. Louis de Montfort Roman Catholic Church](#)

60 Fern Street

[Lake Cowichan Christian Fellowship](#)

10 King George Street

Chemainus

[St. Michael & All Angels Anglican Church](#)

2858 Mill Street

[Chemainus United Church](#)

9814 Willow Street

[Chemainus Pentecostal](#)

9471 Chemainus Road

Ladysmith

[Oceanview Community Church](#)

381 Davis Road

[Bethel Pentecostal Church](#)

1149 4th Avenue

[St. Christopher & St. Aidan](#)

70 W Cowichan Avenue

[Sikh Temple Lake Cowichan](#)

9 Boundary Road

[Calvary Baptist Church](#)

3318 River Road

[St. Joseph's Catholic Church](#)

9735 Elm Street

[First United Church](#)

232 High Street

[St. Mary's Parish Catholic Church](#)

1135 4th Avenue

Multi-Culturalism in Cowichan

New to Canada? There are resources to help you settle into your new community.

- [Cowichan Intercultural Society \(CIS\)](#) offers essential settlement services along with free English-language instruction through various programs.
- [Intercultural Social Circles](#) (through CIS) is a Women's Support Circle providing a safe, caring and supportive atmosphere for newcomer women of different cultures.
- [Central Vancouver Island Multicultural Society \(CVIMS\)](#) in Nanaimo also serves Cowichan newcomers with LINC programming, including in-person and blended classes—with free childcare and certificates upon completion.
- [Cowichan Valley Newcomers Club](#) is a social group for adults new to the region—offers walks, book clubs, games, and community outings.
- [Volunteer Cowichan](#) can offer opportunities to make connections with the broader community while helping those in need.

HAVE YOU TRIED MEETUP?

MeetUp is an excellent resource for people of all ages to find local groups, make friends, and discover new hobbies.

To learn more, visit: www.meetup.com/cities/ca/bc/duncan.



Did you know?

As of the 2021, approximately 13.7% of the Cowichan Valley Regional District's population were first-generation immigrants, while 18.2% were second-generation Canadians, born in Canada to at least one foreign-born parent.

Between 2016 and 2021, the top countries of origin for new immigrants were the Philippines, the United States, the United Kingdom, India, Syria, China, Hong Kong, Greece, Croatia, France, Vietnam, and Nepal ([Stats Canada](#)), highlighting the community's growing diversity and multiculturalism.

Cowichan Welcomes You

The Cowichan Valley is more than a place to live—it is a place to belong. People are drawn here by the natural beauty, the slower pace, and the promise of a more balanced, meaningful life. But they stay because of the warmth of community, the opportunity to gain experience both personally and professionally, and the joy of building something lasting.

Cowichan is recognized across British Columbia for its spirit of collaboration, innovation, collegiality, and diversity. Here, work and life blend seamlessly—your colleagues become your friends, and the community becomes your extended family. There is a shared excitement about the future, grounded in respect for the past, and a deep sense of support that makes this valley feel like home. Come to Cowichan—not just to make a living, but to make a life.



:: CONTACT US ::

Connect with your local division and explore the endless opportunities that await you.

All inquiries may be directed to:

Tiffany Littmann
Executive Director, Operations
tlittmann@cvsfp.ca

For more information, visit our website at:
www.divisionsbc.ca/cowichan-valley

