

Dr Adam Thompson MBBS CCFP Board Director - Family Practice

Who am I?

I am a mid-career IMG Rural Full-Service Family Medicine Physician. I have practiced in the Comox Valley for 12 years and am grateful to be able to work and live on the unceded traditional territory of the K'ómoks First Nations, the traditional keepers of the land. I am married to Emma, who works as a child and adolescent psychotherapist with whom I share two sons who study at UBC Okanagan. I have served on the board of Doctors of BC for 4 years, and am honoured that my Director colleagues elected me to the role of Chair for the past 2 years. I have been one of the leaders of the recent change within Doctors of BC - a change that was and is needed to better engage and serve our members.

Leading Change at Doctors of BC



My Guiding Values

Integrity	Honesty
Compassion	Equity
Inclusivity	Fun
Transparency	

Achievements

Leading Change at Doctors of BC

Improving the culture at the board. Achieving closer alignment with the board, JCCs and Societies. Recruited a new CEO who has a strong focus on leading a team to serve physicians in a way that is compassionate, inclusive and friendly. Improving board contact and communication with the Representative Assembly.

Seizing Opportunity and leveraging them for all

Patient pressure led to the Ministry wishing to improve Primary Care Compensation. Once that work started, we pushed the Ministry for bilateral discussions with Specialists which continue now.

Improving Physician Wellness Support

Leading the board to drive forward improvements in the Physician Health Program. Initiating an action plan to deal with the poor Health Authority Engagement Surveys.

Physician Master Agreement (PMA)

Serving and Leading the board and organisation to deliver a successful Physician Master Agreement (PMA) through a strong and effective voice with Government.

Fostering Equity Diversity and Inclusion (EDI) and Cultural Sensitivity

Establishing and promoting the Inclusion Diversity and Equity Advisory Committee to become permanent. Ensuring Truth and Reconciliation is part of our Strategic Plan. Working alongside others to address the gender pay disparity in new and existing payment models.

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What I will do

Implement the PMA effectively for all physicians and ensure the next PMA is built upon the successes of the current one.

Continue to push for a strong voice in our discussions with government.

Ensure that Specialists' challenges remain forefront in ongoing negotiations with government.

Ensure gains made in Primary Care are not lost but are built upon.

Ensure all payment modalities are respected and represented equally.

Continue to push for Virtual Care codes that are respectful of the needs of physician practice for all physicians and patients.

Deliver a measurable action plan within our Strategic Plan for Truth and Reconciliation through engagement with Indigenous Colleagues.

Further the partnership and collective power of all medical leaders through our organisation and Province.

Continue to improve transparent communication with the RA and ensure your voice is valuable and heard at the board table.

Build on our improvements in leadership culture to celebrate compassionate honest equitable and inclusive leadership.

Uplift the Inclusion Diversity and Equity Advisory Committee to develop processes such that an EDI lens permeates all processes in Doctors of BC.

Drive further improvement in the Physician Health Program to include a focus on prevention.



The Future of the Board

There are five new Director positions up for election. Of those remaining only one will have served on this board for more than a year. Our new CEO will benefit from confident experienced physician leadership.

I celebrate new leaders- there is also need for leaders who hold organisational memory to:

- support newer leaders – I do not intend to stand for Chair if elected to the board, but will support and continue to offer mentorship to a Specialist female Colleague who has been working alongside me to be appointed to the role.

- ensure the board holds historical knowledge and culture to build our future.

I am a transitional leader, to lead change and support the future. I ask that you re-elect me one last time to the board to complete the work we have started together to make a better Doctors of BC.

A handwritten signature in black ink, appearing to read "Adam Thompson".