

LETTER OF EXPECTATIONS CONCERNING THE PHYSICIAN HEALTH PROGRAM

THIS LETTER OF EXPECTATIONS IS MADE EFFECTIVE APRIL 1, 2025

BETWEEN:

HIS MAJESTY THE KING IN RIGHT OF THE PROVINCE OF BRITISH COLUMBIA,
as represented by the Ministry of Health

(**"the Ministry"**)

AND:

ASSOCIATION OF DOCTORS OF BC

(**the "Doctors of BC"**)

PURPOSE

1. This Letter of Expectations ("**Letter**") between the Ministry and the Doctors of BC records their agreement on the respective roles and responsibilities of the parties and of a steering committee relating to a program known as the "Physician Health Program" (**"PHP"**), as defined in the Benefits Subsidiary Agreement and designed to support and advocate for BC physicians, residents, and medical students with personal and/or professional health issues. The Letter also establishes the mandate for the PHP, including high level strategic priorities and performance expectations.
2. This Letter is the basis for the continuation and further development of the PHP.
3. This Letter does not create any legal or binding obligations on the parties and is intended to promote a co-operative working relationship.

FUNDING

4. Funding to the PHP is set out in the Benefits Subsidiary Agreement, as amended from time to time.

PHP STEERING COMMITTEE

5. The term for members of the Steering Committee shall be two years. A person may be appointed to the Steering Committee for no more than three terms in succession. Co-Chairs will be appointed for two-year terms and are full voting members of the PHP Steering Committee.

6. The majority of members of the PHP Steering Committee shall be physicians with experience in physician health matters.

7. Members of the PHP Steering Committee shall act in the best interests of the PHP within the terms of reference and expectations established by this Letter.

PHP STEERING COMMITTEE TERMS OF REFERENCE

8. The role of the PHP Steering Committee is to provide governance to the PHP. It will ensure that the PHP is governed in a manner consistent with good governance practices as well as the provisions of the Benefits Subsidiary Agreement and the expectations set out in this Letter. Its mandate is to determine, evaluate and approve the objectives and policies of the PHP, including the development and approval of a strategic plan for the PHP; the development, approval and monitoring of a budget for the PHP; and annual reporting on the PHP to the parties to this Letter. The administration of the PHP will be conducted by the Doctors of BC within the oversight of the PHP Steering Committee.

9. In fulfilling its mandate, the PHP Steering Committee shall ensure that there is effective dialogue with and valuable working relationships amongst the PHP and persons, groups, entities, and associations that are dedicated to similar goals regarding physician health.

10. The PHP Steering Committee shall ensure that a strategic plan for the PHP is developed and maintained with input from key stakeholders.

11. The PHP Steering Committee will meet no fewer than four times each year and at the call of the Chair. Minutes of each meeting will be kept and supplied to the parties to this Letter.

12. A quorum for meeting shall be four members participating in person or by teleconference or videoconference.

EXPECTATIONS

13. The parties to this Letter agree that the PHP shall be governed and administered pursuant to the following principles:

a) In respect of its operations, the PHP shall operate confidentially, autonomously, and neutrally in providing support to physicians, physicians in training, and their families, as described below, with personal and/or professional health issues. The PHP Steering Committee will not become involved in individual case matters as the privacy of those served by the PHP is paramount;

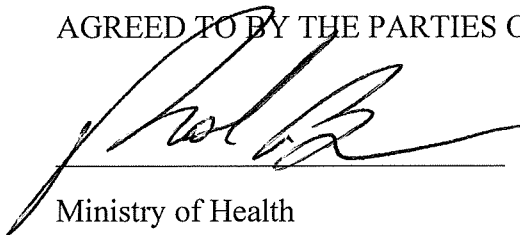
b) The PHP may provide a range of services designed to assist physicians and physicians in training in need of personal and professional assistance. The PHP may also provide services to the immediate members of the family of a physician or physician in training where the family member's need for services has a reasonable connection to the health of a physician or physician in training. The services provided by the PHP may include education that promotes physical and mental well-being within the medical profession. However, the priority shall be to provide services relating to crisis

intervention and referral for urgent health care needs (for example, mental health, addiction, disruptive behavior) that will put in motion the proper resources to dissolve the crisis and put the individual on a solid course of recovery. The strategic plan for the PHP and the services provided by the PHP shall reflect this priority.

- c) The PHP will endeavor to work effectively with all persons, groups, entities, and associations that are dedicated to similar goals regarding physician health but will not provide funding to them as the financial resources of the PHP are limited and it is not the role of the PHP or the PHP Steering Committee to provide grants to other parties.
- d) The PHP shall operate within the approved budget for the PHP and shall not incur a deficit of any form. Surplus funds from a budget year may be carried forward to another budget year.
- e) Annual reports for the PHP shall be in a form and include content determined in consultation with the Ministry and the Doctors of BC in order to ensure that information is reported in a consistent and comparable manner.

This Letter may be signed in counterparts by each of the parties to it.

AGREED TO BY THE PARTIES ON THE DATE SIGNED


Ministry of Health

Dated: 29 Jun 2026


Doctors of BC

Dated: 23 June 2026