

2025 SPECIALISTS SUBSIDIARY AGREEMENT

THIS AGREEMENT made as of the 1st day of April, 2025,

BETWEEN:

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

(the “**Government**”)

AND:

ASSOCIATION OF DOCTORS OF BC

(the “**Doctors of BC**”)

AND:

MEDICAL SERVICES COMMISSION

(the “**MSC**”)

WITNESSES THAT WHEREAS:

A. The Doctors of BC, the MSC and the Government have agreed to renew and replace the 2022 PMA, the 2022 Family Practice Subsidiary Agreement, the 2022 Specialists Subsidiary Agreement, the 2022 Rural Practice Subsidiary Agreement, the 2022 Alternative Payments Subsidiary Agreement, and the 2022 Benefits Subsidiary Agreement;

B. The parties have agreed that this Agreement will constitute the new Specialists Subsidiary Agreement, to take effect as of April 1, 2025; and

C. The parties intend this Agreement to address those matters of unique interest and applicability to Specialist Physicians.

NOW THEREFORE in consideration of the premises and the agreements of the parties as set out herein, the parties agree as follows:

ARTICLE 1 - RELATIONSHIP TO THE 2025 PHYSICIAN MAIN AGREEMENT

1.1 This Agreement is one of the Physician Main Subsidiary Agreements under the 2025 Physician Main Agreement and is subject to its terms and conditions.

ARTICLE 2 – DEFINITIONS AND INTERPRETATION

2.1 Words used in this Agreement that are defined in the 2025 Physician Main Agreement have the same meaning as in the 2025 Physician Main Agreement unless otherwise defined in this Agreement.

2.2 “**this Agreement**” means this document as amended from time to time as provided herein.

2.3 “**2025 Physician Main Agreement**” means the agreement titled “Physician Main Agreement” among the Government, the Doctors of BC and the MSC, dated April 1, 2025.

2.4 “**2025 Regional and Local Engagement Memorandum of Understanding**” means the memorandum of understanding titled “2025 Regional and Local Engagement Memorandum of Understanding” between the Government and the Doctors of BC.

2.5 The provisions of sections 1.2 to 1.8 inclusive of the 2025 Physician Main Agreement are hereby incorporated into this Agreement and shall have effect as if expressly set out in this Agreement, except those references in such sections to “this Agreement” shall herein be construed to mean this Agreement.

ARTICLE 3 - TERM

3.1 This Agreement comes into force on April 1, 2025.

3.2 This Agreement shall be for the same term as the 2025 Physician Main Agreement and will be subject to renegotiation and/or termination pursuant to Articles 26 and 27 of the 2025 Physician Main Agreement.

ARTICLE 4 - COLLABORATION WITH SPECIALIST PHYSICIANS

4.1 The Government and the Doctors of BC agree to collaborate with Specialist Physicians to improve access to needed, evidence-based, quality services to meet patients’ medical needs for optimum health outcomes. This approach will be built on understanding population health needs, linked to optimizing the mix of service delivery options, technology options, and health human resource options.

ARTICLE 5 - SPECIALIST SERVICES COMMITTEE

5.1 A **Specialist Services Committee** shall continue under this Agreement to facilitate collaboration between the Government, the Doctors of BC, and the Health Authorities on the delivery of the services of Specialist Physicians to British Columbians and to support the improvement of the specialist care system. In addition to the core mandate outlined in section 8.2 of the 2025 Physician Main Agreement, the Specialist Services Committee will fulfill the specific mandate as set out in this Agreement.

5.2 The Government and the Doctors of BC shall each appoint an equal number (not to exceed four each) of members to the Specialist Services Committee.

5.3 The Specialist Services Committee will be co-chaired by a member chosen by the Government and a member chosen by the Doctors of BC Board of Directors.

5.4 Decisions of the Specialist Services Committee shall be by consensus decision.

5.5 If the Specialist Services Committee cannot reach a consensus decision on any matter that it is required to determine under section 5.6(a), the Doctors of BC and/or the Government may make recommendations to the MSC and the MSC, or its successor, will determine the matter. If the Specialist Services Committee cannot reach a consensus decision with respect to any matter that is referred to it under section 5.6(d) and that requires a determination, the Physician Services Committee will determine a process for resolving the dispute, which may include referral to the Adjudicator or the Adjudication Committee or to the MSC.

5.6 The Specialist Services Committee will have the following responsibilities:

- (a) allocating funds referred to in Article 6;
- (b) identifying possible time limited projects that have measurable patient-centred goals focused on the following areas:
 - (i) system redesign; and
 - (ii) expediting access;
- (c) consulting with representatives of allied health professionals as necessary in the completion of its mandate; and
- (d) other matters that may be referred to it by the Physician Services Committee.

5.7 On an annual basis, the Specialist Services Committee will develop a work plan, ensure that evaluations to measure outcomes are an integral part of the work plan, and report to the Physician Services Committee in the manner outlined in section 6.3(a) of the 2025 Physician Main Agreement.

5.8 The Specialist Services Committee must follow any communication protocol developed by the Physician Services Committee, and in any event must ensure that the co-chairs of the Specialist Services Committee pre-approve any communication about the business and/or decisions of the Specialist Services Committee.

5.9 The costs of administrative and clerical support required for the work of the Specialist Services Committee will be paid from the funds referred to in Article 6 of this Agreement, including the cost of physician participation other than physicians who are employees of the Government, Doctors of BC, and Health Authorities, unless such Health Authority employed physicians are participating on behalf of the Doctors of BC.

ARTICLE 6 - FUNDING TO IMPROVE ACCESS TO SPECIALTY SERVICES BY BRITISH COLUMBIANS

6.1 The Government will continue to provide \$19.259 million in annual funding to the Specialist Services Committee to be allocated by the Specialist Services Committee to support the work of the Specialist Services Committee in enhancing and expanding the programs that support the delivery of high-quality specialty services to British Columbians.

6.2 The Government will provide the following additional annual funding to be allocated by the Specialist Services Committee to, amongst other things, fund programs under its current mandate and expand the Consultant Specialist Team Care initiative:

- (a) \$3.5 million per year in ongoing annual funding, effective April 1, 2026.

6.3 On an ongoing basis, the Specialist Services Committee will review and propose amendments to those SSC fee items that have been transferred to the Available Amount.

6.4 Any funds described in sections 6.1 and 6.2 that remain unexpended at the end of any Fiscal Year will be available to the Specialist Services Committee for use as one-time allocations to improve the quality of care.

6.5 Up to \$200,000 will be made available on a one-time basis over the term of the 2025 Physician Main Agreement from existing unexpended Specialist Services Committee funds from the 2022 Specialists Subsidiary Agreement and from those funds set out at section 6.4 to support Doctors of BC representatives' participation on the Workload Advisory Committee and the Provincial Workload Measures Working Group, which are described in Article 5 of the Alternative Payments Subsidiary Agreement.

ARTICLE 7 – SPECIALIST SERVICES COMMITTEE REPORTING

7.1 The Government shall provide the Doctors of BC with any information in its control that is required by Doctors of BC in order for Doctors of BC to meet its reporting requirements described in the Joint Clinical Committee Administration Agreement.

ARTICLE 8 – FACILITY-BASED PHYSICIAN ENGAGEMENT

8.1 The Specialist Services Committee will allocate the funds described in section 8.2 of this Agreement to support the engagement of facility-based physicians with Health Authorities in accordance with the objectives described in the 2025 Regional and Local Engagement Memorandum of Understanding. In particular, the funding is intended to be used for the following purposes:

- (a) to fund staff such as Physician Engagement Leads as per the terms of the Joint Clinical Committee Administration Agreement; and
- (b) to fund Medical Staff Associations, or new local structures where agreed by physicians and their respective Health Authority.

8.2 The Government shall provide the following additional annual funding to the Specialist Services Committee to support all facility-based physicians who are paid on a fee-for-service basis or under an Alternative Payment Arrangement:

- (a) \$18.375 million per year in ongoing annual funding, effective April 1, 2025; and
- (b) a further \$1.0 million per year in ongoing annual funding, effective April 1, 2026.

8.3 Upon termination of the 2025 Regional and Local Engagement Memorandum of Agreement, the Specialist Services Committee will decide to either reallocate the funding described in section 8.2 or to continue to allocate this funding to support facility-based physician engagement with Health Authorities, and in particular for the following purposes:

- (a) to fund staff such as Physician Engagement Leads as per the terms of the Joint Clinical Committee Administration Agreement; and
- (b) to fund Medical Staff Associations, or new local structures where agreed by physicians and their respective Health Authority.

8.4 Subject to the termination provision at section 8.3, any funds described in section 8.2 that remain unexpended at the end of any Fiscal Year will be available to the Specialist Services Committee for use as one-time allocations to improve facility based engagement.

ARTICLE 9 - DISPUTE RESOLUTION

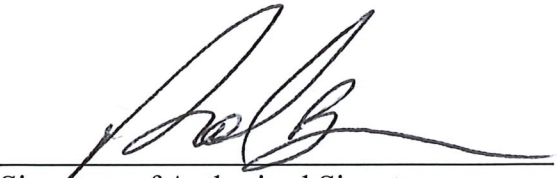
9.1 Disputes as to the interpretation, application, operation or alleged breach of this Agreement are Provincial Disputes and will be resolved in accordance with the provisions of Articles 20, 21 and 22 of the 2025 Physician Main Agreement applicable to Provincial Disputes.

IN WITNESS WHEREOF the parties have executed this Agreement by or in the presence of their respective duly authorized signatories as of the 1st day of April, 2025.

SIGNED, SEALED & DELIVERED on)
behalf of HIS MAJESTY THE KING IN)
RIGHT OF THE PROVINCE OF)
BRITISH COLUMBIA, by the Minister)
of Health or their duly authorized)
representative:)

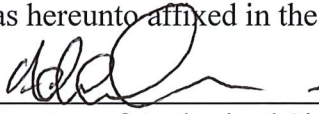
Rob Byers)
Name)

As Assoc Min of Hlth)
Position)



Signature of Authorized Signatory

THE CORPORATE SEAL of the)
ASSOCIATION OF DOCTORS OF BC)
was hereunto affixed in the presence of:)

)
Signature of Authorized Signatory)

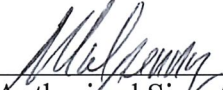
DR. ADAM THOMPSON)
Name)

PRESIDENT)
Position)

C/S



MEDICAL SERVICES COMMISSION

Per: )
Authorized Signatory)

DR. ROBERT MACPENNY)
Name)

Chair - MSC)
Position)