

Submission for Adjusting the Service Contract and Salary Agreement Payment Ranges

Background and Objective

This application for adjustments to the Payment Ranges is for Physicians providing services to a Health Authority or Agency through a Service Contract or Salary Agreement that is within the framework of the 2025 Physician Master Agreement (PMA) and Alternative Payment's Subsidiary Agreement (APSA).

The following are a list of contract types that are ineligible for increases pursuant to the Allocation Committee process:

- Sessional Contracts
- New to Practice Contract for Family Physicians
- Provincial Anesthesia Template Contract
- FFS Income Guarantee Contracts
- Administrative/Leadership Contracts
- WSBC service contracts and salary agreements
- Federally funded contracts for physician services

The application process is open to any physician, group of physicians, Section or Affiliated Society. While individual physicians are invited to participate, physicians working within a clinical program are encouraged to submit a group application.

Physician applicants must complete the sections in the template provided and electronically submit the application to the Doctors of BC by September 30, 2026.

Incorporating Data in the Application

Data and analysis incorporated into the application should be measures of real-world service delivery and available physician resources. Physicians will be required to attest that their submission is truthful and accurate to the best of their ability. Where objective data is not available, Applicants should acknowledge the absence of data and briefly describe any limitations in data collection or accessibility that prevent objective comparisons.

Incorporating Narrative in the Application

Physicians have the opportunity in the application to provide advice and recommendations to the Doctors of BC and members of the Allocation Committee. Applicants are encouraged to summarize key issues and briefly describe their perspectives on issues within the mandate of the Allocation Committee.

Application Review

The Application will be reviewed by the Doctors of BC's Alternative Payment Physicians Issues Committee and the 2025 Allocation Committee. The Allocation Committee is a joint committee of the Doctors of BC and Government of BC that was negotiated in the 2025 Physician Master Agreement that has a mandate to adjust the Payment Ranges set out in the 2025 APSA.

Allocation Committee Mandate as Described in Article 4 of the 2025 Alternative Payments Subsidiary Agreement

ARTICLE 4 - ALLOCATION COMMITTEE

4.1 By September 1, 2026 the Government and the Doctors of BC shall appoint a temporary committee ("**Allocation Committee**") in accordance with the provisions of this Article 4, whose role it will be to increase the Salary Agreement Ranges and the Service Contract Ranges by allocating the funding identified in sections 1.1(b), 1.2 (b), 1.3(b), and 1.4(b) of Appendix F to the 2025 Physician Main Agreement effective April 1, 2025, April 1, 2026, April 1, 2027, and April 1, 2028, respectively.

4.2 The Allocation Committee will be composed of an equal number of members appointed by each of the Government and the Doctors of BC. Decisions of the Allocation Committee will be by consensus decision and must be consistent with the provisions of this Agreement and the 2025 Physician Main Agreement. If the Allocation Committee is unable to reach a decision on the distribution of the funding identified in sections 1.1(b), 1.2(b), 1.3(b), and 1.4(b) of Appendix F to the 2025 Physician Main Agreement by March 15, 2027, the applicable funding will be allocated, subject to the eligibility provisions of this Agreement, on the basis of an equal annual dollar increase per FTE to all Service Contract and Salary Agreement Rates and Ranges effective April 1 of the Fiscal Year for which the funding is allocated.

4.3 The Government and the Doctors of BC will each bear the costs of their own respective participation on the Allocation Committee.

4.4 The Allocation Committee will make a single decision that will apply to the 2025/26, 2026/27, 2027/28, and 2028/29 Fiscal Years.

4.5 The cost of the increases to the Salary Agreement Ranges and Rates and Service Contract Ranges and Rates for each of the 2025/26, 2026/27, 2027/28, and 2028/29 Fiscal Years will be based on the FTE distribution of Physicians on Service Contracts and Salary Agreements in Fiscal Year 2024/2025 and will include the associated incremental RRP cost increases and the associated incremental benefit cost increases for salaried Physicians in Fiscal Year 2024/2025.

4.6 The Government will provide the Allocation Committee with the 2024/25 FTE distribution information by September 1, 2026.

4.7 The Allocation Committee will consider the following when allocating the funding in sections 1.1(b), 1.2(b), 1.3(b), and 1.4(b) of Appendix F to the 2025 Physician Main Agreement among the Service Contract Ranges and among the Salary Agreement Ranges:

- (a) addressing challenges with retention and recruitment of Physicians in practice categories;

- (b) reducing income disparity between practice categories, paying particular attention to:

- (i) the new practice category, GP-Maternity, introduced in section 1.12 of Appendix F to the 2025 Physician Main Agreement, and

(ii) practice categories with significant range increases applied in section 1.12 of Appendix F to the 2025 Physician Main Agreement; and

(c) taking into account total compensation within the Service Contract or Salary Agreement

4.8 In reaching a consensus decision, the Allocation Committee will update and modernize the assignment description for General Practice – Full Scope (Rural).

4.9 Schedule A and Schedule B of this Agreement will be revised to reflect the increased Salary Agreement Ranges and the increased Service Contract Ranges for the applicable Fiscal Years upon being confirmed as final by the Allocation Committee. In each case, affected physicians under existing Service Contracts and Salary Agreements will be placed within the applicable amended Service Contract Range or Salary Agreement Range at the same level as their current placement (e.g. range minimum, mid-range, or range maximum).

Submission for Adjusting the Service Contract and Salary Agreement Payment Ranges

PART I: CONTACT INFORMATION & ATTESTATION			
Physician/Group/Section Name		Contact Person	
Work Location(s)			
Telephone		E-mail	
I hereby certify that the information provided on this form is truthful and accurate to the best of my knowledge:			☐ Yes
I acknowledge that submission of information or data that is materially different from objective data sources may jeopardize the success of the submission:			☐ Yes

PART II: INFORMATION ABOUT THE CURRENT PAYMENT ARRANGEMENT					
Primary Payment Method	☐ Service Contract	☐ Salary	☐ Sessional	☐ FFS	☐ Blended
Health Authority/Agency:					
Is this submission by an individual a group or a section?	☐ Individual	If Group or Section submission, how many FTE's are funded?			
	☐ Group ☐ Section	If group, how many physicians are parties to the contract(s)?			
Describe the number of years of postgraduate residency/fellowship training required to provide the services under the Service Contract or Salary Agreement.					
Current Practice Category:					
☐ General Practice – Defined Scope B ☐ General Practice – Defined Scope A ☐ Hospitalist ☐ General Practice – Full Scope (Non-JSC Community) ☐ General Practice – Full Scope (Rural) – Area C ☐ General Practice – Full Scope (Rural) – Area B ☐ General Practice – Full Scope (Rural) – Area A ☐ Community Medicine/Public Health (Area A) ☐ Community Medicine/Public Health (Area B) ☐ Community Medicine/Public Health (Area C) ☐ Community Medicine/Public Health (Area D) ☐ General Pediatrics (Defined Scope) ☐ General Pediatrics ☐ Psychiatry ☐ Physical Medicine ☐ Emergency Medicine Area A (GP) ☐ Emergency Medicine Area B (Specialist/CCFP-EM) ☐ Emergency Medicine (Non-hospital-based) ☐ Neurology ☐ Dermatology ☐ Internal Medicine ☐ Forensic Psychiatry ☐ Medical Genetics ☐ Anesthesia ☐ Subspecialty Pediatrics			☐ Subspecialty Internal Medicine ☐ Critical Care ☐ Critical Care (Pediatrics at BCCH and BCWH) ☐ Medical Oncology ☐ Radiation Oncology ☐ Hematology/ Oncology ☐ Nuclear Medicine ☐ Laboratory Medicine ☐ Radiology ☐ Pediatric Radiology ☐ Otolaryngology ☐ Orthopedic Surgery ☐ Urology ☐ Ophthalmology ☐ Plastic Surgery ☐ Plastic Surgery at VGH/SPH ☐ Obstetrics/Gynecology ☐ Gynecological Oncology ☐ Maternal Fetal Medicine ☐ General Surgery ☐ General Surgical Oncology ☐ Orthopedic Surgery – Enhanced Scope ☐ Neurosurgery ☐ Vascular Surgery ☐ Cardiac Surgery ☐ Thoracic Surgery ☐ Other _____		

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Part III: Current Gross Income	
Compensation	Value (____ /fiscal year)
Service Contract Payments	\$
Salary Agreement Payments	\$
Fee-For-Service Payments	\$
Sessional Contract Payments	\$
University salary/stipend/honoraria	\$
Worker's Compensation	\$
ICBC/Automobile Insurance payments	\$
Medical – Legal	\$
Other third-party insurance	\$
Other (please specify) _____	\$
Total	\$
What is the average annual gross pay per full time physician in your group or for you for services covered in this submission (excluding benefits)?	\$ _____ per year
Medical On-Call Availability Program	
Do you or your group receive MOCAP?	☐ Yes ☐ No
What is the Value of your MOCAP Contract on an annual basis (_____/year)?	\$ _____ /year
Do you or your group receive MOCAP during 0800 hrs to 1800 hrs during Monday to Friday per week.	☐ Yes ☐ No

PART IV: OVERHEAD COSTS	
Do you or your group pay any office overhead costs associated with the income reported in Part III (e.g. lease costs, MOA salaries, EMR costs)?	☐ Yes ☐ No
If yes, how much on average do you or a full-time physician in your group pay per year?	\$ _____ per year

PART V: WORKLOAD	
What are the total hours of deliverables included within the scope of your or your group's service contract or employment agreement? • Include clinical services, bedside teaching, clinical research, clinical administrative services and services provided when called. • Do not include didactic teaching, non-clinical administration & on-call/availability hours.	hrs/year
Excluding time spent providing on-call/availability, what are the annual hours of work for a fulltime physician in your group or for you? Please exclude hours provided by senior residents, fellows or clinical associates.	hrs/year
Hours worked on-site?	
Hours worked off-site?	
Hours worked on regular weekdays (i.e. Monday – Friday between 0800 to 1800)?	
Hours worked during week day evenings (i.e. Monday to Friday between 1800 to 2300)?	
Hours worked during nights (i.e. 2300 to 0800)?	
Hours worked on weekends (i.e. 0800 to 2300)?	
What is the average on-call ratio per physician in your group?	in _____ days
When on-call, how many hours are spent delivering patient care?	hours/call day
What percentage of your or your group's total hours of service are provided by senior residents or fellows under your direction?	%

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Part VI: Inter-Practice Category Disparities and Rising Business Costs

Please describe issues of disparities between the Payment Ranges and/or issues related to increasing business cost that the Allocation Committee should consider. Information regarding Patient Complexity or Location Complexity can be included in this part of the Submission.

Submission for Adjusting the Service Contract and Salary Agreement Payment Ranges

DO NOT EXCEED THIS TEXT BOX
(Any addition information will not be considered)

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Part VII: Recruitment and Retention

Please describe issues of Recruitment and Retention that the Allocation Committee should consider. In particular, please include information related to where physicians working under your alternative payment arrangement are recruited from and where they leave for.

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Part VIII: Recommendation to the Allocation Committee

Recommended Payment Range for 2025/26:	\$
Recommended Payment Range for 2026/27:	\$
Recommended Payment Range for 2027/28:	\$
Recommended Payment Range for 2028/29:	\$

Please explain how you arrived at the recommended ranged:

DO NOT EXCEED THIS TEXT BOX
(Any addition information will not be considered)

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Part IX: Comparators for Recruitment and Retention			
COMPARATOR #1 GENERAL INFORMATION			
Comparator Group Name #1		Contact Person	
Practice Category		Location	
Telephone		E-mail	
Describe the number of years of postgraduate training required to provide the Services under the Service Contract or Salary Agreement:			
COMPARATOR #1 GROSS INCOME			
What is the average annual gross pay per full time physician (excluding benefits)?		\$	per year
Payment Type		Annual Value (if N/A, leave blank)	
Service Contract (does not include benefits)		\$	
Salary Agreement (includes benefits)		\$	
On-Call payments		\$	
Other (please specify)		\$	
Total		\$	
COMPARATOR #1 WORKLOAD			
What is the average annual number of working hours per full-time physician?			hrs/year
COMPARATOR #1 OVERHEAD COSTS			
Does the comparator group pay any overhead costs associated with the income reported in Part VIII above?		☐ Yes ☐ No	
If yes, how much on average does a full-time physician pay per year?		\$	per year

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Part IX: Comparators for Recruitment and Retention			
COMPARATOR #2 GENERAL INFORMATION			
Comparator Group Name #1		Contact Person	
Practice Category		Location	
Telephone		E-mail	
Describe the number of years of postgraduate training required to provide the services under the Service Contract or Salary Agreement:			
COMPARATOR #2 GROSS INCOME			
What is the average annual gross pay per full time physician (excluding benefits)?		\$	per year
Payment Type		Annual Value (if N/A, leave blank)	
Service Contract (does not include benefits)		\$	
Salary Agreement (includes benefits)		\$	
On-Call payments		\$	
Other (please specify)		\$	
Total		\$	
COMPARATOR #2 WORKLOAD			
What is the average annual number of working hours per full-time physician?		hrs/year	
COMPARATOR #2 OVERHEAD COSTS			
Does the comparator group pay any overhead costs associated with the income reported in Part VIII above?		☐ Yes ☐ No	
If yes, how much on average does a full-time physician pay per year?		\$ per year	

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Part IX: Comparators for Recruitment and Retention			
COMPARATOR #3 GENERAL INFORMATION			
Comparator Group Name #1		Contact Person	
Practice Category		Location	
Telephone		E-mail	
Describe the number of years of postgraduate training required to provide the services under the Service Contract or Salary Agreement:			
COMPARATOR #3 GROSS INCOME			
What is the average annual gross pay per full time physician (excluding benefits)?		\$	per year
Payment Type		Annual Value (if N/A, leave blank)	
Service Contract (does not include benefits)		\$	
Salary Agreement (includes benefits)		\$	
On-Call payments		\$	
Other (please specify)		\$	
Total		\$	
COMPARATOR #3 WORKLOAD			
What is the average annual number of working hours per full-time physician?			hrs/year
COMPARATOR #3 OVERHEAD COSTS			
Does the comparator group pay any overhead costs associated with the income reported in Part IX?		☐ Yes ☐ No	
If yes, how much on average does a full-time physician pay per year?		\$	per year

2024/25 Service Contract and Salary Agreement Payment Ranges

PRACTICE CATEGORY	SALARY			SERVICE	
	LOW	HIGH		LOW	HIGH
Anaesthesia	\$290,731	\$363,414		\$325,619	\$407,024
Cardiac Surgery	\$493,278	\$616,597		\$552,471	\$690,589
Community Medicine/Public Health Area A	\$212,680	\$265,850		\$238,202	\$297,752
Community Medicine/Public Health Area B	\$227,975	\$284,969		\$255,332	\$319,165
Community Medicine/Public Health Area C	\$262,017	\$327,521		\$293,458	\$366,823
Community Medicine/Public Health Area D	\$275,758	\$344,697		\$308,849	\$386,061
Critical Care	\$312,704	\$390,880		\$350,229	\$437,786
Critical Care (Pediatrics) at BCCH/BCWH	\$337,402	\$421,753		\$377,890	\$472,363
Dermatology	\$286,138	\$357,673		\$320,475	\$400,594
Emergency Medicine (Non-Hospital Based)	\$222,844	\$278,555		\$249,586	\$311,982
Emergency Medicine Area A	\$261,462	\$326,827		\$322,934	\$366,046
Emergency Medicine Area B	\$288,334	\$360,418		\$366,046	\$403,668
Forensic Psychiatry	\$280,098	\$350,122		\$313,710	\$392,137
General Paediatrics	\$275,050	\$343,813		\$308,056	\$385,070
General Paediatrics (Defined Scope)	\$264,551	\$330,689		\$296,298	\$370,372
General Practice - Defined Scope A	\$238,170	\$297,713		\$266,750	\$333,438
General Practice - Defined Scope B	\$221,934	\$277,418		\$248,566	\$310,708
General Practice - Full Scope (Non-JSC	\$249,320	\$311,650		\$279,238	\$349,048
General Practice - Full Scope (Rural) - Area A	\$269,743	\$337,179		\$302,113	\$377,641
General Practice - Full Scope (Rural) - Area B	\$259,680	\$324,600		\$290,842	\$363,552
General Practice - Full Scope (Rural) - Area C	\$253,246	\$316,558		\$283,636	\$354,545
General Surgery	\$296,223	\$370,279		\$331,770	\$414,712
General Surgical Oncology	\$338,363	\$422,954		\$378,966	\$473,708
Gynecological Oncology	\$338,363	\$422,954		\$378,966	\$473,708
Haematology/Oncology	\$345,118	\$431,398		\$386,533	\$483,166
Hospitalists	\$240,116	\$300,145		\$268,930	\$336,162
Internal Medicine	\$272,302	\$340,377		\$304,978	\$381,222
Laboratory Medicine	\$302,232	\$377,790		\$338,500	\$423,125
Maternal Fetal Medicine	\$345,806	\$432,257		\$387,302	\$484,128
Medical Genetics	\$286,138	\$357,673		\$320,475	\$400,594
Medical Oncology	\$345,118	\$431,398		\$386,533	\$483,166
Neurology	\$294,133	\$367,666		\$329,429	\$411,786
Neurosurgery	\$379,103	\$473,879		\$424,596	\$530,745
Nuclear Medicine	\$332,172	\$415,215		\$372,033	\$465,041
Obstetrics/Gynecology	\$309,868	\$387,335		\$347,052	\$433,815
Ophthalmology	\$296,223	\$370,279		\$331,770	\$414,712
Orthopaedic Surgery	\$296,223	\$370,279		\$331,770	\$414,712
Orthopaedic Surgery (Enhanced Scope)	\$379,103	\$473,879		\$424,596	\$530,745
Otolaryngology	\$296,223	\$370,279		\$331,770	\$414,712
Pediatric Radiology	\$356,944	\$446,180		\$399,778	\$499,722
Physical Medicine	\$269,460	\$336,825		\$301,795	\$377,244
Plastic Surgery	\$296,223	\$370,279		\$331,770	\$414,712
Plastic Surgery at VGH/SPH	\$417,550	\$521,937		\$467,655	\$584,569
Psychiatry	\$272,302	\$340,377		\$304,978	\$381,222
Radiation Oncology	\$345,118	\$431,398		\$386,533	\$483,166
Radiology	\$322,108	\$402,635		\$360,761	\$450,951
Sub-specialty Internal Medicine	\$286,138	\$357,673		\$320,475	\$400,594
Sub-specialty Paediatrics	\$286,138	\$357,673		\$320,475	\$400,594
Thoracic Surgery	\$502,390	\$627,987		\$562,676	\$703,345
Urology	\$298,971	\$373,714		\$334,848	\$418,560
Vascular Surgery	\$393,342	\$491,677		\$440,542	\$550,678