

MEMORANDUM OF AGREEMENT

PHYSICAL AND PSYCHOLOGICAL HEALTH AND SAFETY

BETWEEN:

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

(the “**Ministry**”)

AND:

**FRASER HEALTH AUTHORITY, INTERIOR HEALTH AUTHORITY,
VANCOUVER ISLAND HEALTH AUTHORITY, VANCOUVER
COASTAL HEALTH AUTHORITY, NORTHERN HEALTH
AUTHORITY and PROVINCIAL HEALTH SERVICES AUTHORITY**

(individually a “**Health Authority**” and
collectively the “**Health Authorities**”)

AND:

ASSOCIATION OF DOCTORS OF BC

(the “**Doctors of BC**”)

(individually a “**party**” and collectively the “**parties**”)

Occupational Health & Safety, Psychological and Physical Health & Safety, and Violence Prevention for Physicians Working in Health Authority Facilities

The parties have a shared interest in a coordinated approach to the physical and psychological health and safety of physicians working in Health Authority facilities across the province.

A. Provincial Level: Working Group for Engagement and Consultation

1. The Physician Specific Issues Working Group will continue as the Provincial Physician Health and Safety Working Group (“PPHSWG”) and will serve as the engagement and consultation forum for health and safety issues at a provincial level.
2. The PPHSWG will be composed of:
 - a. three Doctors of BC representatives; and
 - b. three Ministry/Health Authority representatives.
3. The PPHSWG may provide advice and recommendations to:
 - a. the Ministry;
 - b. the Provincial Medical Services Executive Council (PMSEC); and
 - c. the regional level working groups established under this Memorandum of Agreement.
4. Advice and recommendations by the PPHSWG are non-binding and should support integration with existing systems and administration where practical. They may include the development of frameworks or best practices regarding the approach to improving physician safety at both the provincial and regional levels.
5. The PPHSWG will make recommendations and decisions by consensus.
6. The PPHSWG may engage on matters of importance regarding physician health and safety with:
 - a. the Ministry;
 - b. the Health Authorities;
 - c. Doctors of BC; and
 - d. Other groups as needed to help inform the work of the committee as determined by the PPHSWG.

7. The PPHSWG's administration and work will be guided by a Terms of Reference as amended from time to time.

B. Regional Level: Working Groups for Regional Matters

1. The Health Authorities will each establish a working group to engage on matters of importance regarding regional physician health and safety (each a “**Regional Physician Health and Safety Working Group**”).
2. Each Regional Physician Health and Safety Working Group will be guided by a Terms of Reference for the conduct of its work that will include:
 - a. voting membership of one physician member from the Doctors of BC, one senior staff member of Doctors of BC, one Health Authority Medical Affairs representative and one additional senior staff member of the Health Authority;
 - b. meeting frequency with a minimum of four times annually;
 - c. governance and administration of any funding allocation;
 - d. roles and responsibilities, including to:
 - i. identify, review, and discuss issues related to health and safety within the region or individual sites;
 - ii. approve of projects and initiatives in alignment with its Terms of Reference;
 - iii. review health and safety policies and procedures and make recommendations to PPHSWG, and the Health Authority;
 - iv. share statistical data and de-identified aggregate data between the Health Authorities and the Doctors of BC; and
 - v. consult and engage with the Health Authority to support the delivery of key information to the department and individual level. Key information may include effective reporting of critical tracking information, policy or process changes, and progress on the implementation of elements of the Canadian Standards Association standard regionally and for specific sites;
 - e. reporting obligations; and
 - f. a requirement that recommendations and decisions be made by consensus.

C. Physician Violence Prevention

1. The work of the Physician Violence Prevention Working Group (“PVPWG”) will continue, and the focus will shift to implementation and evaluation.
2. Health Authorities will provide:
 - a. appropriate violence prevention and response training for individual physicians working in high, medium, and low-risk environments. This training includes an online module for all medical staff, which has been accredited for continuing medical education. The parties will explore the options available to make the online module available to physicians in community settings;
 - b. for physicians in high-risk environments (Emergency/Urgent Care, Psychiatry, Mental Health/Substance Use, Long-term Care, Neurology/Brain Injury, Protection Services, Home Care, members of a Code White Team), additional classroom training compensated at current Sessional Rates; and
 - c. where appropriate, team-based training at a department/group level with entire teams (physicians, nurses etc.) to help those teams better prevent and respond to violent incidents in their environment.

D. Occupational Health & Safety, Psychological and Physical Health & Safety, and Violence Prevention for Physicians Working in the Community

The parties have a shared interest in supporting physicians working in the community in meeting their obligations regarding occupational health and safety, psychological and physical health and safety, and violence prevention, and in creating and maintaining safe work environments.

1. For the purpose of supporting community-based physicians in this regard, the parties agree to fund and support SWITCH BC to undertake project(s) to support these efforts over the term of this Memorandum of Agreement.
2. The costs of this support will be paid from the funds set out in Part E., sections 1.a. and 1.b.ii. below.
3. A Community Physician Health and Safety Oversight Group, consisting of three Ministry representatives and three Doctors of BC staff or physician representatives, will be established in order to provide governance and oversight for the work undertaken by SWITCH BC under this Memorandum of Agreement.

E. Funding

1. The Ministry will provide funding in the amounts outlined below. The PPHSWG will allocate its funding to provincial projects managed by PPHSWG and to each Regional Physician Health and Safety Working Group in accordance with its Terms of Reference.

SWITCH BC will allocate its funding in support of community-based physicians and pursuant to direction from the Community Physician Health and Safety Oversight Group.

- a. Effective April 1, 2025: \$2.0 million per year in ongoing annual funding.
- b. Effective April 1, 2026, a further \$2.5 million per year in ongoing annual funding for a total of \$4.5 million in ongoing annual funding, to be allocated as follows:
 - i. \$2.8 million per year in ongoing annual funding to the PPHSWG to allocate to provincial projects and to each Regional Physician Health and Safety Working Group.
 - ii. \$1.7 million per year in ongoing annual funding to the Community Physician Health and Safety Oversight Group.

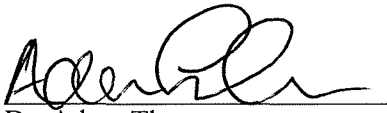
F. Resolution of Disagreements

If any of the parties has a concern respecting this Memorandum of Agreement, the parties directly impacted (e.g. Doctors of BC and a Health Authority) will meet to attempt to resolve the issues. If they cannot resolve the issues, the matter will be resolved in the same manner as set out in Article 22.1 of the 2025 Physician Main Agreement for resolution of Provincial Disputes.

G. Termination

This Memorandum of Agreement shall have the same term as, and shall terminate concurrent with, any termination of the 2025 Physician Main Agreement.

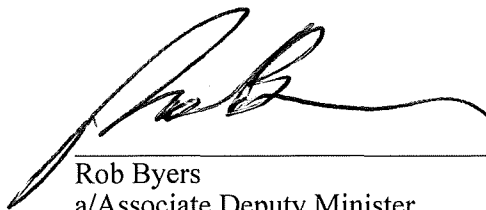
Dated this 1st day of April 2025



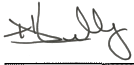
Dr. Adam Thompson
President
Doctors of BC



Anthony Knight
Chief Executive Officer
Doctors of BC



Rob Byers
a/Associate Deputy Minister
Health System Policy & Planning
Ministry of Health



Dermot Kelly
President and CEO
Fraser Health Authority



Kathryn MacNeil (Jul 15, 2026 12:05:23 PDT)

Kathy MacNeil
President and CEO
Vancouver Island Health Authority



Ciro Panessa (Jul 15, 2026 12:39:55 PDT)

Ciro Panessa
President and CEO
Northern Health Authority



Sylvia Weir (Jul 15, 2026 13:23:31 PDT)

Sylvia Weir
President and CEO
Interior Health Authority



Paul Mochrie (Jul 15, 2026 14:27:40 PDT)

Paul Mochrie
President and CEO
Provincial Health Services Authority



Vivian Eliopoulos (Aug 13, 2026 10:27:57 PDT)

Vivian Eliopoulos
President and CEO
Vancouver Coastal Health Authority