

MEMORANDUM OF UNDERSTANDING

2025 REGIONAL AND LOCAL ENGAGEMENT

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**”)

Public Sector Governance and Accountability

The Ministry and Health Authorities have taken important steps to strengthen governance and accountability in the health system in British Columbia, including:

- Developing principles to strengthen accountability, promote cost control, and ensure public sector entities operate in the best interests of taxpayers.
- Regularly setting out government's strategic priorities for the health system as part of Ministry annual Service Plans

There is an ongoing desire to strengthen and clarify relationships, both across the public sector and within the health sector, in order to promote strategic collaboration and ensure public funds are spent in a responsible manner.

Strengthening the Relationship with Physicians

Within this context, the Ministry and Health Authorities are committed to and mutually accountable for clarifying and strengthening their relationship with physicians at provincial, regional, and local levels.

At the provincial level, the parties have agreed to continue a Memorandum of Understanding with the aim of improving engagement and dialogue between senior executives of the Ministry, Health Authorities, and the Doctors of BC through a number of key points of contact and senior level committees.

At the regional and local levels, Health Authorities are working to establish and improve relationships with community-based family practice physicians through Divisions of Family Practice and Collaborative Services Committees.

With respect to physicians who have privileges to practice in Health Authority facilities and programs, the *Hospital Act*, *Hospital Act Regulation* and respective Health Authority medical staff rules and bylaws set out the framework for the governance of medical staff and the relationship between Health Authorities and physicians. Within this governance framework, Health Authorities will take the following actions to strengthen relationships with physicians practicing in their facilities and programs:

- a. Support the improvement of medical staff engagement within Health Authorities through local medical staff association structures, so that medical staff:
 - i. views are more effectively represented;
 - ii. contribute to the development and achievement of Health Authority plans and initiatives, with respect to matters directly affecting physicians;
 - iii. prioritize issues significantly affecting physicians and patient care; and,

- iv. have meaningful interactions with Health Authority leaders, including physicians in formal Health Authority medical leadership roles.
- b. Improve processes locally within Health Authority programs and facilities as well as provide physicians with appropriate information to allow for more effective engagement and consultation between physicians and Health Authority operational leaders.
- c. Support physicians to acquire, with continued or expanded Joint Clinical Committee funding support, the leadership and other skills required to participate effectively in discussions regarding issues and matters directly affecting physicians and their role in the health care system.

The parties commit that the Ministry's Health Workforce Policy & Planning Division and Doctors of BC Departments of Engagement and Quality Improvement, and Economics, Advocacy and Negotiation will play a key role in continuing to support both the Health Authorities and physicians in successfully implementing this Memorandum.

Health Authorities and physicians are mutually accountable for the quality of their relationship with the goal of providing high quality health care services. The actions to be taken by Health Authorities set out in this Memorandum will continue to be incorporated into the Ministry's accountability letters to Health Authority Boards and Executives and will continue to be subject to ongoing monitoring and reporting for the period of this agreement. Further, the quality of engagement and consultation and mutual accountability of the parties will be the subject of ongoing dialogue at a senior level through the various points of interface identified in the Memorandum of Understanding on Provincial Engagement.

Regional and Local Engagement Initiative

1. The Specialist Services Committee (SSC) will be responsible for developing payment and other financial support mechanisms, in line with the *Joint Clinical Committee Administration Agreement*, to enable facility-based Specialists, Family Physicians, and Physicians paid under Alternative Payment Arrangements to participate in this engagement process, including:
 - a. the hiring of Engagement Partners, per the terms of the Joint Clinical Committee Administrative Agreement, to support physicians, working in consultation with Health Authorities to improve local medical staff association structures, and thereafter to provide support to physicians as required to ensure effective participation of physicians in these structures.
 - i. Engagement Partners will not function as representatives in the relationship between Health Authorities and physicians.

- b. providing funding to qualified local medical staff association structures, for the purpose of facilitating effective engagement and consultation between physicians and Health Authority leaders.
 - c. support for EHR engagement, to the exclusion of funding for required EHR training, which remains the responsibility of each Health Authority.
- 2. The appropriate Joint Clinical Committee will provide funding to support facility-based Specialists, Family Physicians, and Alternative Paid Physicians developing leadership and other skills necessary for effective, collaborative working relationships with health care managers, administrators, and other health care workers.
- 3. In order to qualify for funding under paragraph one above, local medical staff association structures must:
 - a. demonstrate a capacity for accepting and managing funding and reporting on expenditures;
 - b. demonstrate a composition, governance, and decision-making structure that can effectively represent its members' interests; and
 - c. work closely with the Health Authority on the development of the representative structure(s) to facilitate effective interaction with Health Authority operational leaders.
- 4. At the discretion of the local medical staff association structures the annual funding provided is to be used exclusively for the following purposes:
 - a. governance/administration costs of the local medical staff association structures;
 - b. compensation of physicians for their time in participating in internal meetings and in meetings with Health Authority/facility representatives in relation to this specific SSC engagement initiative; and
 - c. other costs contributing to the objectives of this Memorandum, including for activities related to EHR medical staff engagement.
- 5. The annual funding may not be used for the following purposes:
 - a. advertising with the exception of physician recruitment ads;
 - b. compensation for clinical services;
 - c. purchase of real estate and vehicles;
 - d. purchase of clinical equipment;

- e. donations to charities or political parties; and
 - f. meeting attendance that is presently required as part of maintaining privileges.
6. The above funding criteria may be amended and additional funding criteria may be established by the SSC in consultation with Health Authorities through the Leadership Council (or its successor). The SSC may take into consideration the availability of funding, the size of local medical staff association structures, and other criteria that the parties consider relevant.
 7. Funding to support the Regional and Local Engagement Initiative will be as per the renewed Physician Main Agreement.

Consultation

Health Authorities will commit to consult and engage with medical staff on regional and local issues including the following:

- a. Issues of importance to the medical staff;
- b. Health Authority decisions on planning, budgeting, and resource allocation directly affecting the medical staff;
- c. Significant decisions affecting physicians and the delivery of physician services;
- d. The working environment for physicians, including the physical and psychological safety of physicians working in Health Authority facilities;
- e. Matters referred by the Board of Directors, CEO, or Medical Advisory Committee;
- f. Medical Staff Bylaws and Rules;
- g. Ensuring professional and collegial communications with health administrators, other physicians, and members of the inter-professional health care team;
- h. Quality and cost improvement opportunities;
- i. Physician access to processes and resources that provide timely feedback on variations and the level of quality of clinical care in a way that will help to optimize patient outcomes;
- j. Quality improvement projects, including quality assurance projects, identified by the Health Authority, Local Medical Structure, Joint Clinical Committees, Physician Quality Assurance Steering Committee, Health Quality BC, or other;

- k. A culture that supports appropriate and constructive physician advocacy for both patients and changes to the health care system; and
- l. The implementation of new provincial initiatives that require service delivery planning and resource allocation that directly impact the medical staff.

Roles and Responsibilities

Nothing in this Memorandum limits the authority of the Ministry or Health Authorities to make decisions with respect to any matters within their purview.

Nothing in this Memorandum limits the responsibilities of medical staff, Health Authority medical leadership, and administration arising from Health Authority bylaws and rules.

Nothing in this Memorandum limits the representation rights of the Doctors of BC as provided for in the Physician Main Agreement.

Separate Agreement

This Memorandum is a separate and distinct agreement, and its construction is not to be influenced or affected by the provisions of the Physician Main Agreement (PMA), except as provided in this Memorandum. This Memorandum does not apply to any issues of physician compensation addressed in the PMA. The general provisions of the PMA do not apply to this Memorandum. For greater certainty, and without limiting the generality of the foregoing, the following provisions of the PMA have no application: (i) Articles 20 through 23; and (ii) Articles 26 and 27.

Resolution of Disagreements

If any of the parties has a concern respecting this Memorandum, the CEO of the Doctors of BC, the Deputy Minister of Health, and/or the Health Authority CEO(s) will meet to attempt to resolve these issues. Failing resolution, there are no further steps under this Memorandum to address such concerns.

Termination

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

- a. The Doctors of BC will survey facility-based physicians to measure engagement under this Memorandum between January 1, 2028, and June 30, 2028.

- b. The Doctors of BC, the Ministry and the Health Authorities will meet between July 1, 2028, and December 31, 2028, to discuss the results of the Doctors of BC survey and any other issues related to engagement and the operation of this Memorandum. The parties may agree on amendments to this Memorandum.
- c. If the parties are not able to agree on amendments to this Memorandum, if any, either the Doctors of BC, or the Ministry and the Health Authorities, through Leadership Council (or its successor) may give notice to the other parties on or after January 1, 2029 of the termination of this Memorandum, in which case this Memorandum will terminate on March 31, 2029.

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 16, 2026 10:37:48 PDT)
Kathy MacNeil
President and CEO
Vancouver Island Health Authority

Ciro Panessa

Ciro Panessa (Jul 15, 2026 14:54:21 PDT)

Ciro Panessa
President and CEO
Northern Health Authority

Sylvia Weir

Sylvia Weir (Jul 15, 2026 14:00:35 PDT)

Sylvia Weir
President and CEO
Interior Health Authority

Paul Mochrie

Paul Mochrie (Jul 15, 2026 14:29:38 PDT)

Paul Mochrie
President and CEO
Provincial Health Services Authority

Vivian Eliopoulos

Vivian Eliopoulos (Aug 13, 2026 10:29:26 PDT)

Vivian Eliopoulos
President and CEO
Vancouver Coastal Health Authority