

July 13, 2026

Dr. Adam Thompson, President
Doctors of BC
115-1665 West Broadway
Vancouver BC, V6J 5A4

Re: Physician Respectful Workplace/Disciplinary Process

As per the agreement reached between the Government and the Doctors of BC in the recently concluded 2025 Physician Main Agreement negotiations, the undersigned Health Authorities and Providence Health Care, if they have not already done so, agree to adopt policy and/or changes to the Medical Staff Rules such that physicians who are required to attend a formal meeting with the Health Authority regarding respectful workplace and/or disciplinary matters will be notified in advance of their option to have a colleague from the medical staff, Doctors of BC or CMLPA attend the meeting with the physician.

For the purposes of this letter, a formal meeting is one where expectations will be set with respect to the physician's behaviour and failure to meet those expectations will have consequences, and the outcome of the meeting will be formally and permanently documented with the health authority. For clarity, a formal meeting does not include informal discussions, investigatory meetings for the purposes of fact-finding in which no disciplinary decision will be made, or situations where immediate action is needed to protect patient care and/or staff/medical staff/volunteer safety.

Sincerely,

Ralph Belle

Ralph Belle (Jul 15, 2026 15:04:15 PDT)

Dr. Ralph Belle
Vice President, Medicine
Fraser Health Authority

Sean Virani

Sean Virani (Jul 23, 2026 08:57:25 PDT)

Dr. Sean A. Virani
Vice President, Medical and Academic Affairs
Provincial Health Services Authority

Ben Williams

Ben Williams (Jul 20, 2026 09:08:38 PDT)

Dr. Ben Williams
Vice President, Medicine, Quality, Research
& Chief Medical Officer
Island Health

Roger Wong

Roger Wong (Jul 15, 2026 16:52:24 PDT)

Dr. Roger Wong
Vice President, Medicine and Academic
Affairs
Vancouver Coastal Health Authority

Ronald Chapman

Ronald Chapman (Jul 15, 2026 16:50:32 PDT)

Dr. Ronald Chapman
Vice President, Medicine
Northern Health

Harpreet Chauhan

Harpreet Chauhan (Jul 21, 2026 10:17:29 PDT)

Dr. Harpreet Chauhan
Vice President, Medical Affairs
Providence Health Care

MA

Dr. Mark Masterson
Vice President, Medicine
Interior Health Authority