

DOCTORS OF BC PARENTAL LEAVE PROGRAM

The following outline will assist you in understanding and completing your application for benefits.

Eligibility Requirements

You are eligible for benefits under the PLP if you were paid by the Medical Services Plan on a fee-for-service, sessional basis, under a non-salaried service contract or under Longitudinal Family Physician (LFP) Payment Model in the calendar year prior to the commencement of your leave, or in the 12 months prior to your leave start date.

Eligible income does not include:

Salary, Administrative, Learning and Teaching related, Resident/Fellow Salary, MOCAP, ICBC, WCB, Privately Funded, Federally Funded, Premium Top-ups, Retention, Stipends, Expense Reimbursements.

If you are receiving maternity, pregnancy or parental leave benefits from another program, you will not be eligible for parental leave benefits under this program.

Overview of the Program

- The program covers leaves taken as a result of pregnancy (including delivery by a surrogate) of you or your spouse, or adoption of a child.
- You may start your leave up to 12 weeks prior to the expected due date or placement date of your child
- If starting your leave after the birth date, the leave start date must be within 17 weeks of the birth date.
- Parental leave benefits are payable for a maximum of 17 weeks.
- You can break up your 17-week benefit entitlement. If you must return to work before you have declared 17 weeks of benefits, you will have up to 52 weeks from your leave start date to claim the remaining benefits available to you.
- Physicians, who are married or living common law, can apply for benefits concurrently or consecutively.
- Benefits will be equal to 50% of your average weekly eligible income (MSP fee-for-service and/or sessional billings and/or payments under a non-salaried service contract) during the calendar year prior to the commencement of your parental leave or 12 months prior to your leave start date, to a maximum of \$1,300 per week (for leave starting after March 31st 2023).
- A benefit will not be paid if your benefit amount is \$25.00 or less per week.
- A full benefit is payable for weeks in which you bill 0-2 hours of eligible fee for service, sessional or service contract income.
- 50% of your regular benefit amount will be payable for any week in which you bill 3-15 hours.
- If claiming a partial week, it counts as one of the 17 week entitlement and the remaining amount for that week is forfeited.
- A benefit will not be paid for any week in which you bill over 15 hours.
- If a disability benefit is being claimed, the PLP benefit cannot be claimed for the same week.
- Benefits are payable bi-weekly via direct deposit to your bank account following online declarations.
- The benefit is taxable and a T4A will be issued to you in February for benefits payments received in the previous calendar year.
- If you are incorporated, benefit payments can be made to your corporate bank account and a T4A will not be issued.

Application Package

The application package for the Doctors of BC Parental Leave Program includes the following:

- Application for Benefit
- Consent and Declaration Form
- Direct Deposit Form

Note: If married/ common law physicians are both claiming benefits, each must complete an Application form.

Membership Dues Reduction

You are eligible for a membership dues reduction if your Parental Leave will be greater than 3 months. The dues are reduced at different rates depending on the total amount of time away from work (3-6 months, 6-9 months, 9-12 months). The application form has a field to enter the total months of leave (this includes any weeks outside of the 17 week entitlement). If you have not paid your membership dues, please wait until the reduction has been processed before doing so. If dues were paid already, a pro-rated refund will be issued.

Administration Process

Please email the following to the Doctors of BC for processing:

- A completed, signed and dated Application for Benefit must be received no later than 12 weeks following the date of your child's birth or placement.
- A completed, signed and dated copy of the Consent and Declaration Form. This serves two purposes. It confirms to the Doctors of BC that you understand and agree to abide by the terms and conditions of the program, and it permits us to access and use information about your income for purposes of the PLP.
- A completed, signed and dated Direct Deposit Form and void personal or corporate cheque. It is preferred that you add your banking information through your website account: <https://www.doctorsofbc.ca/account/banking> and select the usage 'PLP Benefit Payments'. **The only method of benefit payment will be by direct deposit to your bank account.**

Declaration of any amount you earn from the clinical practice of medicine or receive from a disability payment or another maternity, pregnancy or parental leave program during your leave must be submitted online via the Doctors of BC Website, in advance of the benefit payment due date. Payment is made only after this information has been submitted.

We look forward to receiving your application and being of assistance to you.