

Thrive in BC: Resources and supports for new-to-province physicians

June 17th, 2026

doctors
of **bc**

Poll #1



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Housekeeping



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Land Acknowledgement

Doctors of BC humbly acknowledges the traditional territories of First Nations within British Columbia and that our offices are situated on the unceded territories of the x̣ẉṃə̣θ̣ḳẉə̣ỵəm (Musqueam), Sḳẉx̣ẉụ́7̣mesh (Squamish), and sə̣ḷiḷẉə̣ṭə̣ł̣ (Tseil-Waututh) Nations. For Doctors of BC, acknowledging the traditional territories is an expression of cultural humility that involves recognizing our commitment to support the provision of culturally safe care to First Nations, Inuit, and Métis people in BC.

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Agenda

- Welcome
- Physician Business Services
- Regional Advocacy
- Rural & Remote Practice in BC
- University BC Continuous Professional Development
- MNP Accounting
- Westcoast Workplace Law
- Closing remarks
- Breakout room

Today's Speakers



Erin Cayla
Business Advisor
Fraser Valley
Physician Business
Services



Brent Weiss
Regional Advisor &
Advocate
Interior
Regional Advocacy



Christina Beck
Director, Rural,
Doctors of BC



Shaun Howe
CPA, CA, MNP



Leanne Walsh
Lawyer, Mediator,
Investigator
West Coast Workplace
Law



**Charlotte
Humphries**
UBC CPD



**Angela
Wagner**
UBC

Physician Business Services

June 17th, 2026

Erin Cayla, Business Advisor



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What is Physician Business Services?

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Physician Business Services

Who We Are

- We are a dedicated team committed to providing accessible business resources for our physician members, including both Family Physicians and Specialists across the province.

What We Do

- We provide a range of services tailored to support physicians at every stage of their career journey. Our aim is to support physicians and their staff in managing their practices more efficiently. By reducing the administrative burdens that physicians face, we enable them to concentrate on patient care and other essential tasks throughout their careers.

How We Achieve This

- We offer support and resources through multiple channels, including one-to-one support with our regional business advisors and group education with our billing advisor. Additionally, we offer several toolkits and educational resources, including webinars and articles, in our Business Corner.

Starting a Business

- ✓ Business Planning
- ✓ Financial Planning
- ✓ Incorporation
- ✓ Registrations
- ✓ Clinic Set-Up
 - ✓ Finding Facilities
 - ✓ Technology
 - ✓ Equipment

Starting In Practice

- ✓ Finding Practice opportunities
- ✓ Licensing and Enrolment
- ✓ Billing and Payment Models
- ✓ New to Practice Technology and Finance
- ✓ Professional Development and Learning Opportunities
- ✓ New to Province Checklist

Managing Your Office

Explore this section

Agreement Templates



Business Planning Toolkit



Contingency Planning



Grants and Funding



Human Resources Toolkit



Workplace Requirements & Information



Business Corner

September

14

2026

5:30 p.m. – 6:30 p.m.

**Feedback that Fuels Growth:
Creating a Culture of Learning and
Boundaries**

[Read More](#)

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[Pay & Contracts](#) [Advice & Support](#) [Insurance & Benefits](#) [Advocacy & Policy](#) [About Us](#) [News & Events](#) [Q](#)

[Home](#) [Advice and Support](#) [Business Support](#) [Business Corner](#)

Business Corner

To help doctors access key tips and guidance on running a business, we've created a bank of resources, and have partnered with industry experts to provide a variety of educational events.

Upcoming events

Visit the [events calendar](#) for upcoming business-related events.

Articles and resources

Explore articles and recordings of past webinars.



OCTOBER 29, 2025 | BUSINESS CORNER

Artificial Intelligence: Supercharging your clinic's efficiency

[Read More](#)



OCTOBER 15, 2025 | BUSINESS CORNER

Recorded webinar: Building resilient medical corporations

[Read More](#)



JULY 2, 2025 | BUSINESS CORNER

Recorded webinar: Promoting physician mental wellness

[Read More](#)

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Case Study

- The initial request: To explore resources available to support a physician relocating from the UK to BC.
- Met over Zoom while the physician was still in the UK, resources shared after this meeting were:
 - Starting in Practice resources, including the new to British Columbia checklist
 - Discussed common agreement templates used in group practice settings
 - Shared our Business Corner with the recording of our first Thrive in BC webinar along with information on upcoming webinars
 - Explored the Member Exclusive Programs with the physician. These included, MD Financial and Scotiabank along with ClubMD
 - Discussed visiting the Welcome to BC website, along with the comprehensive Newcomers Guide
- We have met several times since their arrival in BC. They have been introduced to other Doctors of BC support areas and are settling in well at their new clinic.

Find us on the Website

The screenshot shows the 'doctors of bc' website. The top navigation bar includes 'Contact Us', 'Join Us', and 'Log in'. The main navigation menu features 'Pay & Contracts', 'Advice & Support' (circled in red), 'Insurance & Benefits', 'Advocacy & Policy', 'About Us', and 'News & Events'. The 'Advice & Support' dropdown menu is open, listing 'Business Support', 'Doctors Technology Office', 'Physician Health Program', and 'Practice Supports'. The 'Business Support' item is highlighted in blue, and its sub-menu is visible, containing 'Business Support Overview', 'Business Corner', 'Starting in Practice', 'Starting a Business', 'Managing Your Office', and 'Closing Your Practice'. On the left side of the dropdown, there is a description: 'Advice & Support. Access physician, business, and practice supports.' and an 'Overview' link with a right arrow. At the bottom of the dropdown, there is a light blue bar with a right arrow icon and the text 'Browse resources to help you start your practice.', and a close button (X) on the right.

Business Advisors



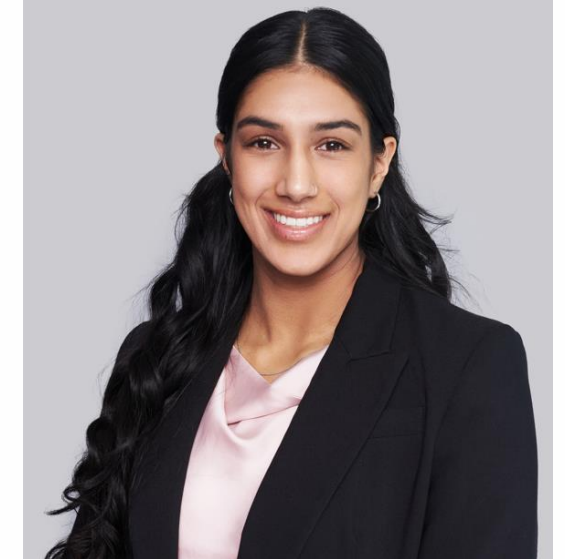
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Billing Advisor



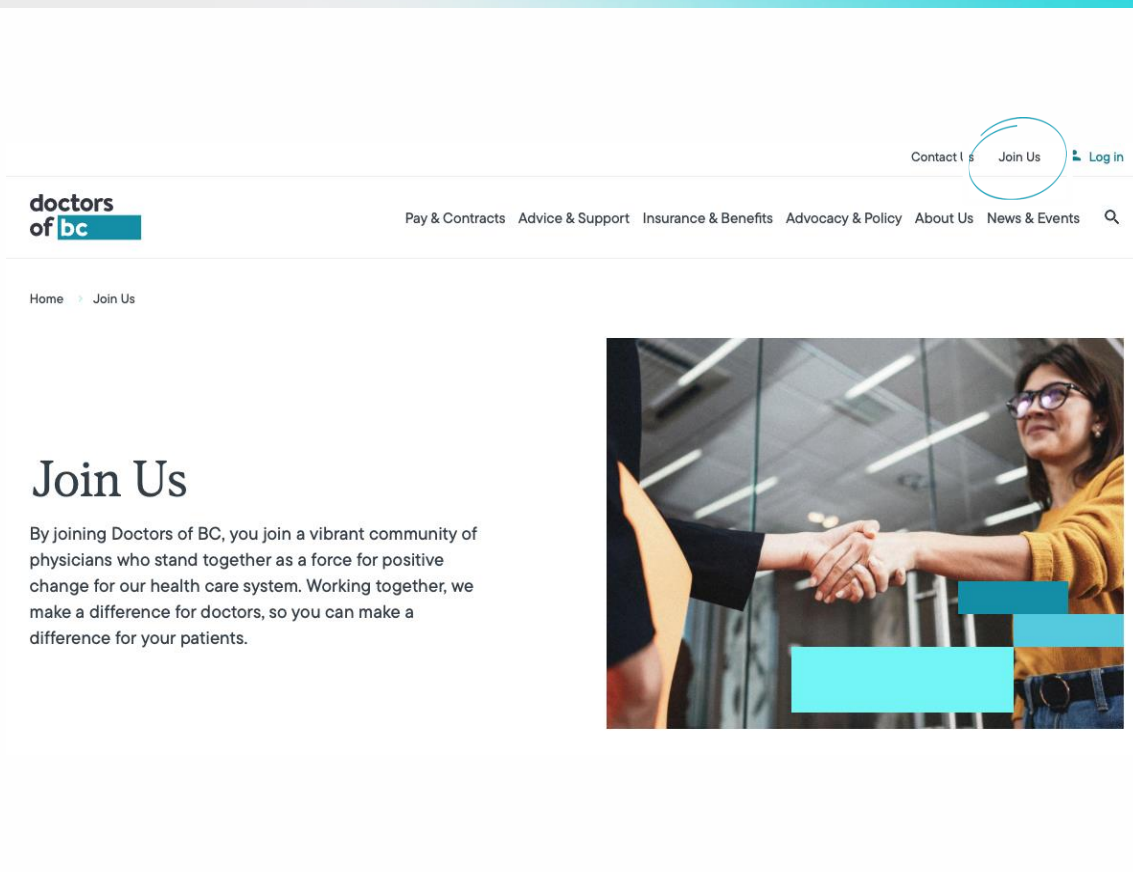
Collin Croft
Billing Advisor
ccroft@doctorsofbc.ca

- ✓ Provide Billing educational opportunities to physician groups
- ✓ Create Fee-for-service billing resources
- ✓ Support Sections on complex Fee-for-service billing concepts

business.services@doctorsofbc.ca

Join Us

- Continued Medical Education
- Canadian Medical Protective Association Rebates
- Club MD/Venngo Discounts
- Telus Mobility Home & Office Services
- MD Financial Management & Scotiabank Healthcare+



Questions?

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A healthcare professional in blue scrubs is measuring a patient's blood pressure. The patient is seated and wearing a blue long-sleeved shirt. The healthcare professional is standing and holding a blood pressure cuff on the patient's arm. The background shows a clinical setting with a computer monitor and some posters on the wall. There are three teal-colored rectangular overlays: one on the left side containing the text 'Poll #2', one at the bottom center, and one at the bottom right containing the text 'doctors of bc'.

Poll #2

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Regional Advocacy

Presented by: Brent Weiss
RAA - Interior

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What we do

Advocate



- Physician Discipline
- Respectful Workplace
- Local/Regional/Provincial Issues
- Physical & Psychological Safety

What we do

Advocate



- Physician Discipline
- Respectful Workplace
- Local/Regional/Provincial Issues
- Physical & Psychological Safety

Inform



- PMA Questions
- Contract Options
- HA Engagement Survey
- DoBC Initiatives

What we do

Advocate



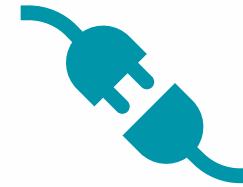
- Physician Discipline
- Respectful Workplace
- Local/Regional/Provincial Issues
- Physical & Psychological Safety

Inform



- PMA Questions
- Contract Options
- HA Engagement Survey
- DoBC Initiatives

Connect



- Doctors of BC Insurance Team
- Negotiations Support
- Physician Health Program
- Audit & Billing

What we do

As a physician

- Managing difficult relationships
- Understanding health authority processes
- Access to DofBC supports
- Contracts

For your department - facility

- Strategy
- Wellness, health and safety
- DoBC Initiatives
- Provincial issue escalation

For your Health Authority

- Board and representative assembly access
- Physician Master Agreement
- Engagement Survey

RAA Case Examples



Reviewing Contracts Before or After Signing

"I was excited to start and signed my contract right away before my move — I didn't realize I should have Doctors of BC review it first – what should I do?"

Understanding Payment Models (FFS, LFP, NTP)

"I thought LFP and FFS were basically the same. It wasn't until I started billing that I realized how different the requirements are."



Using DoBC Data Sharing Agreement Templates

"I am moving clinics and I was never asked to sign a data-sharing agreement — how will I bring my patients along now? I wish I had known there were templates available."

Connecting to Local Supports (Divisions, JCC, SSC, Shared Care)

"I felt professionally isolated at first. Once I connected with my local Division and Shared Care, things became much easier."

RAA Case Examples



Reviewing Medical Staff Rules & Bylaws

"I didn't read the Medical Staff Bylaws closely — later I found out I had specific on-call and committee obligations I wasn't prepared for."

Understanding Membership Benefits & Dues

"I wasn't sure what my membership dues actually covered until I needed support — then I realized how much was available."



Accessing Billing Supports

"My first few months of billing were overwhelming. The cheat sheets and MSC resources would have saved me hours of stress."

Accessing Wellness Supports (Physician Health Program)

"I didn't think I needed wellness support — until I was completely burned out. I wish I had reached out to the Physician Health Program sooner."

Regional Advocacy Team



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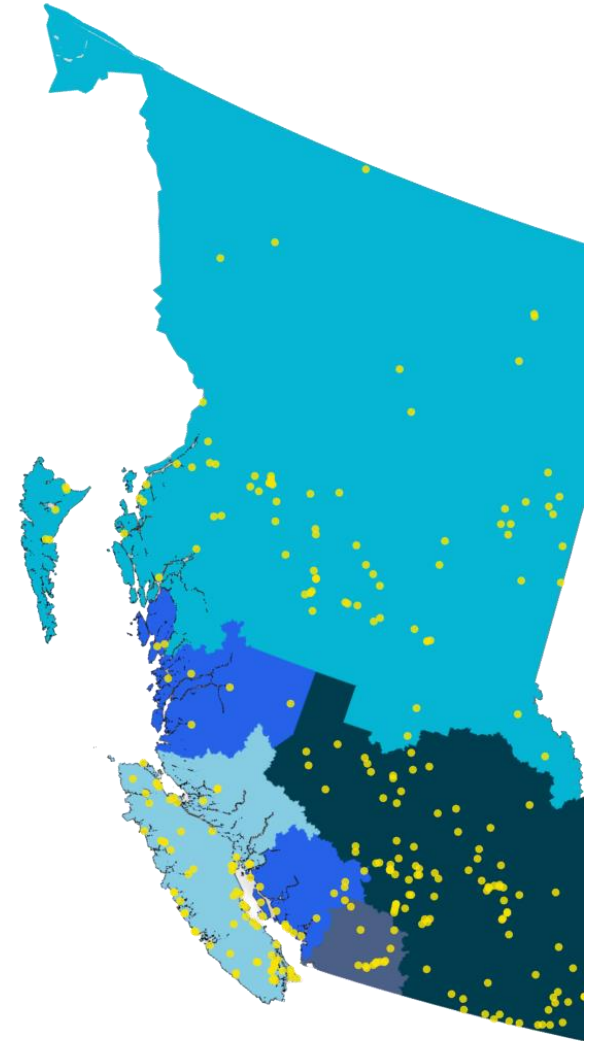
Supports for Rural & Remote Practice in BC

CHRISTINA BECK, DIRECTOR, RURAL ISSUES

JUNE 2026



More than 200 rural communities in BC



Rurality in BC

- Defined by RSA* points assigned to each community
- Higher points = More rural
- Points determined eligibility for rural benefits

*RSA = Rural Subsidiary Agreement



Support for eligible rural physicians



Rural Fee Premium

Up to 30% of annual billings



Rural Training

Education for CME needs



Recruitment Incentive

\$5k-\$20k rural recruitment signing bonus



Flat Fee

Annual payment for living & practicing in rural community



Locums for Rural BC

Support for locum coverage



Isolation Allowance

\$5k-\$75k annual payment to provide medical services in eligible communities

Support for eligible rural communities



Recruitment Contingency Funding

Funding to assist with
site visits and moving
costs



Rural Emergency Enhancement Fund

Funding of up to
\$200k/year per
emergency dept. to
support access



Rural Obstetrical & Maternity Sustainability

Funding for maternity &
obstetrical care in rural
communities

Family physician recruited to New Denver

RSA / Community Names
New Denver

Health Authority

Coastal	Interior	Nisga'a
Fraser	Island	Northern

Rural Coordination Centre OF BRITISH COLUMBIA

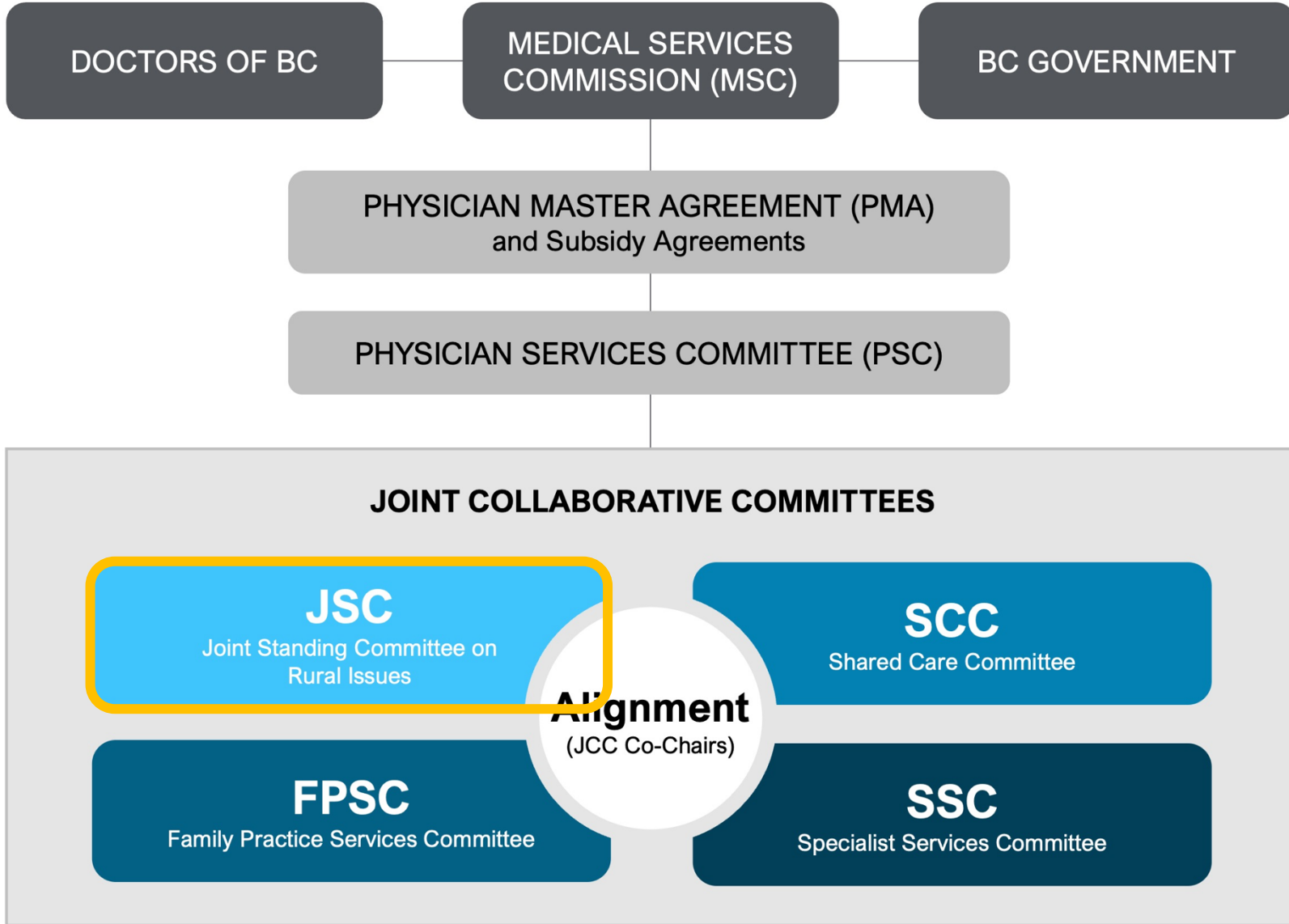
Community Details

Community Name	New Denver
RSA Name	New Denver
RSA Designation	A
Health Authority	Interior
Population	473
Connector	
Division	Kootenay Boundary Division of Family Practice

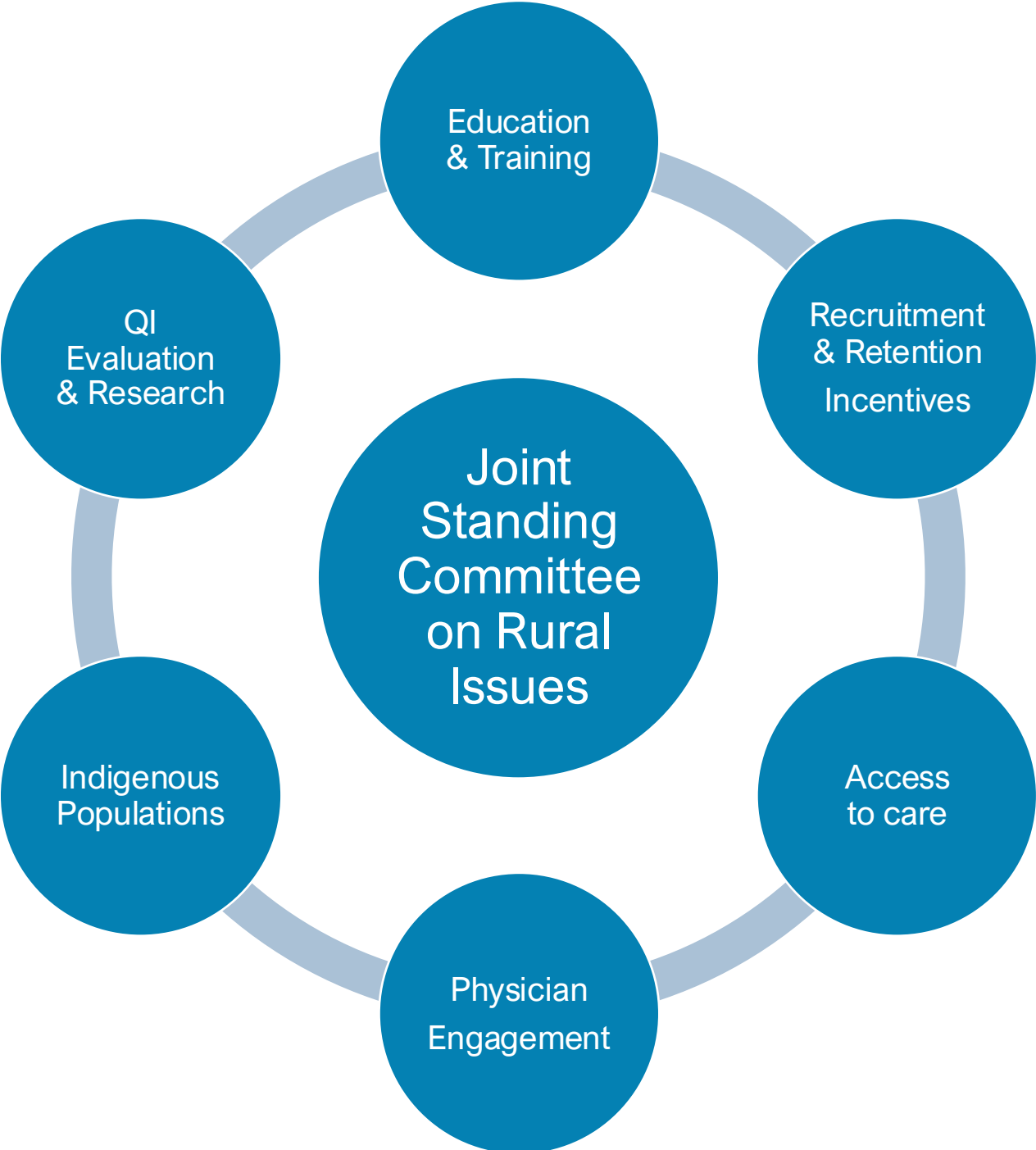
Microsoft Bing

Rural Incentives

Clinical earnings (FP full scope service contract)	\$377,640
Recruitment Incentive (signing bonus)	\$20,000
Recruitment Contingency Fund (moving costs)	\$9,000
Rural fee premium (RRP)	\$85,120
Days of locum coverage (Locums for Rural BC)	43 (max)
Rural Emergency Enhancement Fund (REEF)	\$65,000 (max)
Rural continuing medical education (RCME)	\$1,320
Flat Fee (Incentive for living and working in rural)	\$34,206
Reimbursement of CMPA out of pocket costs	50%
Total approx. earnings after 1st year of practice	\$552,287



JSC Priority Areas



RCCbc: helping new rural physicians connect to practice

The Rural Coordination Centre of BC (RCCbc) is a JSC-funded rural network that helps physicians connect with peers, teams, learning opportunities and real-time supports across rural BC.



Clinical peer support RTVS

Real-time peer support for rural providers by phone or Zoom, including emergency, maternity/newborns, pediatrics, critical care/internal medicine and overnight hospital support pathways.

Rural practice networks

SPRUce, GRIM, ROAM

Peer and team-based networks that support rural pediatrics, internal medicine and maternity care, with a focus on connection, shared learning and sustainable local care.

Learning and connection

RCME Community Program, BC Rural Health Conference, Thriving Project

Community-led learning, rural CME, practitioner wellness and annual opportunities to meet colleagues from across BC's rural health network.



Not sure where to start? Visit rccbc.ca and explore Projects & Initiatives, or connect with us directly.



Dr Miles Marchand & Dr Todd Alec, Takla Landing
Photo by Rob Shaer, Rural Coordination Centre of BC (RCCbc)

Find out more:

- Talk to your recruiter

- JSC Website:

<https://www.collaborateonhealthbc.ca/committees/joint-standing-committee-on-rural-issues/>

- Rural Programs Guide:



RURAL PROGRAMS

A GUIDE TO THE RURAL PHYSICIAN PROGRAMS IN BRITISH COLUMBIA
Updated April 2024



Family Practice Service Committee Provincial Mentorship Program

- Comprehensive 1:1 mentorship support from an experienced family physician.
- Mentorship and networking opportunities for both new and experienced family physicians across the province to build confidence and expand their scope of practice in these streams:



Longitudinal Family
Practice



Locums in
Longitudinal Family
Practice



Long-Term Care



Inpatient Care



Pregnancy and
Newborn Care

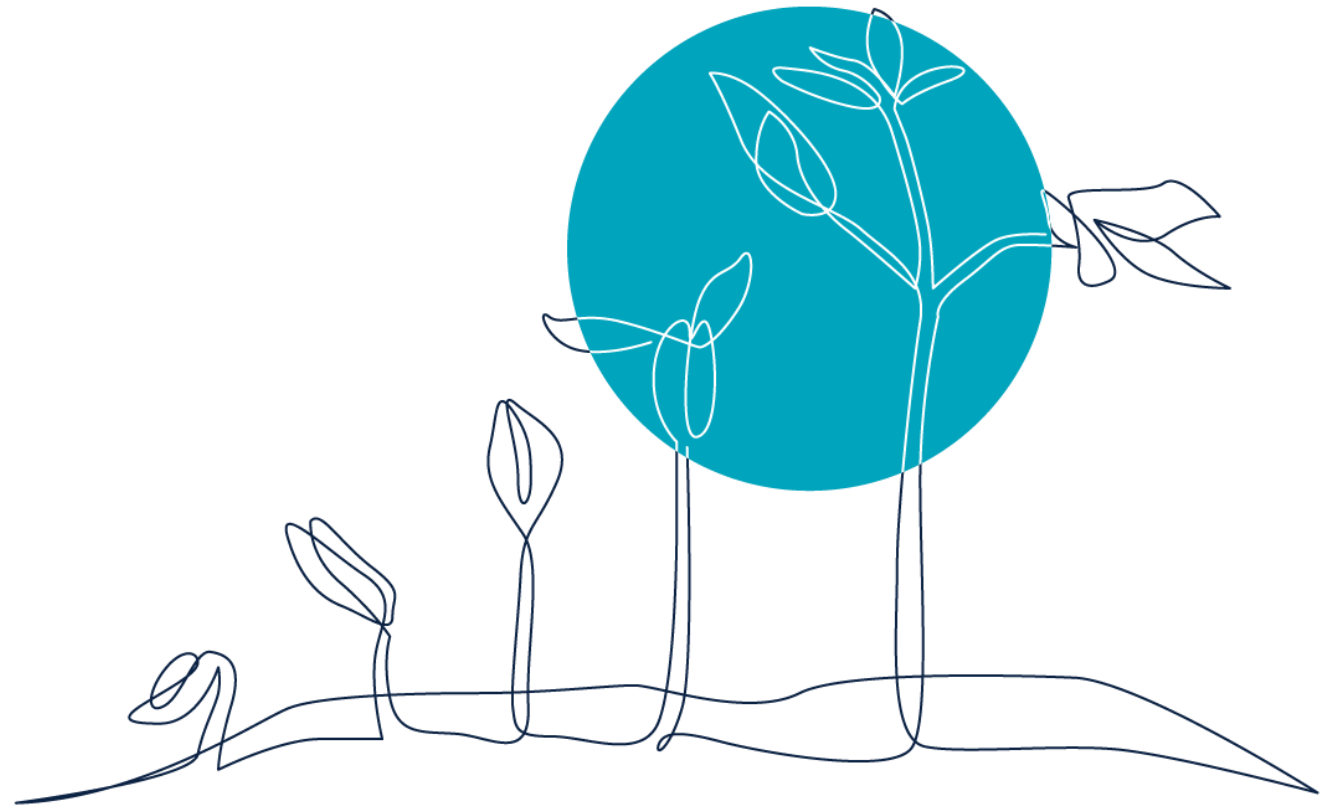
- **Compensation:** Individualized support for up to 5 hours of 1:1 mentorship for both family physician mentee and mentor compensated at the hourly JCC sessional rate (up to 2 hours for mentees in the locum stream) for each program stream.
- Opportunities to connect with peers and mentors both locally and provincially through virtual learning sessions.
- Questions? Contact: fpscmentoring@doctorsofbc.ca or visit our website: <https://fpscbc.ca/what-we-do/clinical-supports/fpsc-provincial-mentorship-program>

UBC CPD

Personalized Supports for New to Province Physicians

Angela Wagner, Personal Learning Plans

Charlotte Humphries, IMG Peer Support Network



THE UNIVERSITY OF BRITISH COLUMBIA

Continuing Professional Development

Faculty of Medicine

JOINT COLLABORATIVE COMMITTEES

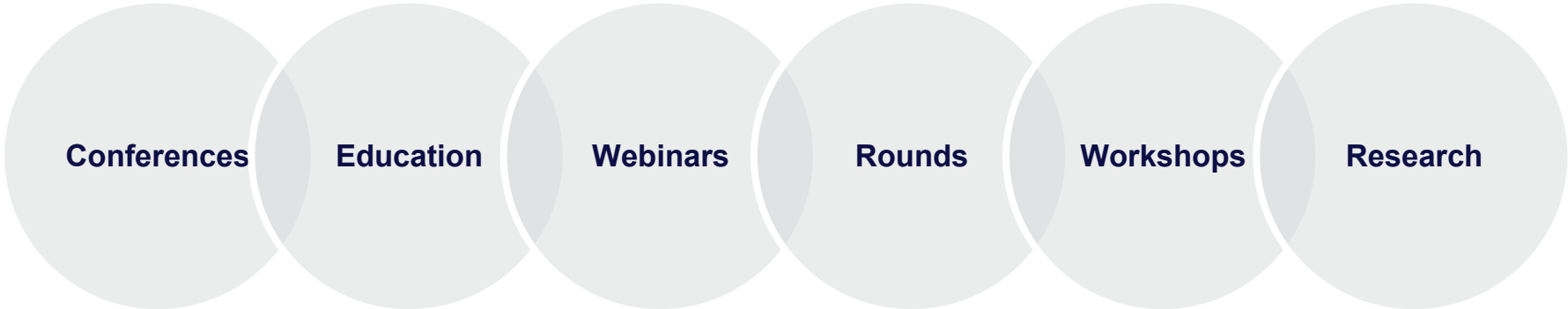
LAND ACKNOWLEDGMENT

We acknowledge that we work on the traditional, ancestral and unceded territory of the Skwxwú7mesh (Squamish), xʷməθkwəy̓əm (Musqueam), and Səl̓ilwətaʔ/Selilwitulh (Tsleil-Waututh) Nations.



UBC CPD
Medicine
CONTINUING
PROFESSIONAL
DEVELOPMENT

CONTINUING PROFESSIONAL DEVELOPMENT



Personal Learning Plans

IMG Peer Support Network



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LEARNING PRIORITIES



Transition to practice & navigating the BC Health Care System



Practice management, billing & EMR Support



Wellness, balance & career development



Communication & team-based care



Clinical skills & patient care (emergency skills, pain management, geriatrics, medication prescribing)



UBC CPD
Medicine
CONTINUING
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DEVELOPMENT

BC PHYSICIAN INTEGRATION PROGRAM

Purpose

Supports practice-eligible international medical graduates (IMGs) in successfully transitioning into medical practice within BC's health care system.



Who It's For?

Eligible physicians who:

- Completed postgraduate training outside of Canada, and
- Have less than 12 months of independent practice experience in Canada

Program Highlights

- Orientation to the BC health care system
- Flexible online learning modules
- Practical information and resources to support your transition to practice
- Combination of required and optional learning activities

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BC PHYSICIAN INTEGRATION PROGRAM

Core Learning Activities

eLearning

1. Billing
2. Opioid Prescribing
3. Landscape of Health Care
4. Continuous Learning & Practice Improvement
5. WorkSafeBC & ICBC
6. Practice Management
7. Physician Wellness for IMGs

Orientation Conference

Optional Learning Activities

eLearning

8. Advanced Billing for Family Medicine

Personal Learning Plans

IMG Peer Support Network



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PERSONAL LEARNING PLANS



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PERSONAL LEARNING PLANS

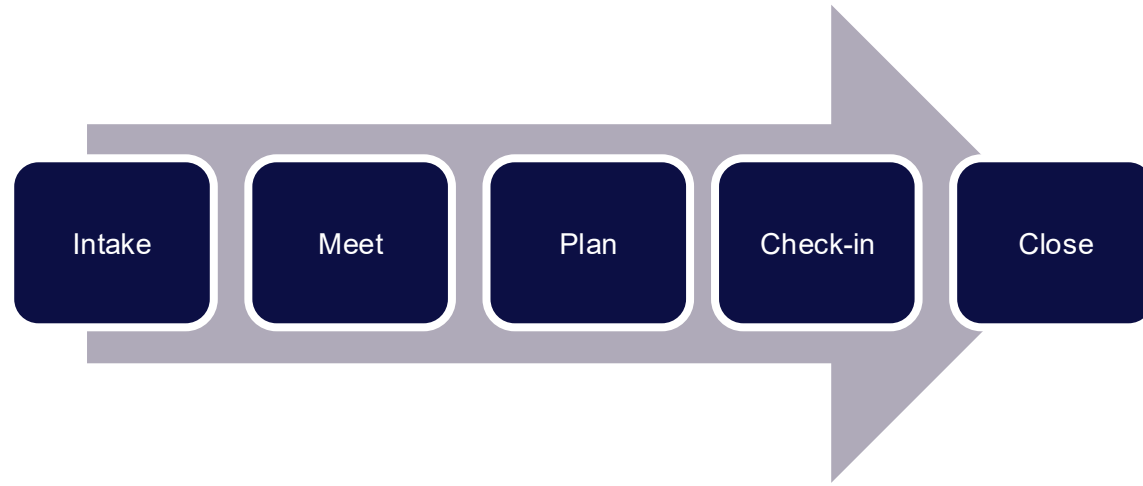
- Start with a conversation
- Co-create what matters to you
- Ongoing support
- Confidential and non-reporting



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Contact us: cpd.learningplans@ubc.ca

PERSONAL LEARNING PLANS



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Up to 20.0 Mainpro+ Certified Assessment/MOC Section 3 SIM

IMG PEER SUPPORT NETWORK



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IMG PEER SUPPORT NETWORK

- **One-to-one mentoring/coaching** combined with group learning sessions
- **Free professional development** group sessions
- **Get support with**
 - Adjusting to the BC health care system
 - Billing
 - Legal aspects of practice
 - Chronic pain management
- Confidential, Non-reporting
- CME credits: up to 12 Mainpro+ / MOC Section 3 credits



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HOW TO GET INVOLVED

Are you an International Medical Graduate (IMG) looking for support during their first 5 years of practice in BC? **Apply to be a mentee/coachee.**



Are you a physician who wants to support the newest physicians to British Columbia (BC)? **Apply to be a mentor or coach.**

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Program intakes are every September and March.



COACHING AND MENTORING PROGRAM (CAMP)

- Flexible, personalized coaching and mentoring tailored to rural physicians' goals and practice context
- Fosters peer connections in rural practitioners networks to help improve practice and increase confidence



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Rural physicians get access to up to 35 hours of mentorship and CME credits



STAY CONNECTED WITH US

GET THE LATEST CPD IN YOUR INBOX




Subscribe to the **UBC CPD mailing list** for learning opportunities for health professionals in BC and beyond — Accredited conferences, eLearning, workshops, webinars and more.

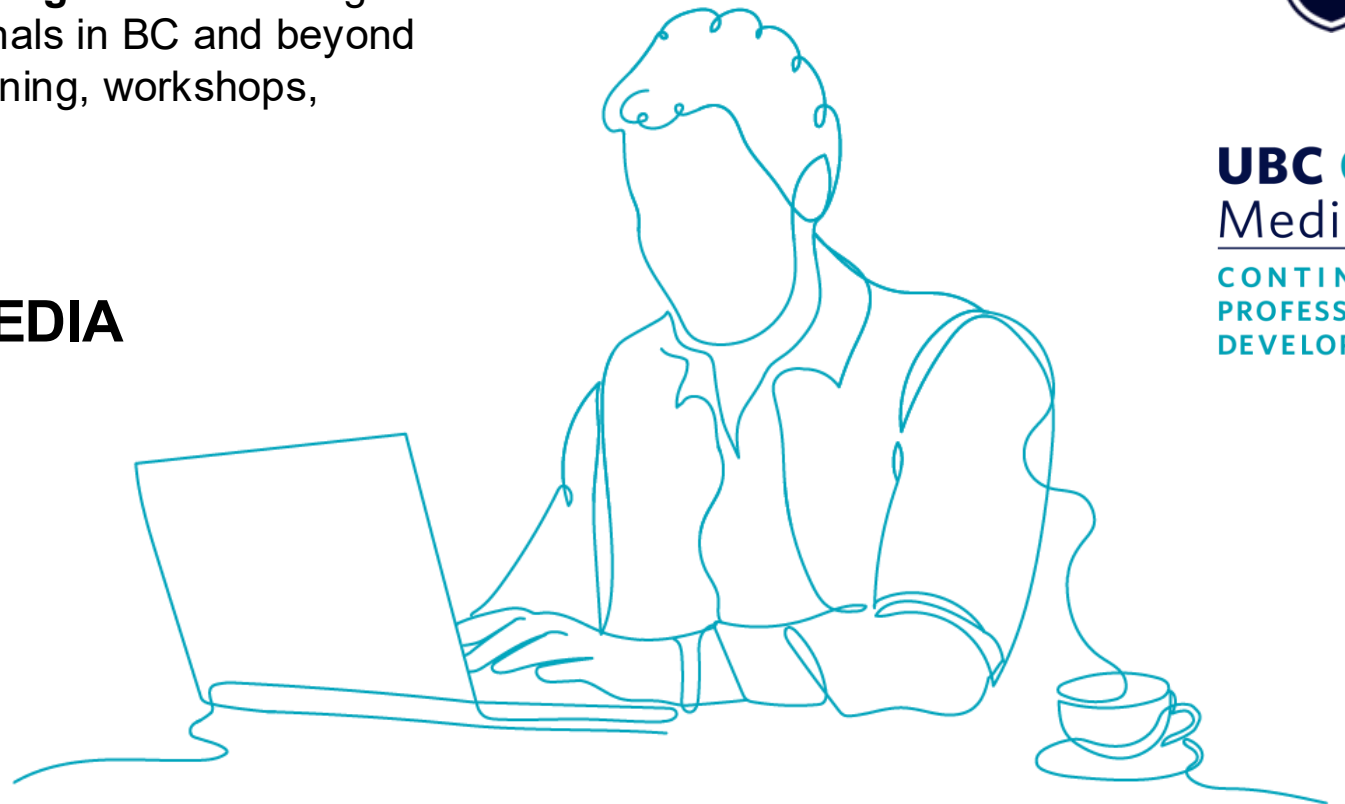
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 Website – ubccpd.ca



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Presented by:
Shaun Howe, CPA, CA
Jigisha Rana, CPA, CGA

Student

Practicing

Mature Practice

Succession

Thrive in BC

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The material presented today and contained in these slides contains a general overview of the subject, is provided solely for educational purposes and may not be applicable to a specific case, set of circumstances or facts. This material is based on laws and Business that are subject to change and is current as of the date of publication. This information contained in this presentation is not comprehensive and should not be adopted without regard to other relevant information and the particulars on any client's situation. Please feel free to contact your local MNP Professional for advice specific to your circumstances.

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Professional Cycle
DELIVERING MORE AT EVERY STAGE.



Agenda

- Transition to Canada from a tax perspective
- Canadian and foreign tax obligations
- Taxes in BC
 - Personal
 - Corporate
 - What do you need to know

Professional Cycle
DELIVERING MORE AT EVERY STAGE.



Transition to Canada

- Arrival return in Canada
- Departure return in foreign jurisdiction
- Consideration will need to be taken if you a U.S. citizen or green card holder
- Are you new to Canada or returning?
- Are you entering Canada for employment purpose only (temporarily)?

Professional Cycle
DELIVERING MORE AT EVERY STAGE.



Canadian and foreign tax obligations

- Foreign
 - Any filings in the foreign jurisdiction?
 - Do these filings need to continue?
 - Do you need to pay double tax?
 - U.S. citizens and GC holders will continue to be taxed as U.S. residents regardless of where they live
- Canadian
 - Personal tax returns from the date of arrival
 - Tax credits are pro-rated in year of arrival
 - Foreign tax credits may be available

Professional Cycle
DELIVERING MORE AT EVERY STAGE.



Taxes in BC

- Personal taxes are calculated on a calendar year basis
- Tax returns are due April 30 (June 15 for self employed)
- Tax status will vary depending on your work:
 - Employee
 - Taxes are withheld at source, and you will just receive your net pay
 - Taxes are filed at the end of the year, and any tax withheld is applied to the balance that is calculated
 - Limited expense deductions available
 - Self employed
 - No taxes are withheld
 - You will be responsible to report all income and pay all the tax at the end of the year, or with quarterly installments
 - Self-employed schedule allows for the deduction of expenses against your self-employed income

Professional Cycle
DELIVERING MORE AT EVERY STAGE.



Incorporation

- When does it make sense to incorporate?
 - Are you earning more than you need to live?
 - Are there other tax deferral/savings options available, such as RRSP, TFSA, FHSA, etc. (May be different if you are a US citizen)
 - Do you have any large purchases planned that will require cash flow?
 - Do you have any outstanding debt?
- Foreign tax implications
 - Incorporation planning may need to change based on your foreign status
 - U.S. individuals:
 - Holding interest in controlled foreign corporation will create exposures to additional tax and compliance requirements
 - Exposure to FinCEN 114 and 8938 reporting for foreign financial assets

Professional Cycle
DELIVERING MORE AT EVERY STAGE.



Questions?

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Professional Cycle
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Starting Practice in BC: Practical Legal Considerations for Physicians

Leanne M. Walsh

June 17, 2026



Disclaimers

- ▶ Legal information, not legal advice
- ▶ Discretion should be used
- ▶ Laws change quickly!

What Surprises Physicians About Practising in BC?

- ▶ Contractor vs Employee
- ▶ Overhead & Shared Expenses
- ▶ Governance & Decision-Making
- ▶ Partnership-Style Expectations
- ▶ Exit Obligations
- ▶ Practice Structure Variability

Questions to Ask Before Signing

- ▶ How is compensation really calculated?
- ▶ What am I financially responsible for?
- ▶ What happens if I leave?
- ▶ Who controls billing and records?
- ▶ What expectations are unwritten?

Common Issues to Review Carefully

- ▶ Unclear overhead structures
- ▶ Ongoing financial obligations
- ▶ Governance confusion
- ▶ Limited billing transparency
- ▶ Verbal promises not reflected in writing

Takeaways

- ▶ Ask questions early
- ▶ Get important terms in writing
- ▶ Clarify operational expectations
- ▶ Build the right advisory team
- ▶ Seek support before issues escalate



West Coast Workplace Law

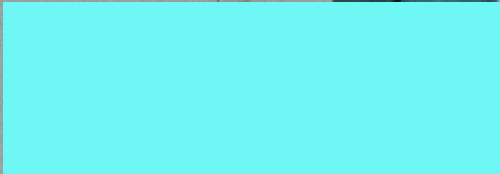
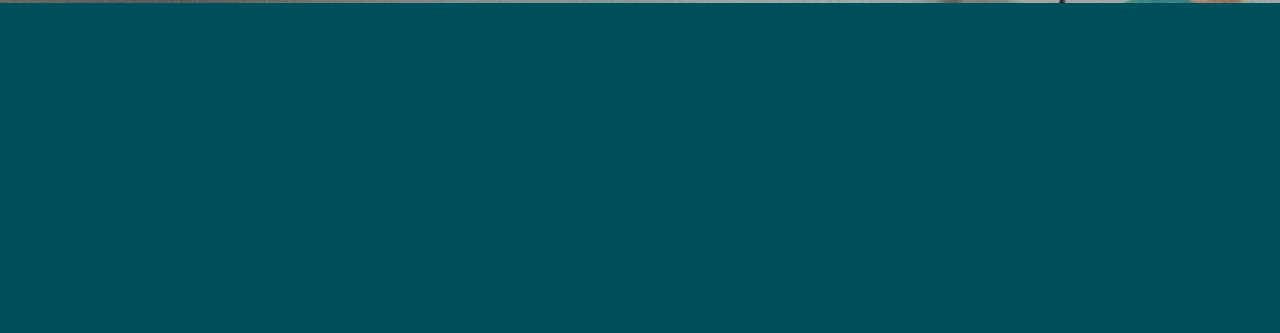
Building Better Workplaces



Poll #3

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Physician
Health
Program



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