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

November 4th, 2026

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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 xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səlilwətaɬ (Tsleil-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
- Family Practice Services Committee mentorship
- Specialist Services Committee Mentorship
- Membership
- Dr. Galanopoulos / Dr. Hull
- Breakout room



Today's Speakers



Ashley Buswell
Business Advisor Interior and North, Physician Business Services



Ana Arciniega
Regional Advisor & Advocate Fraser, Regional Advocacy



Jenny Ng
Negotiated Benefits



Nico Revola
Membership,



Anna Smith
Senior Project Coordinator, FPSC



Monica McLean
Senior Project Coordinator, FPSC



Leah Jackson
Provincial Partner, Facility Engagement



Dr.Panagiotis Galanopoulos
Physician



Dr. Amber Hull
Physician

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Physician Business Services

November 4th, 2026

Ashley Buswell, Business Advisor



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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.

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Business Advisors



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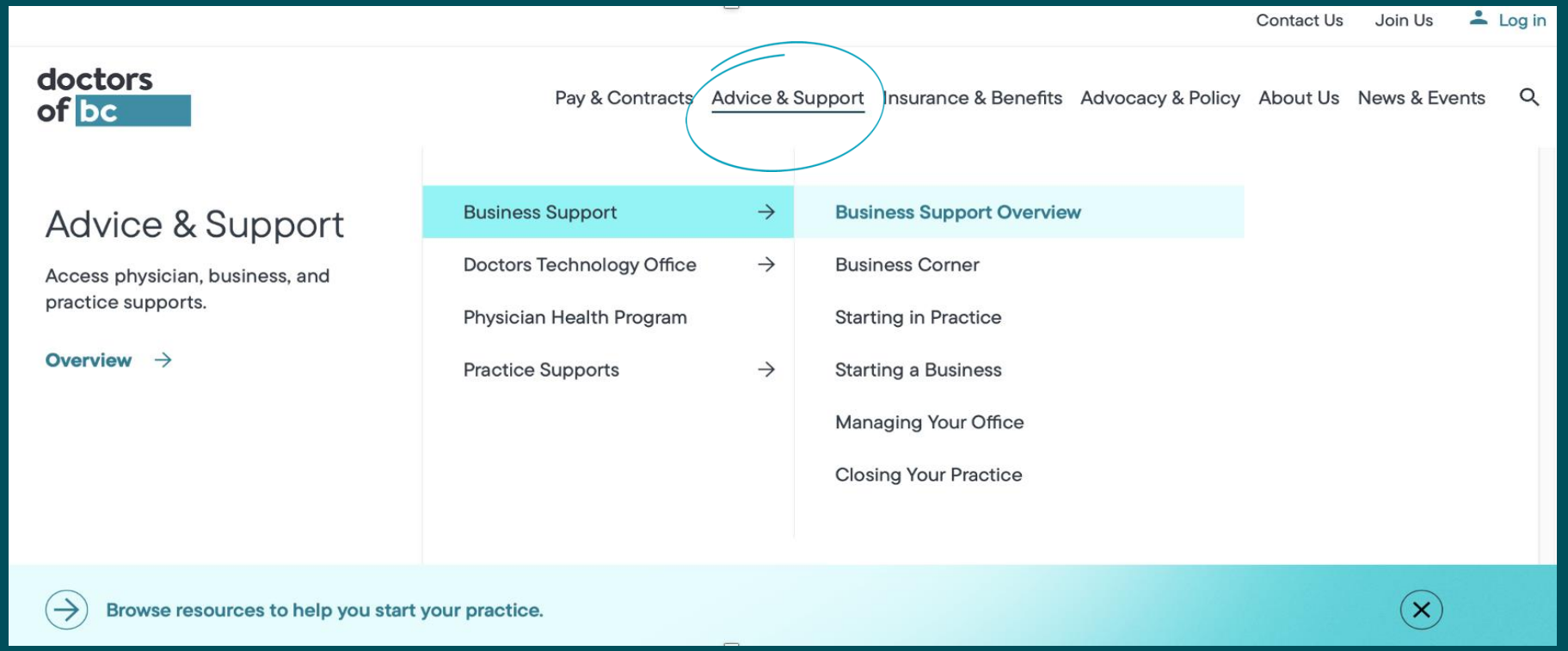
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Find us on the Website



Business Corner

November

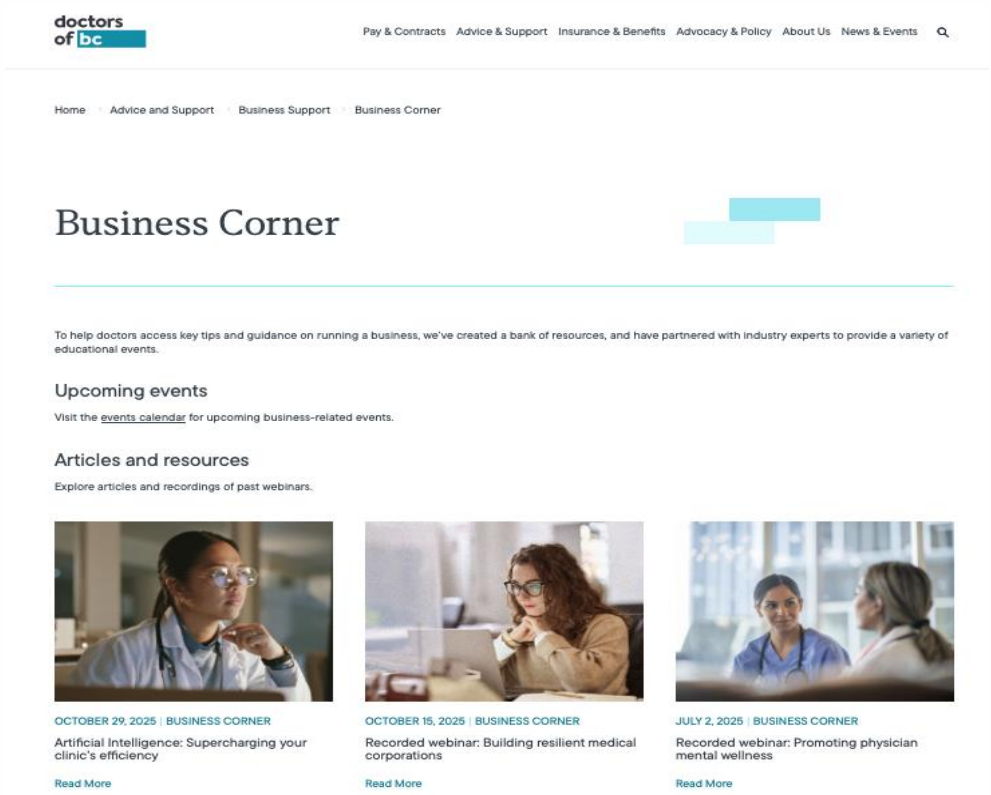
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2026

5:30 p.m. – 7:30 p.m.

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

Read More



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
  - ✓ Prior to moving to BC
  - ✓ 0-6 months in BC
  - ✓ 6-12 months in BC
  - ✓ 12+ months in BC

Starting a Business

- ✓ Business Planning
- ✓ Financial Planning
- ✓ Incorporation
- ✓ Registrations
- ✓ Opening a Clinic Checklist

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Managing Your Office

Explore this section

- Agreement Templates
- Contingency Planning
- Grants and Funding
- Human Resources Toolkit
- Workplace Safety

Health Authority Contracts

Doctors of BC Negotiations Department

- ✓ Negotiates Physician Main Agreement (PMA) on behalf of physicians with the BC government
- ✓ Does NOT negotiate physician to physician contracts
- ✓ Negotiates contracts between physicians and Health Authorities
  - ✓New to Practice (NTP) Contracts
  - ✓Group Contracts – Emergency Department, Maternity, etc.

Negotiations@doctorsofbc.ca

Physician to Physician Agreements

Physician Business Services Department

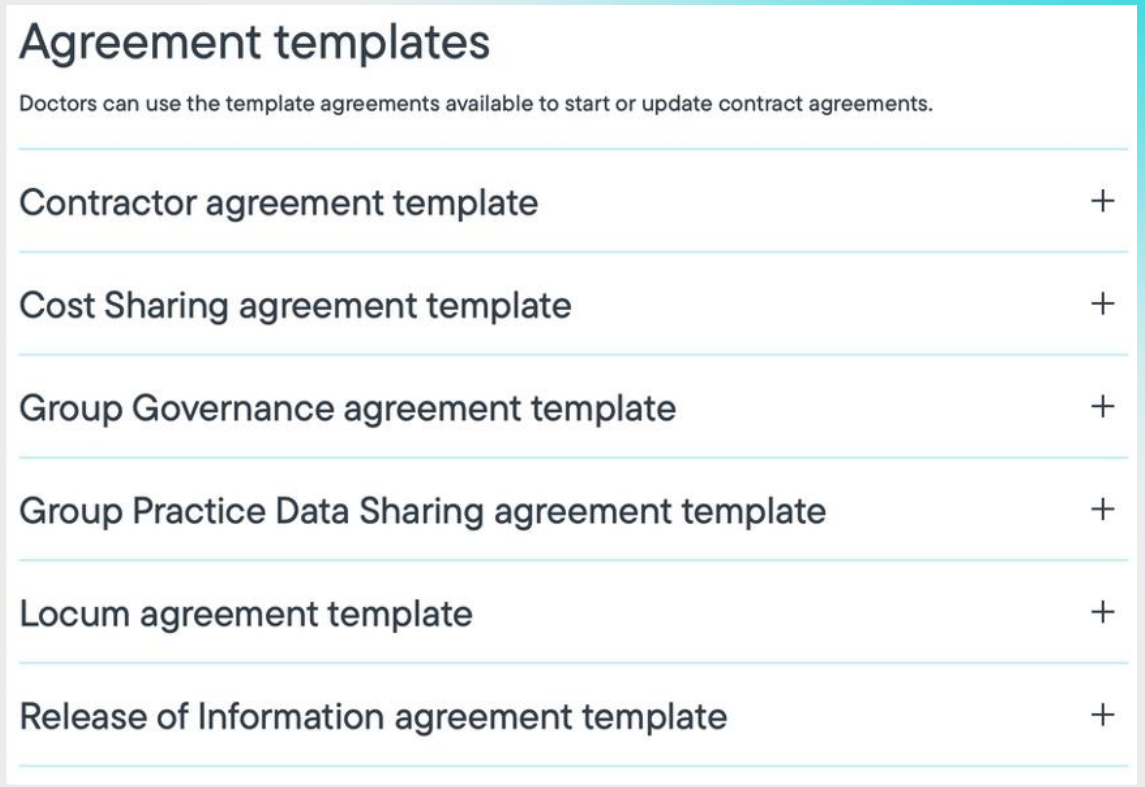
- ✓ Contractor
- ✓ Cost Sharing
- ✓ Group Governance
- ✓ Group Practice Data Sharing
- ✓ Locum
- ✓ Release of Information

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Physician to Physician Agreements

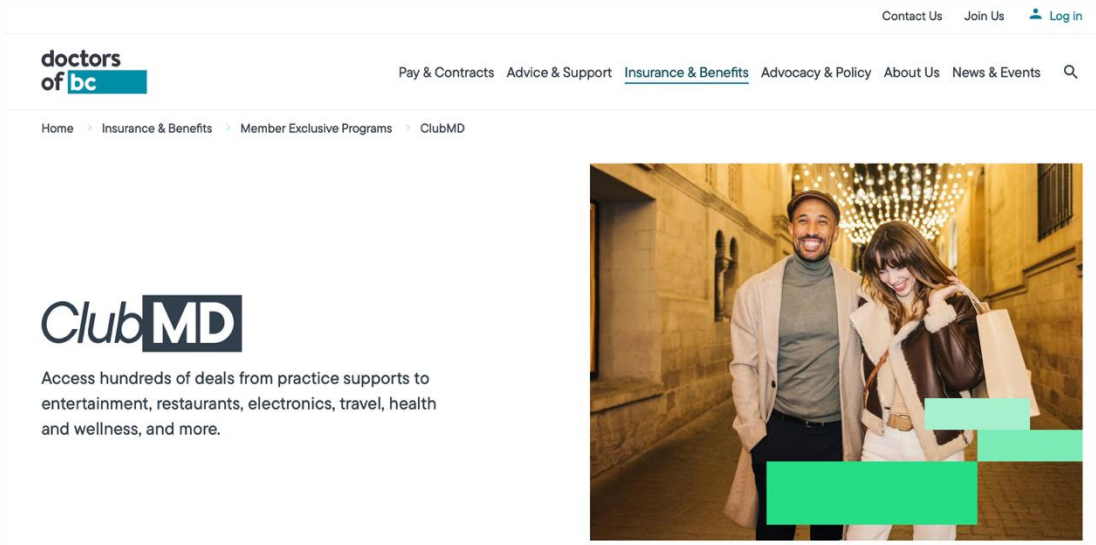
- Reach out to your local Business Advisor for guidance
- Written contract NOW can minimize stress in the future
- Gives each party a clear understanding of terms and conditions
- Questions and considerations to include:
  - Expected schedule and permitted holiday time
  - Timeline for holiday requests
  - Locum coverage
  - Medical record ownership
  - Notice period for termination of contract/agreement
  - EMR transfer costs in the event of a relocation
  - Cost sharing and overhead contributions
  - Schedule for payment of MSP billings to physician
  - Policy for short term or long term absences



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Club MD & Venngo

- Discounts with 4 legal teams that regularly work with physicians
- Discounted rated with MNP Accounting Firm
- Deals on entertainment, resturants and travel
- Partners with Telus for exclusive rates on mobility, home and office services
- MD Financial Management & Scotiabank Healthcare+



Questions?

Contacts

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Poll #2

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Regional Advocacy

Presented by: Ana Arciniega
RAA - Fraser

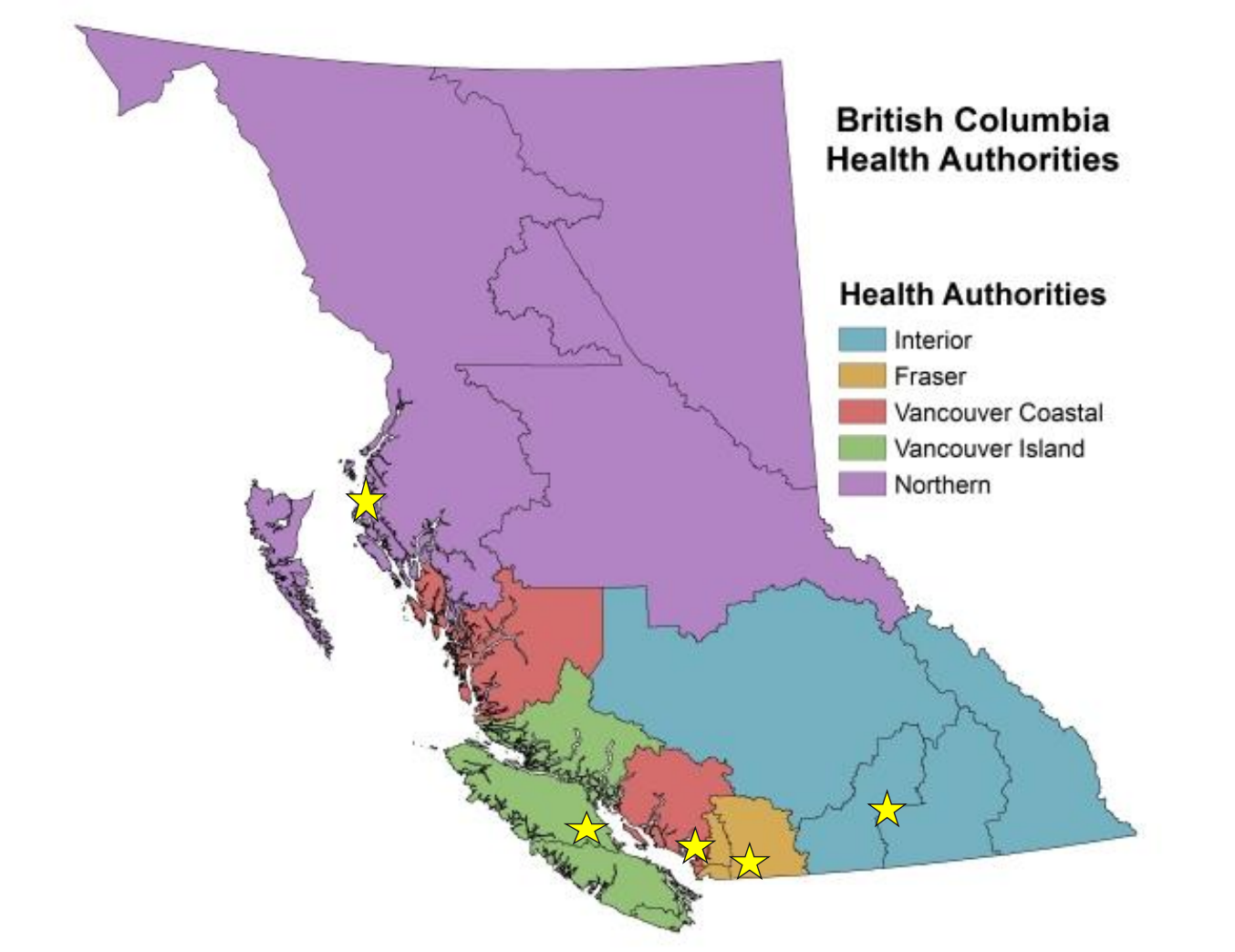
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Regional Advocacy

- The Regional Advisor & Advocate team started in 2014
- We help physicians navigate complex systems, amplify their concerns, and find a path forward.
- We are on your side and want to see you succeed!

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Better. Together.





Michelle Pele
North



Brent Weiss
Interior



Ana Arciniega
Fraser



Jeevan Sangha
Vancouver & Coast



Christine Strang
PHSA



Leanne Blumer
Island

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Advocate



- Physician discipline
- Respectful workplace
- Local/Regional/Provincial Issues
- Physical & Psychological Safety

Inform



- PMA Questions
- Contract options
- HA Engagement Survey
- DoBC initiatives

Connect



- MSP, ICBC & Worksafe
- Negotiations support
- Physician Health Program
- Audit & Billing

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Case Examples

- Respectful Workplace
- Workplace culture challenges
- Issue escalation
- Difficult conversations related to relationships, operations or decisions impacting your work

Any other concerns that come to mind for you? Feel free to enter in the chat!

Regional Advocacy Team



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Family Practice Services Committee (FPSC)

Provincial Mentorship Program

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 Joint Clinical Committees sessional rate (up to 2 hours for mentees in the locum stream) for each program stream.

FPSC Provincial Mentorship Program: Eligibility Criteria

- Registered and fully licensed family physician with the College of Physicians and Surgeons of British Columbia in good standing *or* a member of Nurses and Nurse Practitioners of BC (mentees);
- Be a member with a Division of Family Practice;
- Commit to defined mentorship hours (up to 5 hours for each mentee; up to 2 hours for each mentee in the longitudinal locum stream).

Stream-specific criteria:

- Hospital privileges are required if providing inpatient care in hospital (*Inpatient Care stream only*).
- May require hospital privileges if providing full maternity care in hospital (*Pregnancy & Newborn Care stream only*).

Mentor-specific criteria:

- Have a minimum of 5 years of active clinical experience in the relevant setting(s).
- Knowledge in the clinical practice stream, local systems, workflows, and interdisciplinary care models.
- Foster a safe learning culture.

Mentee-specific criteria:

- A family physician or nurse practitioner who is new to, and working in:
  - Longitudinal family practice
  - As a locum in longitudinal family practice
  - Long-term care
  - Inpatient care
  - Pregnancy and Newborn care

Program Participants





MENTORS: 52

MENTEES: 66

FPSC Provincial Mentorship Program: Learning Sessions

- Virtual presentations on various topics.
- Topics related to at least one of the program streams (e.g., Longitudinal Family Practice, Long-Term Care).
- Most presentations will be led by family physicians.
- 1.5 hours in length. Includes time to discuss the topic with other family physicians.
- This activity has been certified by the College of Family Physicians of Canada and the British Columbia Chapter for up to 1.5 Mainpro+® Certified Activity credits.

Our Team



Anna Smith, Senior Project Coordinator



Monica McLean, Senior Project Coordinator

Contact us: fpscmentoring@doctorsofbc.ca or visit us through the FPSC website



Connection • shared experience • practical support

Specialist Peer Mentorship

Four approaches that connect physicians with peers for learning, support and wellbeing.

01 **Consultant Specialist Team Care**

Successful specialists from previous cohorts can mentor future participants in implementing team care models in their community practices.

02 **Facility Engagement**

Funding available through local Medical Staff Associations to support engagement among medical staff and between medical staff and HA partners.

03 **Specialist Wellbeing (SWELL)**

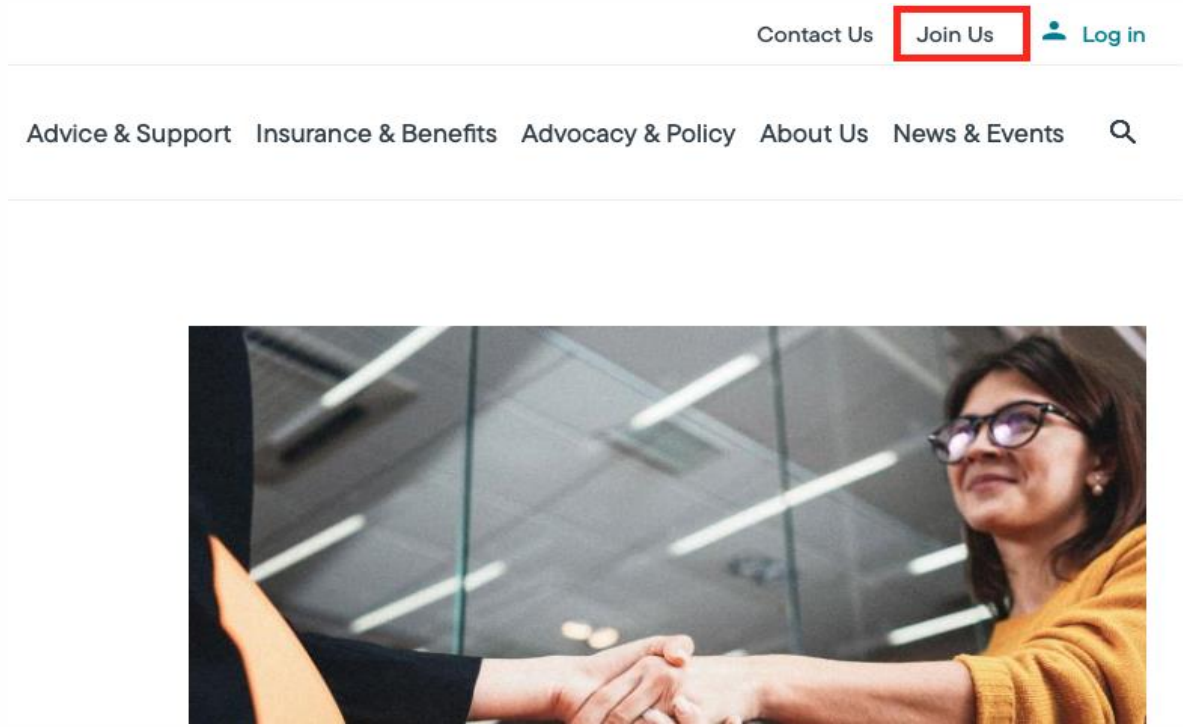
Rheumatology peer mentorship pilot spanned 2 years, using a collaborative mentorship model and matching process

04 **Physician Quality Improvement (PQI)**

Physician QI specialists teach and mentor colleagues to fix the pebbles in their shoes, using proven methodology.

A shared foundation: trusted relationships between physician peers

Join Us


Contact Us
Join Us
Log in
Advice & Support
Insurance & Benefits
Advocacy & Policy
About Us
News & Events

Benefits of Membership

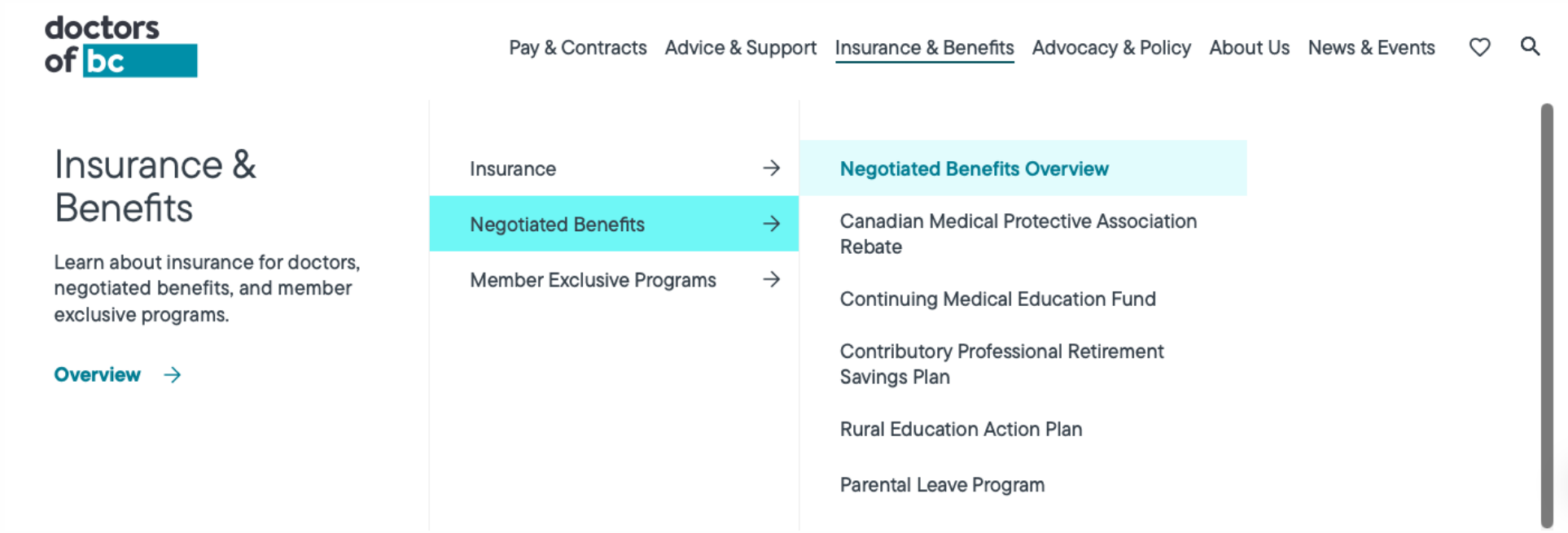
- Ability to vote in elections
- Negotiated Benefits
- Competitive Insurance Plans
- Club MD / Venngo - Offering discounts such as Hotels, Car Rental, Sporting Events, Electronics, Shows and much more.
- Telus Phone Plans
- Opportunity to join Specialist Sections and Societies that represent unique interests in medical specialties
- BC Medical Journal Subscription

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Negotiated Benefits



Negotiated Benefits





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Physician Health Program



Dr. Panagiotis Galanopoulos

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Critical advice around pacing, workflow autonomy, and protecting work-life boundaries:

- **Own Your Global Perspective (You Are Not "Less Than"):** Adjusting to a new administrative environment is daunting, but international training brings immense value. Many global systems work remarkably well, and your outside vantage point is a major asset. Never confuse local administrative complexity with clinical insufficiency.

- **Prepare for System Fragmentation:** Bureaucracy varies widely across jurisdictions. Sitting equidistant between three different health authorities in East Vancouver, the sheer volume of disparate forms and referral pathways was an eye-opener that required deliberate management.

- **Go Slow Early to Build for Longevity:** Take time in the beginning to establish durable workflows. Don't just inherit someone else's setup—curate your own templates, set realistic visit times, and balance in-clinic versus phone/remote care deliberately.

- **Track Your "Pyjama Time":** You are now compensated for administrative and indirect care time, but it still drains your personal life if left unchecked. Measure and log it closely to maintain healthy professional boundaries.

- **Collaborative Practice & Mutual Mentorship:** A large, multi-practitioner clinic makes year one infinitely smoother through daily curbside support. Pairing with residents is equally powerful: you offer clinical and academic experience, while they share real-time operational intel on the local referral landscape.

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Dr. Amber Hull

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Leaving Home

- Stage 1: Pre-contemplative
- Stage 2: Contemplative
- Stage 3: The Moment of Decision
- Stage 4: Telling Others / Disclosure
- Stage 5: In the Thick of It (The Legal / Practical Reality)
- Stage 6: Getting Out / Rebuilding
- You may experience fear, anxiety, grief, frustration, uncertainty, guilt, sadness, hope, joy, loss.

What's your Why?

- Corporate and private equity interests (US)
- Prior Authorization and Administrative Burnout
- Political conflicts/Legal environment
- Cost of malpractice insurance and general business expenses
- Safety of family and children
- Educational environment/cost of education
- Public hostility (personally or professionally)
- Peacefulness of your life (broadly defined)

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Job search

- Location, lifestyle and cost-of-living
- Private vs Public
- Specialty vs General Practitioner
- HealthMatch BC
- Teaching opportunities
- Reaching out to local clinics who are Values Aligned
- Understanding contracts and payment structures

Immigration Logistics

- Medical Council of Canada
- College of Physicians and Surgeons BC
- Medical Services Plan (MSP)
- Service Canada
- Health Authorities/Work Permit
- Provincial Nominee Program- 6 months to apply for PR (not subject to foreign buyers tax on real estate)
- Immigration, Refugees and Citizenship Canada (IRCC)
- Canadian Medical Protective Association (CMPA)
- Continuing Medical Education (CME) reporting
- Maintenance of US Board Certification/Licences
- Tracking time out of county to report on citizenship application

Financial Considerations

- Talk to a cross-border tax advisor
- Consider retirement plan implications (PFICs): passive foreign investment company subjected to punitive taxation by the IRS
- CAD is weak against USD-important for ongoing USD obligations and travel
- Filing with CRA and IRS; keep moving receipts
- Cost of taxes and tax prep is significant
- Time it takes to establish new patient base and work up to new income level (without Golden Handcuffs)

New Location, New Problems

- Medicine is still a difficult profession
- Problems are different from previous ones
- Learning a new system and building a new referral network takes time and effort
- Colleagues are more collaborative (in my experience)
- Naturopathic Doctors, pharmacists and other allied health professionals fill important gaps in access to care
- Two-tiered system; similar to other places in the world

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Breakout Room

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Physician Health Program