

MEMORANDUM OF UNDERSTANDING
COLLABORATIVE GENDER-BASED FEE REVIEW

BETWEEN:

**HIS MAJESTY THE KING IN RIGHT OF THE PROVINCE OF
BRITISH COLUMBIA**, as represented by the Ministry of Health

(the “**Ministry**”)

AND:

ASSOCIATION OF DOCTORS OF BC

(the “**Doctors of BC**”)

(individually a “**party**” and collectively the “**parties**”)

Collaborative Gender Based Fee Review

The Government of British Columbia (the “**Government**”) has issued policy direction to ensure that a Gender-Based Analysis Plus (GBA+) lens will inform all stages of the policy-making process.

A component of the Government’s Gender Equity work is to expand access to health care for British Columbians, including for women and gender diverse patients.

The Government has an interest in exploring and potentially addressing whether services designed and provided for women and gender diverse patients are compensated at lower rates than similar services designed and provided for men.

Doctors of BC and various Physician Sections are also undertaking similar explorations.

Joint Collaborative Working Group

Government and Doctors of BC agree to establish a joint collaborative working group (the “**Working Group**”).

1. The Working Group will develop principles and a methodology to assess whether gender-based inequities in fees for services exist.

2. The Working Group will focus on:
 - a. inequities in fees for services provided to patients who are women or gender diverse relative to those provided to patients who are men; and
 - b. inequities in fees for services provided predominately by physicians who are women relative to those provided predominately by physicians who are men.
3. The Working Group will look at a number of different ways to assess whether gender-based inequities in fees for services exist, including the relative fee prices, or the impact on the practice patterns of physicians providing the service. Reasonable efforts will be made to appropriately account or control for other variables.
4. The Working Group will determine the scope of the initial review – i.e. which fees or sections of the Payment Schedule to review first (the “**Initial Review**”). For example, the Working Group may agree to start with a review of the most commonly used fee items.
5. The Working Group will use principles and methodology to undertake the Initial Review.
6. The Initial Review will allow the parties to assess the nature and scale of any gender-based fee inequities, as well as to refine the process and methodology for further assessment.
7. Results of the Initial Review may be shared with appropriate Sections.
8. The Working Group’s timeline to complete the Initial Review will be 1 to 2 years.
9. For clarity, it is not the parties’ intention that these timelines would block any gender-analysis-informed micro-allocation proposals that come forward before the Working Group completes the Initial Review.
10. Results of the Initial Review may be shared with the appropriate Physician Sections.

Resolution of Disagreements

11. If either party has a concern respecting this Memorandum of Understanding, that party may refer the matter to the Physician Services Committee for resolution. Failing resolution, there are no further steps under the Physician Master Agreement to address the concern.

Termination

12. This Memorandum of Understanding shall have the same term as, and shall terminate concurrent with, any termination of the 2022 Physician Master Agreement.

IN WITNESS WHEREOF the parties have executed this Memorandum of Understanding by or in the presence of their respective duly authorized signatories as of the 1st day of April, 2022

SIGNED, SEALED & DELIVERED on)
behalf of HIS MAJESTY THE KING IN)
RIGHT OF THE PROVINCE OF)
BRITISH COLUMBIA, by the Minister)
of Health or their duly authorized)
representative:)

Mark Amitage)
Name)

ADM, HSWBS, MAH)
Position)



Signature of Authorized Signatory

THE CORPORATE SEAL of the)
ASSOCIATION OF DOCTORS OF BC)
was hereunto affixed in the presence of:)

)
Signature of Authorized Signatory)

Dr Ramneek Dosanjh)
Name)

President of Doctors of BC)
Position)



