

**MEMORANDUM OF AGREEMENT**

**PHYSICAL AND PSYCHOLOGICAL HEALTH AND SAFETY**

**BETWEEN:**

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

**(the "Ministry")**

**AND:**

**FRASER HEALTH AUTHORITY, INTERIOR HEALTH AUTHORITY,  
VANCOUVER ISLAND HEALTH AUTHORITY, VANCOUVER  
COASTAL HEALTH AUTHORITY, NORTHERN HEALTH  
AUTHORITY and PROVINCIAL HEALTH SERVICES AUTHORITY**

**(individually a "Health Authority" and  
collectively the "Health Authorities")**

**AND:**

**ASSOCIATION OF DOCTORS OF BC**

**(the "Doctors of BC")**

**(individually a "party" and collectively the "parties")**

## **Occupational Health & Safety, Psychological and Physical Health & Safety, and Violence Prevention for Physicians Working in Health Authority Facilities**

The parties have a shared interest in a coordinated approach to the physical and psychological health and safety of physicians working in Health Authority facilities across the province.

### **A. Provincial Level: Working Group for Engagement and Consultation**

1. The Physician Specific Issues Working Group will continue as the Provincial Physician Health and Safety Working Group (“PPHSWG”) and will serve as the engagement and consultation forum for health and safety issues at a provincial level.
2. The PPHSWG will be composed of:
  - a. three Doctors of BC representatives; and
  - b. three Ministry/Health Authority representatives.
3. The PPHSWG may provide advice and recommendations to:
  - a. the Ministry;
  - b. the Provincial Medical Services Executive Council (PMSEC).
  - c. the regional level working groups established under this Memorandum of Agreement.
4. The PPHSWG will make recommendations and decisions by consensus.
5. The PPHSWG may engage on matters of importance regarding physician health and safety with:
  - a. the Ministry;
  - b. the Health Authorities; and
  - c. Doctors of BC.
6. The PPHSWG’s administration and work will be guided by a Terms of Reference as amended from time to time.

## **B. Regional Level: Working Groups for Regional Matters**

1. The Health Authorities will each establish a working group to engage on matters of importance regarding regional physician health and safety (each a “**Regional Physician Health and Safety Working Group**”).
2. Each Regional Physician Health and Safety Working Group will develop a Terms of Reference for the conduct of its work that will include:
  - a. voting membership of one physician member from the Doctors of BC, one senior staff member of Doctors of BC, one Health Authority Medical Affairs representative and one additional senior staff member of the Health Authority;
  - b. meeting frequency with a minimum of four times annually;
  - c. governance and administration of any funding allocation;
  - d. roles and responsibilities, including to:
    - i. identify, review and discuss issues related to health and safety within the region or individual sites;
    - ii. approve of projects and initiatives in alignment with its Terms of Reference;
    - iii. review health and safety policies and procedures and make recommendations to PPHSWG, and the Health Authority;
    - iv. share statistical data and de-identified aggregate data between the Health Authorities and the Doctors of BC; and
    - v. consult and engage with the Health Authority to support the delivery of key information to the department and individual level. Key information may include effective reporting of critical tracking information, policy or process changes and progress on the implementation of elements of the Canadian Standards Association standard regionally and for specific sites;
  - e. reporting obligations; and
  - f. a requirement that recommendations and decisions be made by consensus.

## **C. Physician Violence Prevention**

1. The work of the Physician Violence Prevention Working Group (“**PVPWG**”) will continue, and the focus will shift to implementation and evaluation.

2. Health Authorities will provide:
  - a. appropriate violence prevention and response training for individual physicians working in high, medium, and low-risk environments. This training includes an online module for all medical staff, which has been accredited for continuing medical education. The parties will explore the options available to make the online module available to physicians in community settings;
  - b. for physicians in high-risk environments (Emergency/Urgent Care, Psychiatry, Mental Health/Substance Use, Long-term Care, Neurology/Brain Injury, Protection Services, Home Care, members of a Code White Team), additional classroom training compensated at current Sessional Rates; and
  - c. where appropriate, team-based training at a department/group level with entire teams (physicians, nurses etc.) to help those teams better prevent and respond to violent incidents in their environment.

**D. Occupational Health & Safety, Psychological and Physical Health & Safety, and Violence Prevention for Physicians Working in the Community**

The parties have a shared interest in supporting physicians working in the community in meeting their obligations regarding occupational health and safety, psychological and physical health and safety, and violence prevention, and in creating and maintaining safe work environments.

1. For the purpose of supporting community-based physicians in this regard, the parties agree to fund and support SWITCH BC to undertake project(s) to support these efforts over the term of this Memorandum of Agreement.
2. The costs of this support will be paid from the funds set out in Part E., section 1.a. below.
3. A Community Physician Health and Safety Oversight Group, consisting of three Ministry representatives and three Doctors of BC staff or physician representatives, will be established in order to provide governance and oversight for the work undertaken by SWITCH BC under this Memorandum of Agreement.

**E. Funding**

1. The Ministry will provide funding in the amounts outlined below. The PPHSWG will allocate its funding to provincial projects managed by PPHSWG and to each Regional Physician Health and Safety Working Group in accordance with its Terms of Reference. SWITCH BC will allocate its funding in support of community-based physicians and pursuant to direction from the Community Physician Health and Safety Oversight Group.
  - a. Effective April 1, 2022: \$2 million per year.

**F. Resolution of Disagreements**

If any of the parties has a concern respecting this Memorandum of Agreement, the parties directly impacted (e.g. Doctors of BC and a Health Authority) will meet to attempt to resolve the issues. If they cannot resolve the issues, the matter will be resolved in the same manner as set out in Article 22.1 of the 2022 Physician Master Agreement for resolution of Provincial Disputes.

**G. Termination**

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

Dated this 1<sup>st</sup> day of April, 2022



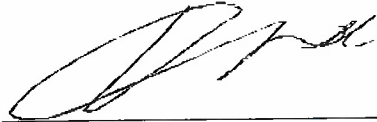
Dr. Ramneek Dosanjh  
President  
Doctors of BC



Jim Aikman  
Interim Chief Executive Officer  
Doctors of BC



Mark Armitage  
Assistant Deputy Minister  
Ministry of Health



Dr. Victoria Lee  
President and CEO  
Fraser Health Authority



Kathy MacNeil  
President and CEO  
Vancouver Island Health Authority



Cathy Ulrich  
President and CEO  
Northern Health Authority



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Susan Brown  
President and CEO  
Interior Health Authority



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Dr. David Byres  
President and CEO  
Provincial Health Services Authority



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Vivian Eliopoulos  
President and CEO  
Vancouver Coastal Health Authority