



24/04/2023

Dr. Joshua Greggain
President
Doctors of BC
115-1665 West Broadway
Vancouver BC, 6J5A4

Re: Physician Respectful Workplace/Disciplinary Process

As per the agreement reached between the Government and the Doctors of BC in the recently concluded Physician Master Agreement negotiations, the undersigned Health Authorities and Providence Health Care agree to adopt policy and/or changes to the Medical Staff Rules such that physicians who are required to attend a formal meeting with the Health Authority regarding respectful workplace and/or disciplinary matters will be notified in advance of their option to have a colleague from the medical staff, Doctors of BC or CMPA attend the meeting with the physician.

For the purposes of this letter, a formal meeting is one where expectations will be set with respect to the physician’s behaviour and failure to meet those expectations will have consequences, and the outcome of the meeting will be formally and permanently documented with the health authority. For clarity, a formal meeting does not include informal discussions, investigatory meetings for the purposes of fact-finding in which no disciplinary decision will be made, or situations where immediate action is needed to protect patient care and/or staff/medical staff/volunteer safety.

Sincerely,

Dr. Ralph Belle
Vice President, Medicine
Fraser Health Authority

Dr. Ben Williams
Vice President, Medicine, Quality &
Academic Affairs
Island Health

Dr. Ronald Chapman
Vice President, Medicine
Northern Health

Dr. Patrick O'Connor
Interim Vice President, Medicine & Quality
Interior Health Authority

Dr. Sean A. Virani
Vice President, Medical and Academic Affairs
Provincial Health Services Authority

Dr. Dean Chittock
Vice President, Medicine and Quality and
Safety
Vancouver Coastal Health Authority

Dr. Ronald Carere
Vice President, Medical Affairs
Providence Health Care