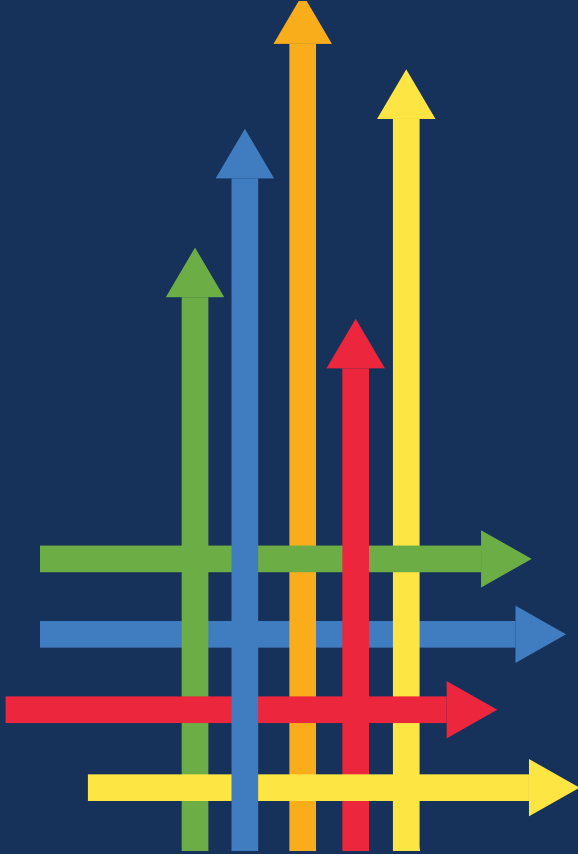


# CHANGE STARTS HERE



**YOUR SPECIALISTS  
IN PRIMARY CARE.**



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# MESSAGE FROM THE PRESIDENT



Dr Karen Forgie, MD, CCFP, FCFP  
BC Family Doctors President 2019-2020

This presidential year has been like no other. At the start of the year, we had great plans for meeting our goals of improved listening, advocacy and membership growth.

We started by crafting our strategic priorities around the issues that would assist family doctors the most: recognizing family doctors as specialists, increasing remuneration and funding models for family doctors, engaging and growing our membership. Tick. Good feedback. Done.

**We rebranded ourselves from SGP to BC Family Doctors.** We updated our communications to be more appealing, reflective of our membership and our role. Tick. Great attendance at our brand launch event and great feedback. Done.

We worked on fist-raising acknowledgement of who we are, what we do. We are specialists in generalism, in family medicine. We became the Section of Family Medicine. The fee code language is changing. Tick. Getting there.

Then came COVID-19. The pandemic gave little warning, then it was fully in our midst. We struggled with our fears as professionals, parents, siblings, and friends. Then we rolled up our sleeves and got to work. That's what you did, what this organization did. With compassion and grace, thoughtfulness and speed, **we did what was necessary to care for our patients and each other.**

BC Family Doctors worked with our Doctors of BC and Ministry of Health colleagues to make temporary changes to the fee guide to help our practices survive. We initiated new fee codes for COVID-19 office visits, made in-person and telehealth visits equally remunerated, and advocated for changes to substance use fee codes. In the world of slow to change, these changes were lightning speed. Perfect? No. Helpful? I think so. **Supporting you through COVID-19 has been the focus of much of our time these past months.** It will continue to be as we transition to the "next normal."

Behind the scenes, we have worked to address your wishes for change. We have seen more emails to the President than ever before. We continue to work on the allocation of funds from the PMA, fee code changes, practice support resources, and communications campaigns. We are at those tables discussing inpatient care models, team-based care, screening programs, immunization plans, alternate funding models, and more.

**This year, I have witnessed and experienced more community and compassion than ever before.** And we needed it – we still do. In supporting each other, we ensure our patients have healthy doctors to care for them. As we close out this year, we need to continue supporting our community of family physicians, personally and organizationally.

# MESSAGE FROM THE EXECUTIVE DIRECTOR



Dr Renee Fernandez, MD, CCFP  
BC Family Doctors Executive Director

The world has changed in the last year, and we have changed with it. The COVID-19 pandemic has brought untold challenges for our communities and the healthcare system. Our family medicine clinics and the way we practice medicine are forever changed. As we enter into simultaneous conversations about “re-opening” and the “second wave,” **we are working hard to ensure that we do not simply go back to the way things were, but instead go forward to our “next normal.”**

I am struck by the paradoxes of the last few months. Physicians are lauded as “healthcare heroes,” yet we struggle to access personal protective equipment (PPE) in our community offices. In March, we saw the nimbleness with which the healthcare system could move to create needed pandemic-related changes for our patients, yet the opioid overdose crisis has not been addressed with the same level of urgency. We work hard to address the mental health impacts of the pandemic on our patients, but we are unable to address them for ourselves. We are specialists in primary care, and yet we work without the tools we need to do our jobs.

In these changing times, we, as an organization, are evolving so that we can best represent the needs of our membership. We recognize that family doctors are a diverse group, with diverse wants and needs. This reflects the growing heterogeneity of our physician population and the community-responsive nature of our work. **It is our commitment to our patients and our expertise in primary care that unites us.**

In February, after 30 years as the Society of General Practitioners of BC, we became BC Family Doctors to better reflect our community and unite our profession. We continue our long history of advocating for the economic and professional well-being of our profession. We are expanding our work to ensure **that the fundamental role of family doctors in this province is seen, heard and valued.**

**Our purpose is to build an environment where family doctors thrive.** And we know that we have a long way to go to make that a reality. We see what you see. We know what you know. You are not alone in looking for change, needing change.

**Change starts here.** Change relies on you joining the movement for change. Family doctors in this province are 6000 strong. We must join together, we must act as a collective, if we are going to address the issues that are depleting the joy and purpose from our work.

Despite all that ails primary care in BC, **I have hope for a better tomorrow.** And that hope lies in our community choosing courage over comfort, speaking uncomfortable truth to those who need to hear it, and uniting to save family medicine in BC.

# OUR MISSION

## CARING FOR



### OUR VISION

An environment where family doctors thrive.

### OUR PURPOSE

To advocate for the economic and professional wellbeing of family doctors.

### OUR PROMISE

We will listen to understand, speak boldly, and act with courage and integrity.

### HOW WE SEE THINGS

Family doctors are the essential foundation of a high-functioning healthcare system. Caring for family doctors ensures healthy patients and healthy communities.

# STRATEGIC PRIORITIES



## RECOGNIZE FAMILY DOCTORS AS SPECIALISTS IN PRIMARY CARE

Heighten respect for the role family physicians play in our health system.

Recognize the unique and specialized expertise of family doctors.

Build community and pride among family doctors by celebrating the value of family medicine.

## INCREASE REMUNERATION AND FUNDING MODELS FOR FAMILY DOCTORS

Champion pay equity issues among family doctors as well as between family doctors and other types of specialists.

Advocate for compensation for family doctors that reflects the full scope of longitudinal care, including direct and indirect patient care.

Promote the adaptation of current and introduction of additional funding models for family doctors that provide fair remuneration and that address issues of team-based care.

## ENGAGE AND GROW OUR MEMBERSHIP

Strengthen our economic and political voice and influence.

Build greater cohesion and community among family physicians.

Enhance our organizational sustainability and succession planning to better support and advocate for family doctors in the long-term.

**DEEPEN OUR RELATIONSHIPS WITH OTHER PHYSICIAN-LED ORGANIZATIONS**

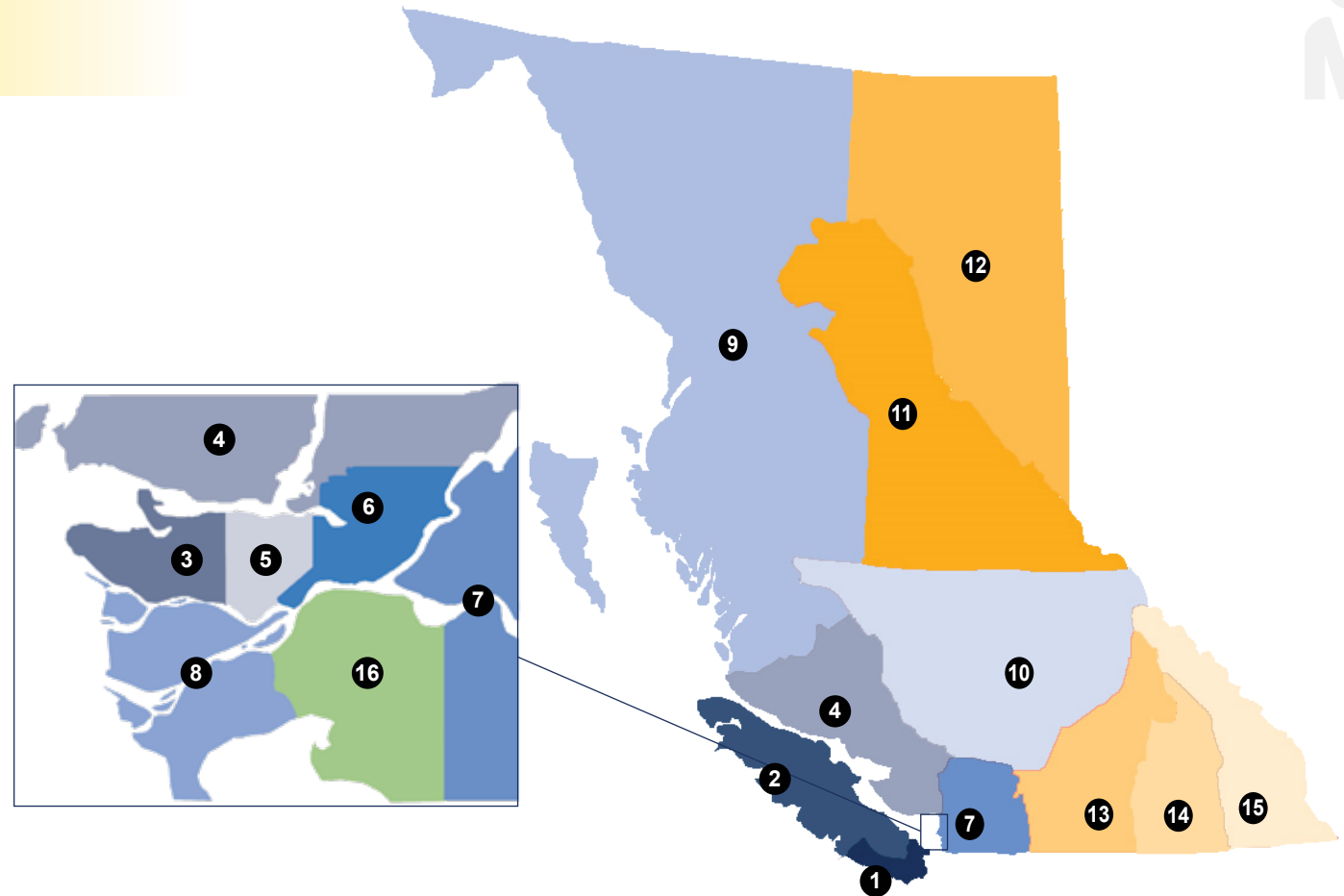
**STRENGTHEN OUR COMMUNICATIONS PRESENCE**

# OUR MEMBERSHIP

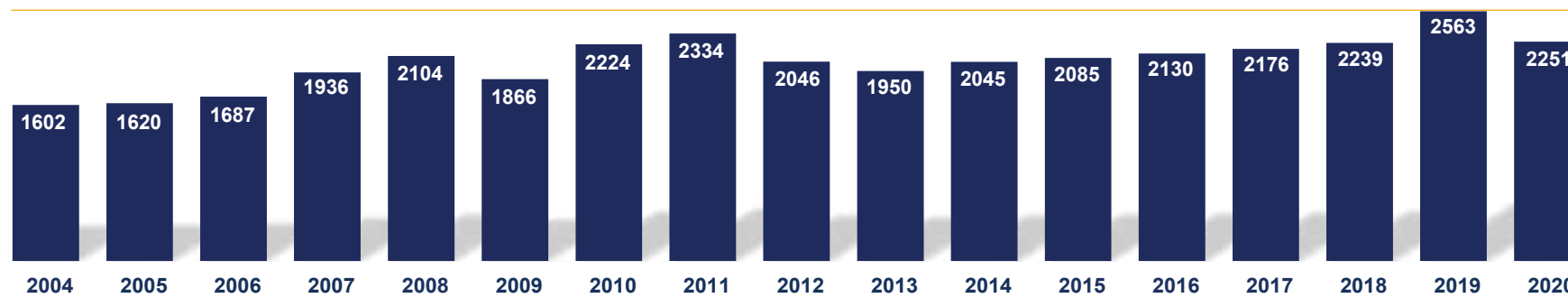


## MEMBERS BY DISTRICT\*

District 1	269	District 10	83
District 2	252	District 11	77
District 3	367	District 12	19
District 4	129	District 13	234
District 5	84	District 14	46
District 6	100	District 15	55
District 7	210	District 16	149
District 8	109	Unknown	28
District 9	40		



## ALL MEMBERS BY YEAR\*



\*as of June 30, 2020

# OUR IMPACT

## Giving Voice to Family Doctors

For the past 30 years, the **Society of General Practitioners of BC** has advocated for the fundamental role of family doctors to be seen, heard and valued. But family medicine and primary care have changed. Today, the great majority of practicing family doctors no longer identify as “general practitioners.” That’s why, in February 2020, we became **BC Family Doctors** to better reflect our community and unite our profession.

Along with our new name, we launched a fresh visual identity, revamped our website, and introduced Twitter and Instagram social media channels. It’s all part of our commitment to speak boldly for the unique value of family doctors in this province.

Our strengthened communications presence has us reaching out to our members and the broader physician community more than ever before. We’re telling stories that showcase the value, importance and lived experience of family doctors. We’re leading communications campaigns to recognize that family physicians are **#HealthcareHumans** as well as healthcare heroes.

Now more than ever, we are giving voice to the issues and concerns of family doctors in BC. Our website and email newsletters provide the latest updates in the BC medical arena, with a unique lens on family medicine. Join our conversations on **Twitter**. Follow us on **Instagram**. Read our latest **#FamilyDocsTalk** blog post!



@BCFamilyDocs



@BCFamilyDoctors





# OUR IMPACT

## COVID-19 Response

The COVID-19 pandemic is the most serious health challenge of our time. It has tested family doctors in ways we've never been tested before. The commitment, work and sacrifices that family physicians have made to lead this public health crisis are significant.

BC Family Doctors responded early by working to inform, support, resource and advocate on behalf of our membership and family physicians across BC. Our COVID-19 response initiatives, up to June 2020, include:

- Advocating for new and expanded fee codes such as age-adjusted telehealth fee codes
- Addressing the financial impact on physicians;
- Developing practice support resources to assist family doctors;
- Pressing government for action to address PPE and infrastructure supports for family doctors
- Supporting family doctors mental health and well-being

You can learn more about the ongoing efforts of our Board and staff team by reading our [COVID-19 Actions and Accomplishments](#).

## The Future of Family Medicine: The Next Normal

The COVID-19 pandemic has laid bare the lack of connection between primary care and the rest of the health care system. Yet the pandemic has also demonstrated how when faced with a crisis, family doctors and the broader healthcare system can be nimble.

BC Family Doctors created an advisory think tank to inform our strategy and our work as we continue our efforts to improve the lives of family physicians within the current and post-pandemic environment. Over June and July, we hosted “The Future of Family Medicine: The Next Normal” - a series of conversations about the needs of family physicians during and coming out of the pandemic. Our aim is to capture this window of opportunity to accelerate positive changes in family practices.

We'll be releasing our report findings in the fall of 2020. Check our website and social media channels for more information.



# OUR IMPACT

## Striving for Fair Remuneration

As the economic voice of family doctors, we know the business of being a family physician is challenging. The list of concerns is long. We understand your challenges and needs – and we are pressing for change.

At the onset of the pandemic, we advocated for fee code changes to meet the urgent needs of family doctors, including:

- Working with Doctors of BC to expand the use of telehealth for family physicians.
- Initiating new fee codes for seeing patients with suspected or active COVID-19 in the office.
- Working with MSP to create age-adjusted telehealth fees that have the same value as the in-person fee codes for visits, counselling and consultations.
- Working with MSP to create a mechanism for physicians to bill for care delivered via telehealth to patients in long-term care and palliative care facilities.
- Advocating for expansion of the Business Cost Premium to apply to telehealth fee codes.
- Working with MSP to create the option for physicians to bill for labour and delivery care (14109) when the family physician cannot attend the caesarean section due to COVID-19 restrictions in the OR.

We are currently facing two concurrent public health emergencies in BC - the COVID-19 pandemic and the ongoing opioid overdose crisis. The MSC Payment Schedule provides limited ability for family doctors to bill for the complex, necessary, and time-intensive patient care for people who use drugs. We are working with the MSP to secure some needed changes to support substance use care and “pandemic prescribing.”

We are supporting members with enhanced billing information and education:

- Our Simplified Guide to Fees and Uninsured Services Billing package help you optimize your income.
- Our COVID-19 billing page provides simple and up to date billing information to help you adapt to the changing pandemic environment.
- Our billing help library, billing alerts and billing questions service provide the latest information on billing, for both COVID-19 changes and general family medicine.

We will continue to advocate for the modernization of the MSC payment schedule to align with current standards of care and modern service delivery of family medicine work. We will also be preparing for the 2022 Physician Master Agreement negotiations with the aim of addressing pay disparity issues for family doctors.



# OUR IMPACT

## Influencing the Future for Family Doctors

BC Family Doctors strives to be a powerful advocate and influencer, representing you at tables where the voices of family doctors need to be heard. This past year, we've begun to deepen our relationships with our partner organizations. Prior to the onset of COVID-19, we were boosting our local and regional physician engagement by increasing BC Family Doctors' presence at Division of Family Practice and medical school events. We'll continue to forge bonds and collaborate on common goals with other physician-led organizations because we know that by working together, we are stronger.

### Policy Leadership

We are speaking out more about policy issues, taking official positions on subjects that matter to you. Our position statement on [Telemedicine](#) recommends principles to guide its adoption and use. We believe Telemedicine is best used within a longitudinal patient- physician relationship, and that episodic Telemedicine services need to be regulated appropriately.

Expect to see more policy leadership from us as we work to expand the influence and voice of family doctors.

### Support for the Next Generation of Family Physicians

We're here to support family doctors at all stages of their career. We know one of the most challenging times is when you first start out in family medicine. This year, we created [Transition into Practice](#), a guide for residents and new to practice physicians to move successfully into the world of a practicing family doctor. It offers helpful tips on everything from licensing to billing, locum work to what professional organizations to join, and much more. We encourage you to share the guide widely to support the next generation of family doctors.

### The Road Ahead

As we look ahead to the coming year, we know the world and the practice of family medicine will look different post-pandemic. BC Family Doctors will continue to grow our leadership and advocacy role in addressing the needs of our members during these uncertain times. And we'll continue to be here for you as we come out of the pandemic and into the "next normal" for the practice of family medicine. We will make sure the voices and needs of family doctors are heard and the value of family practice is recognized for the foundational role it plays in our health system.

Stay informed about our work through our [E-Bulletins](#) and [bcfamilydocs.ca](#).

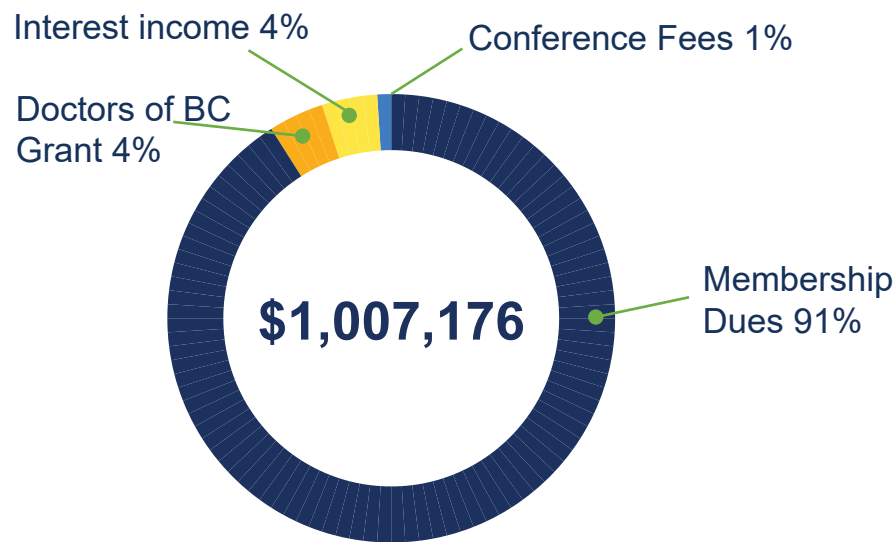


# FINANCIAL SUMMARY



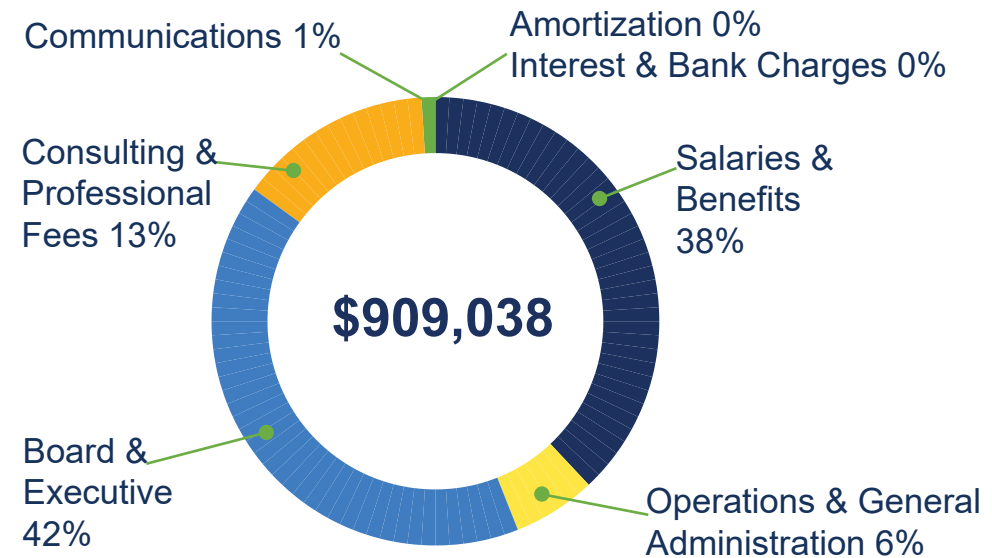
BC Family Doctors is committed to prudent financial planning and management of resources. We're pleased to provide our financial results for the year ended December 31, 2019. The complete audited financial statements with notes can be found on the BC Family Doctors website.

## REVENUE



Membership Dues	\$ 916,812
Doctors of BC Grant	\$ 42,185
Interest Income	\$ 36,487
Conference Fees	\$ 4,157
Website (Locum Listing)	\$ 4,124
GPSC Contributions	\$ 3,411

## EXPENDITURES



Amortization	\$ 755
Salaries & Benefits	\$ 341,190
Operations & General Administration	\$ 56,805
Board & Executive	\$ 381,624
Interest & Bank Charges	\$ 1061
Consulting & Professional Fees	\$ 12,1051
Communications	\$ 6,552



# BOARD OF DIRECTORS

## PRESIDENT

Dr Karen Forgie

## TREASURER

Dr Kevin Martin

## FIRST FIVE YEARS OF PRACTICE REPRESENTATIVE

Dr Jaron Easterbrook

## PRESIDENT ELECT

Dr Jennifer Tranmer

## BOARD CHAIR

Dr Steven Goodchild

## GUEST MEMBERS

DOBC REPRESENTATIVE

Dr Lawrence Welsh

FP RESIDENT YEAR 2

Dr Kirsten Dejadins-Lorimer

FP RESIDENT YEAR 1

Dr Youn Tae Chung

## PAST-PRESIDENT

Dr Ramneek Dosanjh

## ECONOMICS CHAIR

Dr Philip Asquith

## REPRESENTATIVE TO THE STATUTORY NEGOTIATING COMMITTEE

Dr Hyman Fox

## DELEGATES

## VICE-DELEGATES



- DISTRICT 1
- DISTRICT 2
- DISTRICT 3
- DISTRICT 3
- DISTRICT 4
- DISTRICT 5
- DISTRICT 6
- DISTRICT 7
- DISTRICT 8
- DISTRICT 9
- DISTRICT 10
- DISTRICT 11
- DISTRICT 12
- DISTRICT 13
- DISTRICT 14
- DISTRICT 15
- DISTRICT 16

- Dr K. Oona Hayes
- Dr Ryan McCallum
- Dr Ashnoor Nagji
- Dr Shamim Jetha
- Dr Maryam Zeineddin
- Dr Namrata Jhamb
- Dr Catherine Clelland
- Dr Harjinder Dau
- Dr Sharon Dodd
- Dr George Watson
- Dr Grant Del Begio
- Dr Philip Asquith
- Dr Danette Dawkin
- Dr Toye Oyelese
- Dr Brian Moulson
- Dr Kathryn Buddo
- Dr Sujatha Nilavar

- Dr Ryan Herriot
- Dr Alicia Pawluk
- Dr Jennifer Tong
- Dr Jessica Chan
- vacant
- Dr Charlene Lui
- Dr Patrick Leung
- vacant
- Dr Shelly Eckland Jetzer
- Dr Onuora Odoh
- Dr Miranda Du Preez
- vacant
- vacant
- vacant
- Dr Philip Kubara
- vacant
- Dr Harpreet Brar

# REPRESENTATIVE ASSEMBLY DELEGATES



Dr Philip Asquith  
Dr Kathryn Buddo  
Dr Jessica Chan  
Dr Catherine Clelland  
Dr Gregory Costello  
Dr Harjinder Dau  
Dr Danette Dawkin  
Dr Grant Del Begio  
Dr Sharon Dodd  
Dr Ramneek Dosanjh  
Dr Jaron Easterbrook

Dr Hyman Fox  
Dr Karen Forgie  
Dr Steven Goodchild  
Dr K. Oona Hayes  
Dr Ryan Herriot  
Dr Namrata Jhamb  
Dr Shamim Jetha  
Dr Steven Larigakis  
Dr Kevin Martin  
Dr Lindsay Mackay  
Dr Ryan McCallum

Dr Brian Moulson  
Dr Brittany Moulson  
Dr Ashnoor Nagji  
Dr Sujatha Nilavar  
Dr Toye Oyelese  
Dr Alicia Pawluk  
Dr Jennifer Ross  
Dr Cole Stanley  
Dr Jennifer Tranmer  
Dr George Watson  
Dr Maryam Zeineddin



## OUR STAFF

### EXECUTIVE DIRECTOR

Dr Renee Fernandez

### DIRECTOR OF STRATEGY & OPERATIONS

Penelope Hutchison

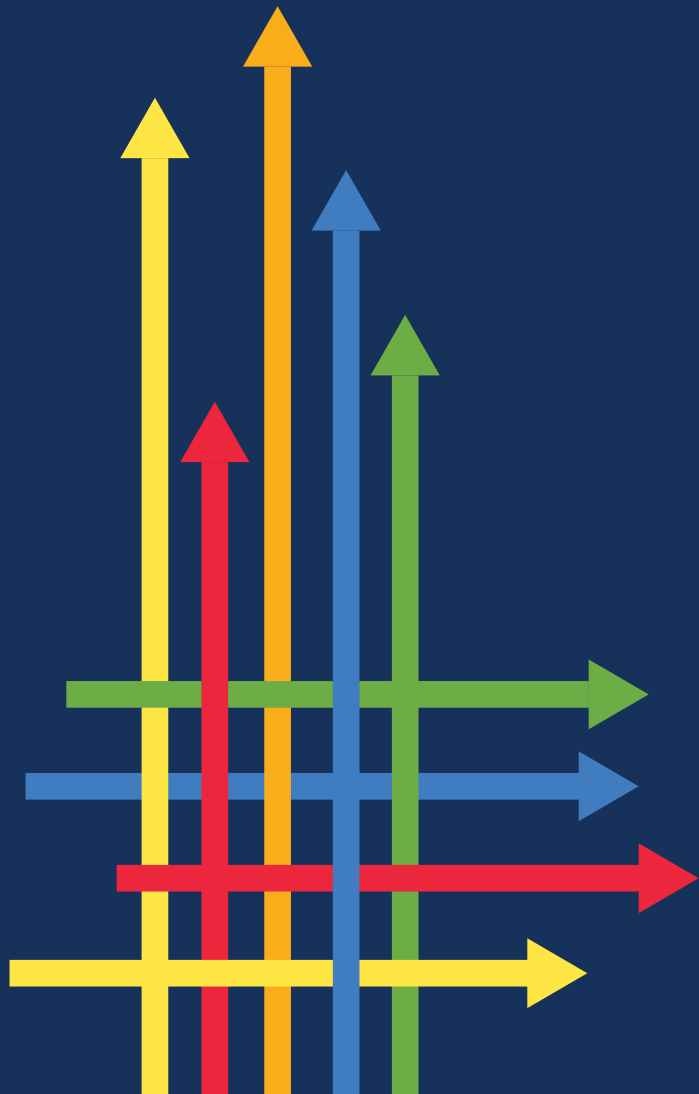
### PROGRAM & COMMUNICATIONS COORDINATOR

Meg McCaslin



# BUILDING A FUTURE WHERE FAMILY DOCTORS THRIVE.





**BC FAMILY**  
**DOCTORS**  
Your Specialists in Primary Care.

LEARN MORE:

[BCFAMILYDOCS.CA](http://BCFAMILYDOCS.CA)