

WE'RE JUST GETTING STARTED



**THERE IS STILL
MUCH WORK
TO BE DONE
TO ENSURE ALL
FAMILY DOCTORS
AND THEIR
PATIENTS THRIVE
WHEREVER THEY
LIVE AND WORK.**



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INTRODUCTION

In a year like no other, BC Family Doctors has proven that perseverance and hope can create change.

As our collective pandemic efforts have shifted to pandemic recovery, healthcare in BC remains in crisis. The stress of the pandemic, coupled with rising inflation and associated administrative costs, have made the business of healthcare untenable for physicians. You have told us that you can no longer provide the healthcare that British Columbians need and deserve. Meanwhile, almost 1 million British Columbians are without a family doctor.

Over the last year, physician organizations, grassroots physicians and patients have worked in concert to advocate for major change to primary care. Together, we have created extraordinary change. We believe this is a new beginning for primary care, one that values family doctors as the cornerstone of our healthcare system.

The development and implementation of the Longitudinal Family Physician (LFP) Payment Model and the 2022 Physician Master Agreement represent an acknowledgement of the critical role of family doctors. They also show the power of BC Family Doctors' influence in successfully leading change for family doctors.

In this Annual Report, you'll learn more about our work, achievements as well as our goals for the future.

We're just getting started. Join us on our journey forward as the economic and political voice of family doctors in BC.

HAVE QUESTIONS?

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MESSAGE FROM OUR PRESIDENT

As my time as President of BC Family Doctors wraps up, I can't help but reflect on the momentous changes that we have all—members, organizational staff and, indeed, all family doctors—witnessed.

In my initial President's Letter to members in June 2022, I talked about family physicians feeling “devalued, disheartened, disrespected, and even despondent.” My mandate from members was to stoke the embers of hope through meaningful partnerships—to co-create solutions and actions that do no harm while reducing silos.

With that in mind, BC Family Doctors took the primary care crisis and transformed it into opportunity. In leading the conversation around a new compensation model for longitudinal family doctors, we took a pragmatic approach—knowing we, alone, cannot solve all the problems that face family doctors. We became change agents in developing a new reality for family doctors in BC.

Alongside the work of the LFP Payment Model, which is an ongoing process and one that, realistically, will take years to expand to its full potential, family doctors ratified a historic Physician Master Agreement (PMA). The 2022 PMA is, by far, the best agreement in Canada this year and delivers on the priorities we set: increasing the supports that address rising business costs, while modernizing and creating equity in physician compensation and addressing the systemic factors impacting physician workload and health.

While we still have much work to do, I am proud of my time with BC Family Doctors as President. I know that my respect, admiration, and gratitude for my patients and my colleagues are values deeply shared by my successor. Together, with you, we are working toward profound solutions that, over time, *will* help transform the primary care crisis into a place of wellness—wellness for our patients, our communities, our colleagues, and ourselves.



DR DANETTE DAWKIN
PRESIDENT 2022-2023

MESSAGE FROM OUR EXECUTIVE DIRECTOR

In the last year, many of us have started looking to the future for ourselves and for our profession. We have been daring to believe that we are seeing the birth of a new tomorrow for family medicine. But we have not been witnessing these changes, we have been creating them.

The pandemic and worsening healthcare crisis have prompted many of us to consider how we show up as physicians. We have seen physicians around the province take up the mantle of advocacy, speaking uncomfortable truths about what ails our healthcare system. I have been proud to see physicians and patients stand together to rally for change and to rally for each other. Together, we have imagined our healthcare system and our world anew, calling for a fundamental shift in how we deliver care in BC.

The Longitudinal Family Physician Payment Model and Physician Master Agreement have been significant achievements this year—for family doctors and for BC Family Doctors. They are fundamental building blocks of a high-quality healthcare system, but they are just the beginning of what we need.

They are just the beginning of what we must do.

British Columbians deserve a healthcare system founded on 21st century values and medical practices. Physicians want a return to the meaningful work of caring for patients. We all need a healthcare system that recognizes our needs as human beings.

I know we're not there yet. But I have hope that the growing community of BC Family Doctors members and province-wide advocates can create a better tomorrow for us all.

As physicians and as citizens of this province, each small action that we take brings us closer to the world that we imagine and deserve. And as we do, your BC Family Doctors will be working with you and for you to create the future for family doctors in BC.

We're just getting started.



DR RENEE FERNANDEZ
EXECUTIVE DIRECTOR

OUR YEAR IN REVIEW

This year has been one of change, growth, and discovery. We faced challenges as we navigated the pandemic.

The beginning of 2022 saw BC Family Doctors lead advocacy efforts about the crisis in primary care through the “Everyone Deserves a Family Doctor” campaign. We articulated the family doctor shortage in the media and led the discussion on the importance of family doctors with the “Family Doctors are Specialists in Primary Care” campaign. We turned our challenges into a rallying cry for family doctors and BC citizens.

As a result, we have been able to turn crisis into opportunity, ushering in a new era of primary care. The new compensation model for longitudinal family physicians and the 2022 PMA are fundamental building blocks for a high-performing primary care system. But that’s just the beginning of the work we need to do.

Beyond our advocacy work and the LFP Payment Model, our day-to-day work included creating and updating Fee-for-Service codes, providing billing support and education, supporting family doctors with billing and practice tools, and more.



BC Family Doctors has more members behind us than ever before. We could not do what we do without the strong support of our **3000+ members and the community of changemakers standing with us.**

LFP Payment Model

Starting in May 2022, BC Family Doctors co-led discussions with Doctors of BC and the Ministry of Health to explore a new compensation model for family doctors. What evolved was a historic opportunity—the creation of a compensation model that enables longitudinal family doctors to bill for time, patient interactions, and their patient panel.

Announced in October 2022 and launched early in 2023, the LFP Payment Model is the culmination of thousands of staff and physician leadership hours. The goal was to develop a compensation model based on the priorities of family doctors—remunerating for comprehensive, relationship-based care while reducing the burden of complicated billing. Long-term, we hope the new payment model will enable the other systemic changes that are needed to make family medicine an attractive, viable option for new and practicing physicians.

Our staff and board members have played a significant role in the development of the LFP Payment Model, and the creation of related billing supports for physician members. In rapid fashion, we developed new content for our web resources, including a Simplified LFP Guide and LFP Billing Question library to complement our existing fee-for-service billing resources. Together with new practice tools and billing tips, these LFP resources have enabled more than 3,000 physicians to enrol and bill under the LFP Payment Model since it was launched in February 2023.

As we move into the latter half of 2023, work continues and will evolve as the LFP Payment Model expands to include the care that family doctors provide in facility-based setting. At the same time, we will build on the successes and precedents set this year, ensuring that we also continue to improve fee-for-service as well as further other advocacy, economics, and engagement efforts for our members.



- **More than 3,000 family physicians are now enrolled and more are joining weekly. We are working hard to address your concerns and make improvements.**

Historic Physician Master Agreement

BC Family Doctors was instrumental in helping to achieve a bold and historic Physician Master Agreement (PMA) in 2022. We set out ambitious priorities for negotiations and charged our negotiations representatives with delivering on what physicians told us they needed.

The 2022 PMA significantly improves family doctors' compensation and working lives, providing \$703 million per year in new funding. It also sets up a process to modernize and simplify family medicine fees.

In addition to compensation increases, the PMA secures improvements on issues that have challenged family doctors for years, like re-referrals and Special Authority forms. It tackles long-standing equity issues by embedding Indigenous Cultural Safety and initiating a gender-based review of fee-for-service.

This PMA is, by far, the best agreement across Canada this year and exceeds all PMAs in the last 20 years in BC. It delivers on [BC Family Doctors' priorities](#) and those of our physician members.

There is much work yet to be done to implement the PMA, and we're eager to lead the next chapter of work for family doctors.

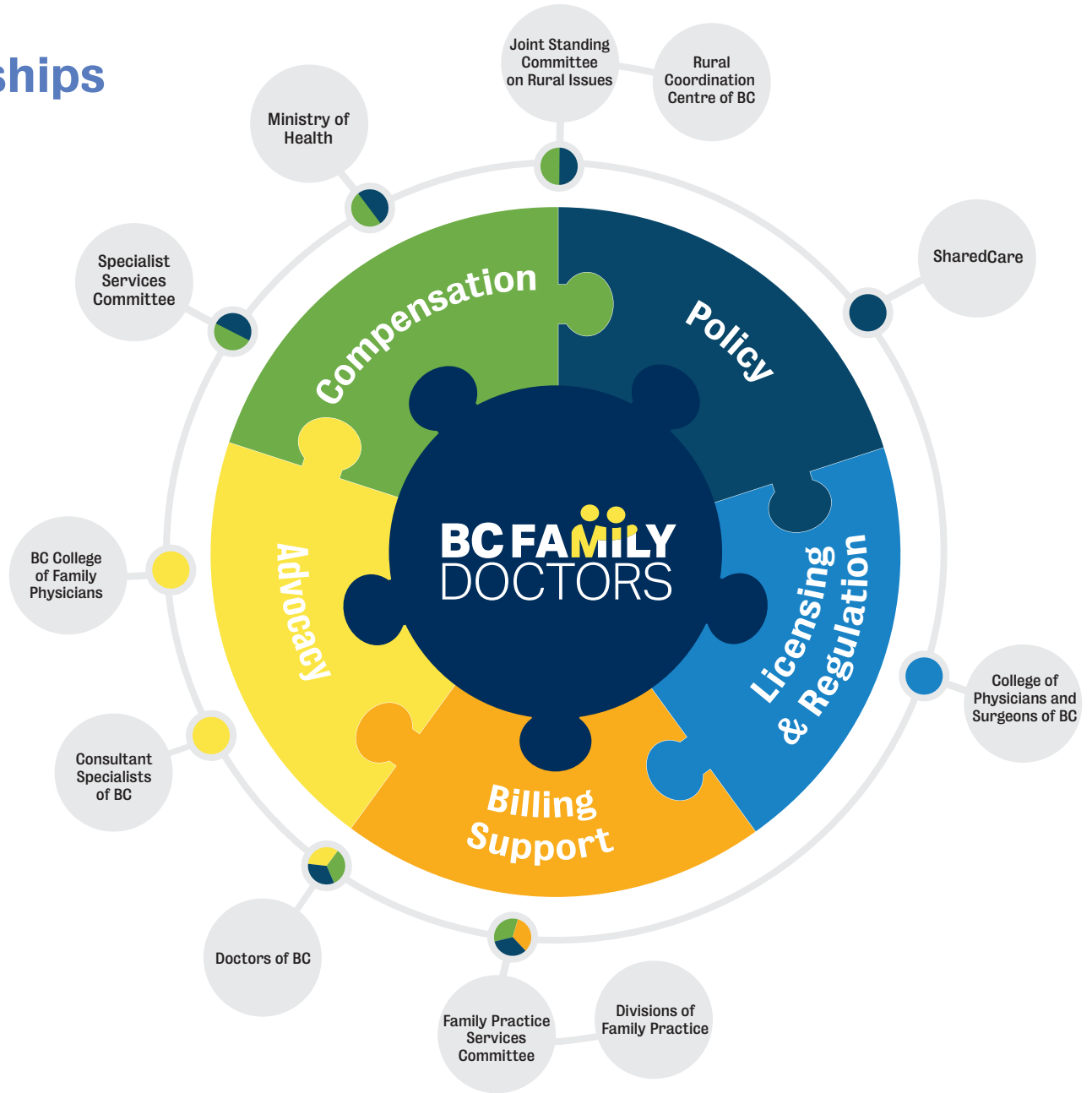


• This PMA is, by far, the best agreement across Canada this year and exceeds all PMAs in the last 20 years in BC.

Strengthening Relationships

Our Place in BC's Medical Ecosystem

BC Family Doctors is proud of the collaborative relationships we have with partner stakeholder organizations. We work closely with our partners, including Doctors of BC, the BC College of Family Physicians, and Consultant Specialists of BC. Together, we advocate and influence positive change across the province's medical ecosystem.



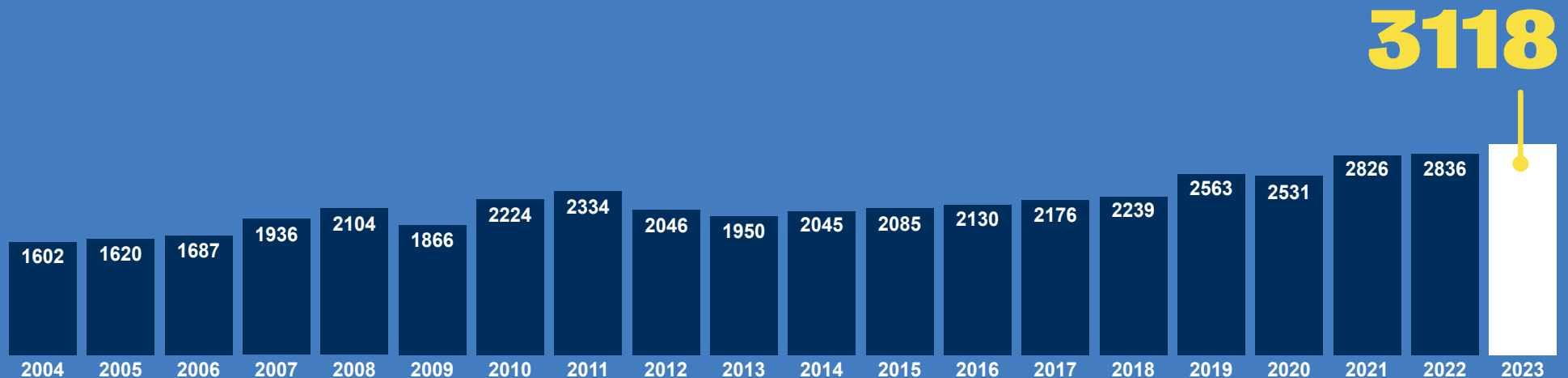
MEMBERSHIP

Unprecedented change has created exceptional opportunities. As a member of our organization, you are part of a community of dedicated family doctors leading change for our patients and our physician colleagues. Our community has grown significantly this year—responding to the challenges and changes in family medicine.

We celebrate the growth of our membership and community, recognizing that we are stronger together. As of May 2023, the membership of BC Family Doctors has reached the highest in our history.

**Thank you for joining us
in our fight to save
family medicine in BC.**

**We couldn't do
what we do
without you.**



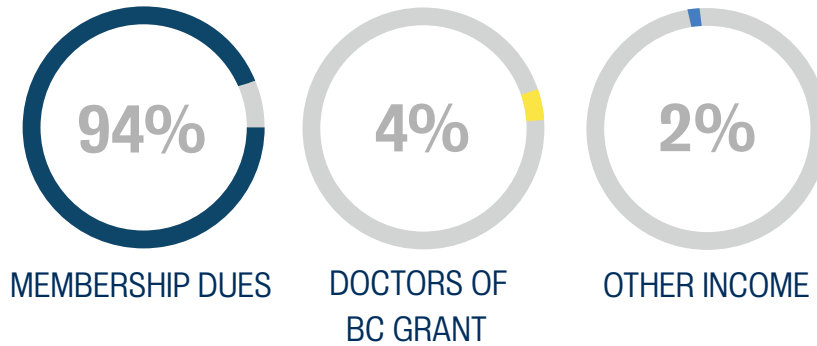
*As of May 15, 2023

FINANCES AT A GLANCE

BC Family Doctors is pleased to provide our financial results for the year ended December 31, 2022.

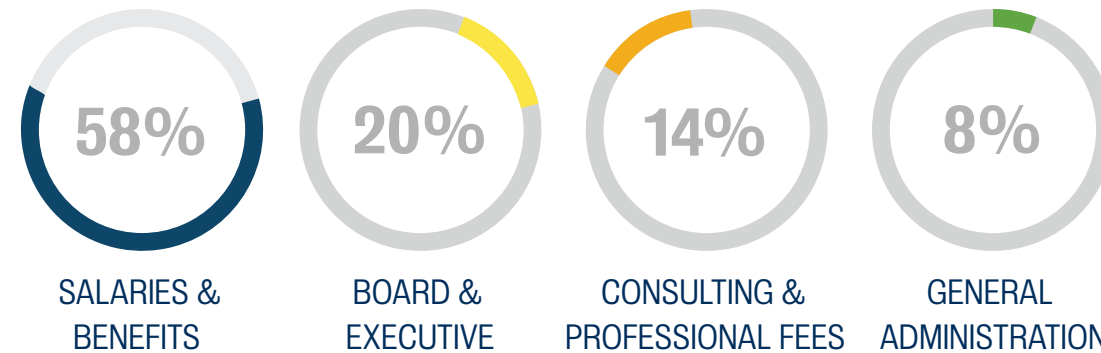
REVENUE

TOTAL \$1,110,260



EXPENSES

TOTAL \$1,214,981



ADVOCATING FOR YOU

BC Family Doctors is fueled by a group of dedicated family doctors and staff who give their time, energy and advocacy in support of the belief that caring for family doctors ensures both healthy patients and healthy communities.

BOARD OF DIRECTORS

PRESIDENT

Dr Danette Dawkin

PRESIDENT-ELECT

Dr Tahmeena Ali

TREASURER

Dr Goldis Mitra

CHAIR OF THE ECONOMICS COMMITTEE

Dr Karen Forgie

CHAIR OF THE BOARD

Dr Steven Goodchild

VICE-CHAIR OF THE BOARD

Dr Charlene Lui

APPOINTEE TO DOCTORS OF BC STATUTORY NEGOTIATING COMMITTEE

Dr Maryam Zeineddin

FIRST 5 YEARS REPRESENTATIVE

Dr Irfan Rajani

FP RESIDENT YEAR 2

Dr Alexandra Sull

FP RESIDENT YEAR 1

Dr Julia Robson

DISTRICT DELEGATES

DISTRICT 1 LOWER ISLAND

Dr Melissa Duff

DISTRICT 2 UPPER ISLAND

Dr Alicia Pawluk

DISTRICT 3 VANCOUVER

Dr Jessica Chan
& Dr Olivia Tseng

DISTRICT 4 NORTH & WEST VAN
SQUAMISH/SUNSHINE COAST

Dr Paul Dhillon

DISTRICT 5 BURNABY

Dr Charlene Lui

DISTRICT 6 NEW WESTMINSTER

Dr Catherine Clelland

DISTRICT 7 FRASER VALLEY

Dr Harjinder Dau

DISTRICT 8 RICHMOND/STEVESTON/
SOUTH DELTA/LADNER

Dr Sharon Dodd

DISTRICT 9 SKEENA

Dr Onuora Odoh

DISTRICT 10 THOMPSON

Dr Grant del Begio

DISTRICT 11 CARIBOO

Vacant

DISTRICT 12 PEACE RIVER

Dr Magda Du Plessis

DISTRICT 13 OKANAGAN

Dr Celestine Esume

DISTRICT 14 WEST KOOTENAY

Dr Philip Kubara

DISTRICT 15 EAST KOOTENAY

Dr Ashley Bakker

DISTRICT 16 SURREY/WHITE ROCK

Dr Sujatha Nilavar

REPRESENTATIVE ASSEMBLY DELEGATES

In addition to our Board members, these additional family physicians are BC Family Doctor representatives on Doctors of BC's Representative Assembly.

Dr Jason Easterbrook
Dr Kirsten Desjardins-Lorimer

Dr Elizabeth Zubek
Dr Justine Spencer

OUR STAFF

The team at BC Family Doctors are a small, dynamic and collaborative group who supports the membership with openness, respect, and a welcoming attitude. Utilizing their collective expertise, knowledge, and skills, they advocate for our members, so that you can provide high quality, patient-centred health care.



Dr Renee Fernandez
EXECUTIVE DIRECTOR



Penelope Hutchison
**CHIEF STRATEGY &
OPERATIONS OFFICER**



Cait Wills
**DIRECTOR OF
ENGAGEMENT**



Rachel Mitchell
**ECONOMICS & BILLING
PROGRAM MANAGER**



Meg McCaslin
**PROGRAM &
COMMUNICATIONS
COORDINATOR**

BC FAMILY
DOCTORS

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 @bcfamilydocs

 bcfamilydocs.ca