

PHSA Medical Staff

Monthly Newsletter Volume 2 | Issue 3

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Highlights:

1. Welcome to Oncoming Staff

- **Dr. Angel Arnaout** has joined us as the Chief Medical Information Officer (CMIO), within the Medical & Academic Affairs portfolio. Dr. Arnaout will work in collaboration with Prabhjot Gill, Chief Clinical Information Officer, on a common goal to harness data analytics to elevate patient outcomes at an individual and population level.
- **Candice Manahan** will be joining the Medical & Academic Affairs portfolio as Executive Director, Medical Staff Quality & Engagement. Candice will begin on December 4, 2023. One of her first priorities at PHSA will be to lead implementation of the portfolio's Indigenous Action Plan with Medical Staff and in collaboration with HAMAC.

Updates and Reminders:

2. PHSA 2023/24 Mandate Letter

Dr. Sean Virani, Vice President Medical & Academic Affairs

PHSA's 2023/24 [mandate letter](#) was officially received from the Ministries of Health and Mental Health and Addictions and approved by the PHSA Board of Directors in September 2023.

The mandate letter sets out overarching principles relevant to the entire public sector and specific direction on priorities and expectations for your organization for the remainder of Government's term.

3. Next PHSA Medical Staff Town Hall is December 14

Andrea Visscher, PHSA Communications

Thanks to all who tuned in live to watch the Medical Staff Town Hall on October 17.

Due to technical difficulties, a recording of the Town Hall is not available, however a copy of the presentation is available [online](#).

The event was hosted by Dr. Sean Virani and included portfolio updates from Drs. Eric Webber, Jeff Pike, and Titus Wong. Anyone who would like more information may contact the presenter directly.

Join us for the next quarterly Medical Staff Town Hall, tentatively scheduled for December 14 ([webcast link](#)), 5:30– 6:30p.m.

4. Still Time to Complete Your Self ID Survey

PHSA Communications

The Self-Identification and Workplace Experience Survey has been extended to November 3rd, 2023!

Please check your inbox for an invitation from our survey partner WorkTango. You can also visit [phsalistens.ca](#) and enter your MSP billing number to access the survey (note that your MSP billing number is only required to validate access and will not be associated with any responses).

Learn more about the survey [on POD](#) or reach out to the DEI team at selfid@phsa.ca.

In the News:

5. Incident Reporting Update

Medical Staff Safety

Through a collaborative partnership of PHSA with Fraser Health, Doctors of BC, and Occupational Health and Safety (OH&S) Physician Services, an Incident Self-Reporting Tool has been developed for Medical Staff who are non-salaried (i.e., contracted, not employed by PHSA). This is to further support physical and psychological health and safety in the workplace. This is the first tool of its kind for contracted Medical Staff in BC, and it is scheduled for launch later in the Fall of 2023.

PHSA is committed to timely incident follow-up to make the workplace safer for all. Each report initiates prompt action to see where issues lie and determine steps for improvement, with the aim to reduce incidents of that type over time. Your active involvement in incident reporting and follow-up is a fundamental component of workplace safety.

How this May Affect You:

- Salaried Medical Staff:
 - If you are an employee of PHSa, please continue to use the Provincial Workplace Health Contact Centre (PWHCC) by calling 1-866-922-9464 between the hours of 7am-6pm to speak with someone, or outside of these hours to leave a message.
- Non-Salaried (Contracted) Medical Staff:
 - In the event that you experience a workplace incident, you will soon be able to use the Incident Self-Reporting Tool, which will be available 24/7 on any device or computer via a URL or QR code.
 - Like the PWHCC, the Incident Self-Reporting Tool will cover all workplace incidents that result in injury, illness, and damage to property or a near miss. This will include either physical or mental harm or the potential for such.
 - This reporting process is designed to be time-efficient.

In the future, an incident self-reporting platform will be developed for use by all employees and contractors of every health authority BC-wide. In the meantime, there are two separate processes for PHSa salaried and non-salaried Medical Staff.

Please email medstaff.safety@phsa.ca with any questions, comments, or concerns.

6. PMA Rate Increases and Payment Timelines

Physician Compensation

Provincial and regional health authorities have received direction from the Ministry of Health with regard to interim service and salary contract rate increases for the 2022/23 and 2023/24 fiscal years. Below is further information on rate increases and payment timelines, which are applicable to eligible service contract and salaried physicians on Alternative Payment Program (APP) arrangements.

Note that sessional rate increases have been implemented already and retro payments were issued to eligible physicians in June 2023.

Background:

The Alternative Payments Subsidiary Agreement (APSA) interim rate increases span two fiscal years, 2022/23 and 2023/24, and are reflective of the following components:

2022/23 Fiscal Year:

Appendix F Section 1.1 (a) (v) of the PMA provides for Service Contract Rates and Ranges, and Salary Agreement Rates and Ranges to be increased by an average of 3.0% over those in effect on March 31, 2022, to fund the increases in the cost of providing services, with the percentage allocation to practice categories to be determined on an equal dollar FTE basis.

The resulting equal dollar per FTE basis is \$9,841 for salaried physicians and \$11,022 for service contract physicians across all practice categories effective April 1, 2022. There is no cost-of-living adjustment (COLA) applicable to 2022/23 rates.

2023/24 Fiscal Year:

Appendix J Section 2 of the PMA provides if the 2023 AABC CPI exceeds 5.5%, then, on April 1, 2023, the Service Contract Rates and Ranges and Salary Agreement Rates and Ranges will be adjusted upwards to

reflect a COLA equal to the difference between the 5.5% and the 2023 AABC CPI, up to a maximum of 1.25%, on top of the increases outlined the 2022 PMA.

The resulting COLA over the rates in effect on March 31, 2023, is 1.25%. Please note, COLA increases are also impacted by Year 1 Allocation Committee allocations, so an additional calculation will be prepared once those rate adjustments are finalized.

Appendix F Section 1.2 (a) (iv) of the PMA provides that Service Contract Rates and Ranges and Salary Agreement Rates and Ranges will be increased by an average of 2.0% over those in effect on March 31, 2023, to fund the increases in the cost of providing services, with the percentage allocation to practice categories to be determined on an equal dollar FTE basis.

The resulting equal dollar per FTE basis is \$6,561 for salaried physicians and \$7,348 for service contract physicians across all practice categories effective April 1, 2023.

The service and salary contract interim rate increases exclude rate increases resulting from the Allocation Committee, as these rate increases have not yet been announced.

Please note that the physicians' practice category range placement (to a maximum of 100% of the range) and full time equivalent "FTE" (to a maximum of 1.0 FTE) will be applied to the service/salary rate increases in calculating the physicians' interim rate increase.

Timeline

1. Service Contractors paid via installment schedule and Salaried Physicians will be paid at the updated 2023/24 compensation rate effective October 13, 2023. Physicians can expect to see these new rates reflected on their November 3, 2023 pay advice.
2. Service Contractors paid via invoice will be paid at their updated 2023/24 compensation rate effective October 1, 2023, if you have any questions related to your invoice template, please contact your Program Administrator.
3. Service contractor and salaried physicians will be paid a lump sum retroactive amount from April 1, 2022 to the 2023/24 compensation rate effective date (September 30, 2023 for service contractors paid via invoice and October 12 for salaried physicians and service contractors paid via installment schedule), targeted for the December 1, 2023 pay advice.

If you have any questions with respect to the above, please email PhysicianComp@phsa.ca.

7. Respiratory Season and Immunizations

Dr. Jason Wong, Chief Medical Officer, BC Center for Disease Control

New infection prevention measures have been implemented in health care facilities as of October 3, 2023. These include continuous medical masking for health care workers, visitors, contractors and volunteers in-patient and client care areas.

Ambassadors will also return to direct everyone to perform hand hygiene, screen visitors for symptoms of viral respiratory illness, and provide medical masks. More information is available on the [PHSA IPAC Pod page](#).

Invitations to make an appointment to receive COVID-19 and influenza immunizations will roll out incrementally throughout the month of October. Vaccines will be available in participating pharmacies, health authority clinics ([PHSA influenza clinic schedule](#)), and some primary-care providers' offices throughout B.C.

Ongoing Resources:

- Visit [POD](#) for stories about our workforce and supporting resources.
- Learn about [health and wellness resources](#) to support you.
- Looking for past issues of the Medical Staff Newsletter? Visit our Communications [page](#).