

Date: June 22, 2026 / KGH MSA Pulse Check

Presenters: Dr. Neil Long /KGH MSA Interim President, Dr. Gregory Costello / KGH MSA Treasurer

Keynote Speaker: Dr. Thompson, President, Doctors of BC

Attendees: KGH Medical Staff

Meeting Minutes – Doctors of BC President Visit & Physician Discussion

KGH MSA Executive Group Speakers

1- Dr. Neil Long, KGH MSA Executive, Interim President

Dr. Long presented on the themes of transparency, accountability, and collaboration within the MSA, emphasizing the importance of strengthening connections with the community. He provided an overview of the KGH MSA structure and discussed ongoing efforts to reduce barriers to participation and increase medical staff engagement.

2- Dr. Gregory Costello, KGH MSA Executive, Treasurer

Dr. Costello reviewed Facility Engagement (FE) funding and Medical Staff (MS) dues. He highlighted key achievements, including a reduction in indirect operating expenses (IOE) from 37% to 17%, and increased investment in physician driven initiatives. Dr. Costello also outlined how FE funds and MS dues are organized and allocated. He discussed the potential formation of a non-profit organization to manage MS dues with greater transparency and accountability.

The Executive Group intends to propose a Medical Staff Dues non-profit structure at the KGH MSA Annual General Meeting (AGM) on October 5, 2026, and provide members with the opportunity to ratify the proposal.

Key Updates from Doctors of BC

Frontline Engagement and Advocacy

- Dr. Thompson emphasized the importance of frontline physician perspectives in informing Doctors of BC advocacy, policy development, and strategic priorities.
- Highlighted ongoing efforts to build stronger physician communities through collaboration and positive engagement.

KGH Pediatric Services and Health Authority Engagement

- Doctors of BC continues to advocate regarding concerns identified in the KGH pediatric services review.
- Importance of improving organizational culture and ensuring physicians are heard when concerns are raised.
- Ongoing advocacy with government and health authority leadership for better escalation processes and physician engagement.

Specialist Wait Times and Collaboration

- Doctors of BC is strengthening collaboration with consultant specialists and family physicians through a memorandum of understanding.
- Joint specialist waitlist survey findings will be used to advocate for improved specialist waitlist management and reduced wait times.

Truth and Reconciliation

- Continued work on developing a Truth and Reconciliation Plan.
- Appointment of the first Chief Medical Advisor for Indigenous Healthcare to strengthen Indigenous health leadership.

Physician Health and Safety

- Workplace violence and physician safety remain significant concerns.
- Doctors of BC plans to launch a public awareness campaign addressing abusive behaviour toward physicians and healthcare workers.

Health Professions and Occupations Act (HPOA)

- Doctors of BC will monitor the implementation and impacts of the new legislation.
- Physicians were encouraged to report concerns through the Doctors of BC "Have Your Say" platform.

Scope of Practice Changes

- Doctors of BC supports team-based care but remains focused on ensuring expanded scopes of practice improve patient care without increasing physician workload, fragmentation, or risk.

Physician Master Agreement (PMA)

- PMA ratified with 91.8% support.
- Includes:
 - \$984 million in additional funding over four years.

- Improvements to specialist fee-for-service compensation.
- Funding to address equity and gender-related compensation concerns.
- Additional support for contracted and salaried physicians.
- Continued modernization of family physician compensation models.
- Largest-ever increase in rural physician funding through the Joint Standing Committee on Rural Issues.
- New premiums for elective surgeries performed during evenings, weekends, and statutory holidays.

Discussion and Questions

1- Communication of Available Supports and Resources

Question: Dr. Costello raised concerns that many physicians are unaware of the advocacy resources, funding opportunities, and supports available through Doctors of BC and Joint Clinical Committees.

Discussion:

- Dr. Thompson acknowledged communication gaps regarding available supports and funding programs.
- Agreed that Doctors of BC and Joint Clinical Committees could improve outreach and education regarding available resources.
- Feedback will be brought back to the communications team for consideration.

2- Emergency Department Crowding and ED Physician Liaison Program

Question: Dr. Sanz expressed concerns about ongoing emergency department overcrowding and uncertainty regarding the future of the Emergency Department Physician Liaison (EDPL) program.

Discussion:

- Emergency physicians reported increasing patient volumes and significant challenges related to patient boarding and limited capacity.
- Concerns were raised regarding possible reductions to EDPL funding despite ongoing operational pressures.
- Doctors of BC encouraged continued engagement with advocacy and negotiations teams and committed to further investigation of the issue.

3- Uninsured Patient Care and Physician Compensation

Question: Dr. Bourque highlighted difficulties obtaining compensation for urgent care provided to uninsured or temporarily uninsured patients through the Enhanced Urgent Critical Care Program (EUCCP).

Discussion:

- Physicians reported unsuccessful claims submissions and administrative barriers that prevent reimbursement.
- Concern was raised that physicians continue to provide necessary emergency care without compensation.
- Doctors of BC acknowledged the issue and agreed to pursue further discussions with advocacy and negotiations teams.

4- Recruitment, Retention, and Residency Training

Question: Dr. Blitz raised concerns about worsening physician shortages and insufficient residency training positions.

Discussion:

- Doctors of BC continues to advocate for a comprehensive provincial Health Human Resources (HHR) Plan.
- Concerns were acknowledged regarding:
 - Insufficient physician supply.
 - Growing demand due to population growth and aging demographics.
 - Increased focus on work-life balance among newer physicians.
 - Limited residency training capacity.
- Advocacy efforts with the Ministry of Health remain ongoing.

5- Regional Call Burden and Specialist Workload

Question: Dr. Long discussed the increasing burden on specialists who are required to provide regional call coverage beyond their primary practice site.

Discussion:

- Physicians noted that regional call responsibilities contribute to workload pressures and burnout.
- Doctors of BC acknowledged that similar challenges are occurring across the province.
- It was recognized that expanded regional responsibilities can place additional strain on physicians and healthcare systems.
- Solutions will likely need to be developed on a specialty-specific and region-specific basis.
- Doctors of BC offered support through advocacy and negotiations teams to help physician groups address workload concerns and develop sustainable solutions.
- The goal is to ensure workloads remain manageable and safe for both physicians and patients.

Action Items

1. **Doctors of BC Communications Team**

- Review opportunities to improve awareness of available physician supports, funding programs, and advocacy resources.

2. **Emergency Department Leadership**

- Continue engagement with Doctors of BC advocacy and negotiations teams regarding the future of the EDPL program.

3. **Physicians Experiencing EUCCP Billing Challenges**

- Forward documentation and concerns to Doctors of BC for further advocacy discussions with the Ministry of Health.

4. **Doctors of BC**

- Continue advocacy with the Ministry of Health regarding:
 - Health Human Resources planning.
 - Residency training expansion.
 - Physician retention and recruitment strategies.
 - Regional call burden and workload management.

Closing Remarks

Dr. Thompson thanked physicians for their continued commitment to patient care and acknowledged the significant pressures facing healthcare providers. Doctors of BC reaffirmed its commitment to supporting physicians through advocacy, negotiations, and collaboration with government and health system partners.









KGH MSA Financial Principles

- Transparency
- Accountability
- Sustainability
- Flexibility
- Accessibility







Dr. Adam Thompson

Adam has practiced family medicine for 26 years, beginning his career in the United Kingdom before moving to Courtenay on Vancouver Island in 2011, his work has spanned both community clinic settings and inpatient care.

As president of Doctors of BC, Adam is committed to being accessible, supportive, and genuinely present for physicians across the province, he believes the president's role is not hierarchical but one of partnership, standing alongside every physician in British Columbia.

Adam's leadership path began in the UK, where he helped establish a provider organization for 65 local GPs to launch a new primary care clinic. In BC, he has served as chair of the Comox Valley Division of Family Practice and the Comox Valley Primary Care network. He joined the Doctors of BC board of directors in 2019 and, as board chair, guided the organization through a leadership transition, the development of a new strategic plan, and the co-delivery of the longitudinal family physician payment model.

Adam is married to Emma, a psychotherapist. Their two sons are both studying at UBC Okanagan. Outside of work, he enjoys mountain biking, trails or slopes.





