



Vancouver
Division of Family Practice
An FPSC initiative

Welcome to Longitudinal Family Practice Handbook

Vancouver Division of Family Practice | Recruitment & Retention | 2025

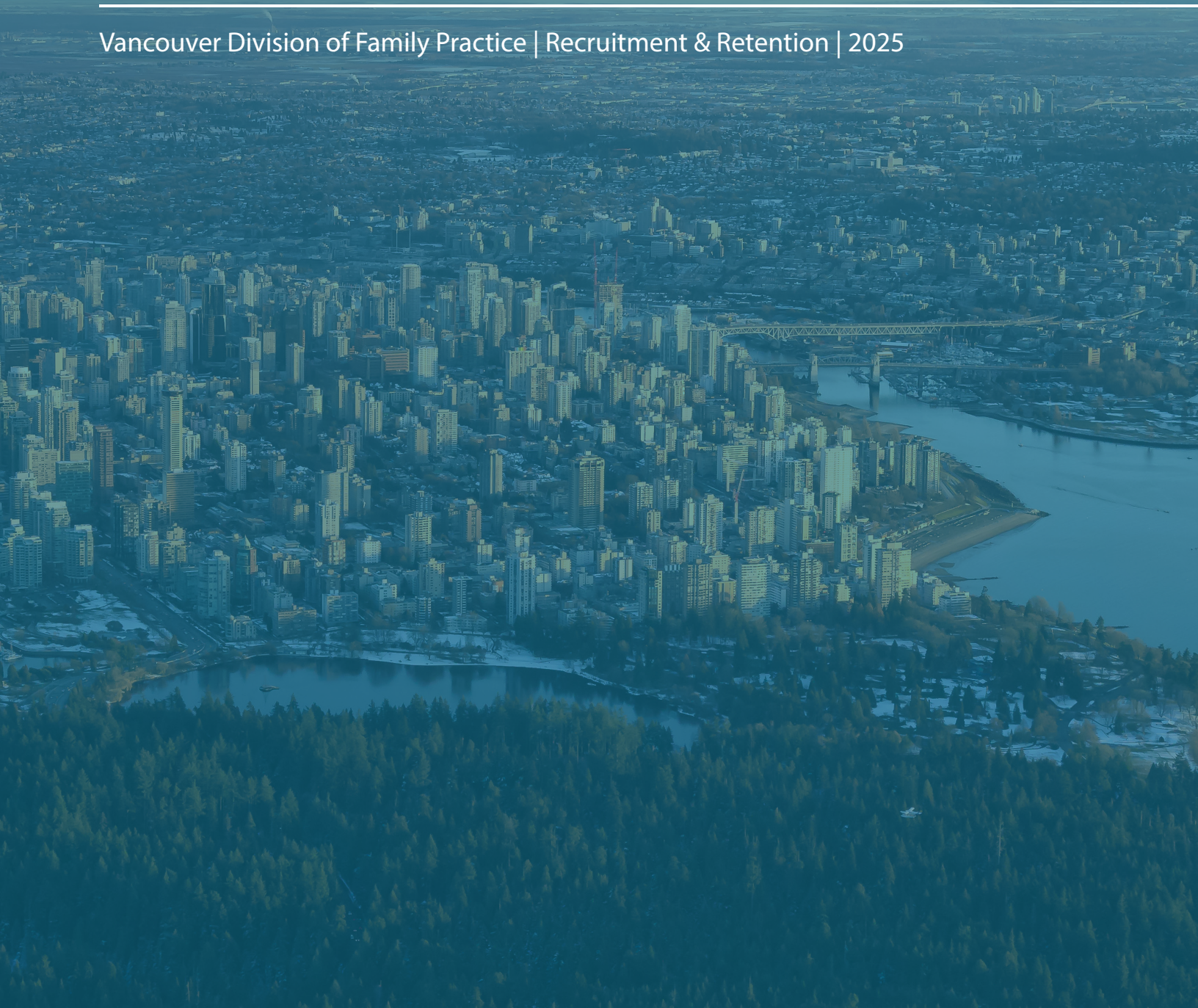


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Acronyms

BC	British Columbia
CCFP	Certification of College of Family Physician of Canada
CPSBC	College of Physicians and Surgeons British Columbia
CHC	Community Health Centre
CNM	Community Network Manager
FP	Family Physician
FFS	Fee-for-Service
FTE	Full Time Equivalent
HA	Health Authority
HMBC	Health Match British Columbia
ICBC	Insurance Corporation of British Columbia
IMG	International Medical Graduate
LMCC	Licentiate of the Medical Council of Canada
LFP	Longitudinal Family Physician Payment Model
LTC	Long Term Care
LTCI	Long Term Care Initiative
MCCQE	Medical Council of Canada Qualifying Examination
MOA	Medical Office Assistant
MSP	Medical Services Plan
MoH	Ministry of Health
NTP	New to Practice
NP	Nurse Practitioner
PAI	Patient Attachment Initiative
PMH	Patient Medical Home
PRA-BC	Practice Ready Assessment-British Columbia
PCN	Primary Care Network
R&R	Recruitment & Retention
ROS	Return of Service
UPCC	Urgent Primary Care Centre
VCH	Vancouver Coastal Health

Vancouver Division of Family Practice

Since our beginning in 2010, the Vancouver Division has grown to become a leader and facilitator of primary care, working to create an engaged physician community and a collaborative healthcare system in Vancouver. We are a not-for-profit society funded by the Government of BC and Doctors of BC, and work in partnership with the BC Ministry of Health, Vancouver Coastal Health, Providence Health Care, and other community organizations.

For the past 10 years, the Vancouver Division has grown and developed to lead, adapt, and respond to the needs of our community and healthcare system. As a member-driven organization our mandate has remained the same, to support and advocate for FPs.

As the largest provincial Division, membership of more than 1,300 FPs represents 90% of the practice FPs in Vancouver and approximately 20% of FPs in the province.



Our Mission

Vancouver Division will improve the primary care system in Vancouver for the benefit of our patients and members alike.

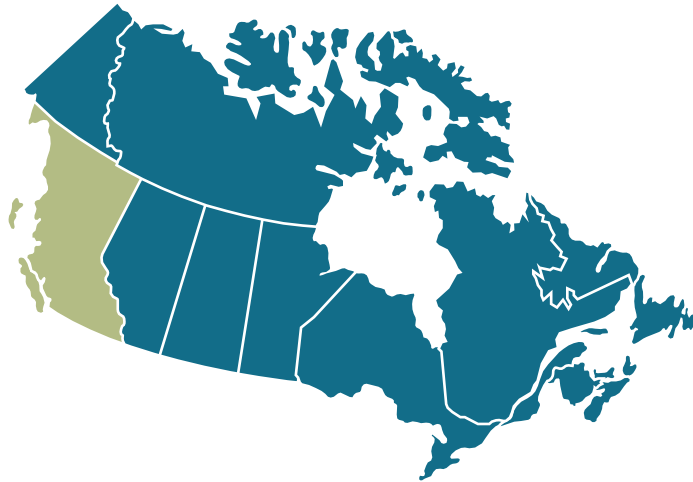


Our Goal

Building off the rich and diverse ways that FPs provide primary care, the overarching goal of the Vancouver Division is to support our physician members and advocate that they get the necessary tools to look after their patients. We strive to ensure that FPs remain central to system change in this community.

[Click here](#) to learn more about the Vancouver Division of Family Practice.

Healthcare system in BC – How does it work?



[Canada's Health Care System – Medicare](#)

[BC's Public Health Insurance: Medical Services Plan](#)

[Medical Services Plan](#)

[Medical Services Plan for B.C. residents](#)



Licensing:
Refer to [page 18](#)

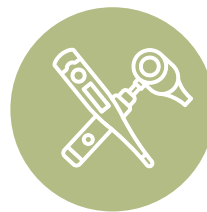


Vancouver's PCNs:
Refer to [page 10](#)



Referral resource

- [Doctors of BC](#)
- [Benefits](#)
- [More Information](#)



[Practitioner & Professional Resources](#)



UpToDate®

Tool for clinic decision-making

- [Doctor of BC](#)
- [Vancouver Division](#)

Recruitment & Retention

If you are a family medicine resident, a provisionally or fully licensed FP, or a soon to be or practicing NP, the R&R team is equipped with information and resources to support you at all stages of your career.

We have relationships with over 140 clinics within the city of Vancouver. The R&R team aims to increase the number of FPs and NPs in Vancouver. Meanwhile, help support and facilitate the attachment of patients to these FPs and NPs. We seek to support FPs and NPs as they explore Vancouver, find a great clinic suitable to their needs, and welcome them to our community and city. Our team is always available to discuss opportunities in Vancouver and we can help support you in your practice journey.

Who we support:



Family medicine residents



FPs with training in Canada, USA, Australia, Ireland, and the UK



Fully and provisionally licensed FPs



Clinics within the City of Vancouver



FPs and NPs retiring or closing practice



Fully and provisionally licensed NPs



IMG-BC ROS and PRA-BC ROS candidates



Medical Office Assistants



🔗 Please visit **our website** to learn more

General Inquires: recruitment@vancouverdivision.com

Land Acknowledgement

The Vancouver Division of Family Practice and our membership and partners acknowledge that the work we do occurs on the traditional and unceded territories of the Coast Salish Nations of Musqueam, Tsleil-Waututh and Squamish. We are very pleased that these host Nations who each operate their own primary care centers, are our valued partners.

The Musqueam (pronounced Mus-kwee-um) traditional territory includes what is now Vancouver and surrounding areas. Today, parts of Musqueam's traditional territory are called: Vancouver, North Vancouver, South Vancouver, Burrard Inlet, New Westminster, Burnaby, and Richmond. The name xwm θ kw y' m (Musqueam) means "People of the River Grass." Today, the Musqueam have three reserves in Metro Vancouver. This is a very small portion of their traditional territory.

Tsleil-Waututh (pronounced Slay-wah-tuth) people's traditional territory reaches from the Fraser River in the south to Mamquam Lake in the north. Their oral history and archaeological evidence shows that they have lived in the lands and waters of their traditional territory surrounding the Burrard Inlet for thousands of years. Tsleil-Waututh means People of the Inlet. They are sometimes called the "Children of the Takaya" or "Children of the Wolf".

The Squamish Nation (pronounced Skwa-mish) traditional territory covers present day Metro Vancouver, Gibson's Landing and the Squamish River watershed. The Squamish Nation has occupied and governed their territory since beyond recorded history. The Squamish People's traditional language is Skwxwú7mesh Snichim. The Skwxwú7mesh Snichim, although in danger of being lost, is still an important part of the Squamish culture. The Squamish Nation has 24 reserves, and four of these are in Metro Vancouver and others extend up the coast.

The three Nations have signed agreements honouring their shared territory and their role as host Nations in Metro Vancouver.



Tsleil-Waututh Nation
PEOPLE OF THE INLET



MUSQUEAM
A LIVING CULTURE



Skwxwú7mesh
Úxwumixw
Squamish Nation

Your Transition to Vancouver

Are you looking to move to and live in Vancouver? Whether you are traveling internationally or domestically to this beautiful city, there are many considerations and resources to assist you in your transition to become a Vancouverite!

About Vancouver

Welcome to the beautiful, ocean-side city of Vancouver, British Columbia. Whether you want to explore the mountains and beaches, or enjoy a diverse variety of international cuisines, Vancouver has something for everyone. The city is known for healthy living due to the environmental strides and active lifestyle. It is the perfect place to immerse yourself in a coastal environment, from the forests to mountains to the ocean, meanwhile experience all of the benefits of urban living.



Population: 662,248 (2021)

[Source](#)

Demographics: Age group with highest population is age 25-34; 51% female; growing elderly and young adult population; declining youth, child, and 35–44-year-old adults; 2.2% of population of Indigenous identity; 52% of visible minority group; 43% immigrant population; 46% white, then 27% Chinese then 6% south Asian.

Languages: Aside from English, the most common languages are: Cantonese, Mandarin, Punjabi, German, Tagalog, French, Korean, Spanish, and Farsi.

[Source](#)



Newcomer's Guide

Whether you need assistance or more information on immigration, language services, or general support regarding moving to BC, [Welcome BC](#) has many videos, pamphlets, and personnel services to support your transition to BC.

The City of Vancouver has developed a [guide](#) called "Growing Roots" for newcomers to Vancouver, which provides an overview of resources, services, and spaces. It includes housing support, job opportunities, diversity and inclusion resources, and events around the city.

An important part of being a part of the Vancouver community is understanding the First Peoples of this land, their history and culture, and their presence and relationships in the city. To learn more about the First Peoples of Vancouver and how you can educate yourself before arriving in Vancouver, please read the First Peoples Guide to Vancouver [here](#).

To learn more about Vancouver's neighbourhoods, like Gastown or Kitsilano, please visit [Destination Vancouver](#). To understand the cost of living in your desired neighbourhood, [click here](#) for the Cost of Living Calculator.



History

To learn more about Vancouver's history, visit [The Canadian Encyclopedia: Vancouver](#)

Weather & Geography

Vancouver has a moderate, oceanic climate, and has one of the warmest and mildest climates in Canada. The winter in Vancouver is generally rainy, yet mild, with minimal snow and temperatures rarely falling below 0°C. During the winter, many Vancouverites grab their skis and snowboards and flock to the mountains close to the city, such as Cypress Mountain, Seymour Mountain, Grouse Mountain, and Whistler to enjoy the fresh snow for outdoor sports.

The rainy winters allow for a dry, sun-filled summer with mild temperatures averaging a high of 23°C in July and August. The abundance of daylight, as well as the multitude of beaches surrounding the city, draws many city residents to spend the day by the ocean, cycle around the seawall, or simply enjoy the views of the Pacific Ocean landscape.



Culture & Lifestyle

Vancouver is a diverse and vibrant city, with districts encompassing artistic and active lifestyles, to districts celebrating multiculturalism and inclusive rights of diversity.

Whether you want to learn about another culture or meet others with the same cultural background as you, there are many communities, such as Chinatown, Little Italy, Punjabi Market, and many others, to make you feel welcomed in the city. Many cultural centres also offer language classes and cultural events. The City of Vancouver hosts many events, such as the Vancouver International Film Festival, to celebrate the diverse population of the city and international accomplishments.

Vancouverites are also known for enjoying the outdoors, whether that is day hiking trips to the neighbouring National Parks, taking a ferry to explore surrounding islands, visiting mountains for winter sports, ziplining, taking gondola rides, or hitting the beach for volleyball in the summer.

If you prefer cultural and artistic activities, you will not run short of art galleries and local shows of music and performance in the city, as well as annual festivals to help you integrate into the city.

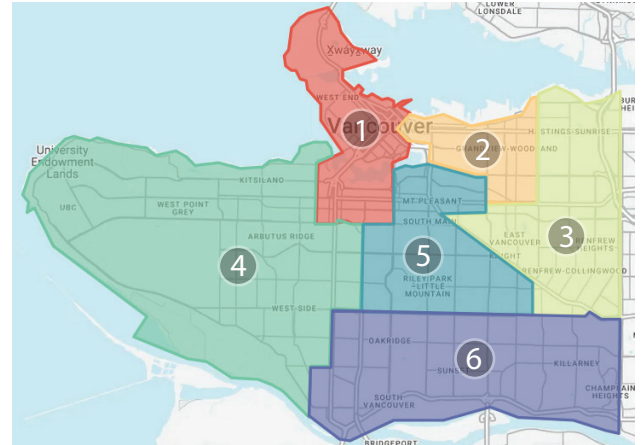
We encourage you to explore the City of Vancouver by reading about the wonders of the city and search for events and communities that align with your way of life.



Primary Care Networks

What do PCNs mean for my patients & my practice?

Primary Care Networks (PCNs) are being developed in Vancouver to support improved access to enhanced primary care. In a PCN, multiple health care providers and services work together and connect to support the health of the community. PCNs are built on a strong foundation of Patient Medical Homes (primary care clinics) in the region.



There are 6 region-based PCNs in Vancouver

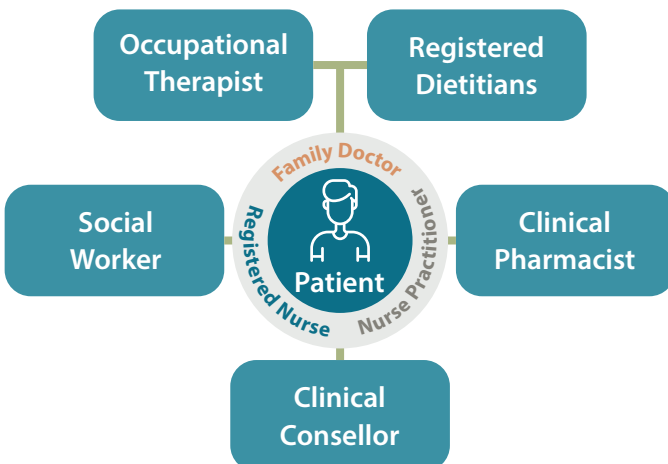
PCNs are designed to wrap services around patients and create a new system for introducing more integrated, team-based primary care in the community. The Vancouver PCNs are being built in partnership with VCH, leaning on opportunities to collaborate, align goals, and improve the primary care system.

 Team Based Care Education

 Interprofessional Teams

Team-Based Care

- Your patients can access free team-based allied health supports and nursing care through the PCN
- You can access team-based care training for yourself and/or your clinic team



Connection & Support

- Networking opportunities
- Partnerships within the community
- Dedicated support
- Connection to Vancouver Division recruitment & attachment programs
- Communication and information sharing

Community Voice

- Participate in engagement opportunities (surveys, advisory committees, forums & events)
- Use your voice to help shape the PCN

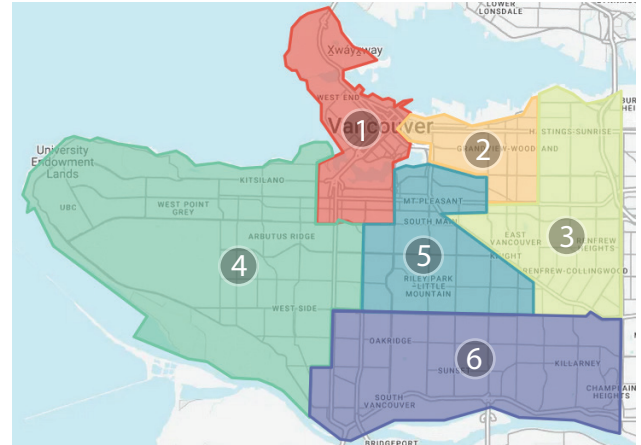
Click [here](#) to find out more about the Vancouver PCNs!
Get in touch with us at pcn@vancouverdivision.com

Who are your Community Network Managers?

Community Network Managers (CNMs) are engaging the community to build Vancouver's Primary Care Networks (PCNs).

Get in touch with your CNM – they are your first point of contact to:

- Receive the latest news and updates on PCN development
- Learn more about healthcare resources available in your PCN
- Connect with colleagues, clinics, and community partners in the network
- Find out about upcoming engagement events
- Find resources that support team-based care
- Access in-clinic workflow guidance and business tools i.e. finances, patient panels, staffing, clinic opening/closure, recruitment, etc.



PCN 1 
City Centre

Shawn Haider

shaider@vancouverdivision.com



PCN 2 & 3 
Centre North & Northeast

Anupama Hettiarachchi

ahettiarachchi@vancouverdivision.com



PCN 4 & 5 
Westside & Midtown

Sarah Elliott

selliott@vancouverdivision.com



PCN 6 
South

Rebecca Dnestrianschii

rdnestrianschii@vancouverdivision.com

Vancouver Division Members and Benefits

Becoming a Member

The Vancouver Division is all about bringing together FPs from across the City of Vancouver to leverage their collective wisdom and experience to improve the way our health care system works in Vancouver.

The Vancouver Division has many facets of work:

- Tools and services that support you as an individual FP, including access to free resources, member events, and our FastFacts newsletter.
- Opportunities to connect and collaborate with your colleagues across the city.
- System-focused change initiatives, including the development of PCNs.

Who can become a member?

- Must be a practicing FP with or without hospital privileges who delivers the majority (51%) of their services in Doctors of BC District Three (Vancouver) whether on a sessional, fee for service, salaried, or other basis; and whether delivering full-service, specialized (obstetrical, ER, hospitalists) services, or services at a walk-in clinic; and
- Must be a general practitioner or FP, who is duly licensed by the College of Physicians and Surgeons of British Columbia; or
- Complete and submit an application on the form approved by the Directors; or
- Be a resident physician on a full or educational license, practicing in the Vancouver area, and enrolled in the UBC FP residency program.

How do you become a member?

To apply to become a member, please complete [this provincial online form](#) to join one of BC's 35 Divisions of Family Practice. Select Vancouver as your practice community in the application to join the Vancouver Division of Family Practice. Our administrative team will follow-up with an additional intake form, gathering specific information for Vancouver.

As a member of the Vancouver Division, you gain access to a series of benefits listed below.

 [Become a Member](#)

 [Member Involvement](#)

 [Member Wellness](#)

Types of Remuneration

Fee-for-Service (FFS)

FFS is utilized by the majority of walk-in, full-scope, and hybrid family practice clinics in Vancouver. The FP is an independent contractor who bills our public insurance plan, Medical Services Plan (MSP), for each service provided. Each service has a separate billing code and rate, which is negotiated between the MoH and Doctors of BC. FPs pay out a pre-determined portion of their billings (i.e. 30%) to the clinic. This amount contributes to the clinic overhead, meaning, the clinic costs, such as staff, lease, and supplies.

More information:

- [Doctors of BC FFS p. 3](#)

Primary Care Network New-to-Practice Contracts (PCN NTP Contracts)

In the past few years, the MoH announced a new initiative to help recruit and retain FPs. These are salaried service contracts for FPs interested in longitudinal family practice and starting a patient panel. The contracts are designed to ensure FPs have a fixed and guaranteed income during the process of starting a practice and building a patient panel. Under this contract and dependent on the FTE, you are required to attach a certain number of patients and hours (1.0FTE = 1250 patients = 1680 hours) and complete quality improvement initiatives. You are also provided with an overhead contribution from the MoH. Vancouver has been allocated an unlimited number of contracts. If full-time, the approximate salary is \$410,000 per year. This includes patient panel attachment (~312K), quality improvement contract deliverables (~23K), and overhead support (75K). A signing bonus and loan forgiveness is dependent on the FP's graduation year.

More information:

- [Vancouver Division PCN NTP Contracts](#)
- [Doctors of BC PCN NTP Contracts](#)
- [Alternative Payments Program](#)

Longitudinal Family Practice Payment Model (LFP Payment Model)

In 2023, the MoH, Doctors of BC, and BC Family Doctors released a new blended payment model for

FPs interested in longitudinal family practice. Under this model, FPs are compensated for time, patient interactions, and number and complexity of patients. For more information, please contact BC Family Doctors directly.

More information:

- [Doctors of BC LFP](#)
- [BC Family Doctors LFP](#)
- [BC Family Doctors: Solutions for Family Medicine](#)
- [MoH LFP](#)

Population-Based Funding (PBF)

This model is known as a capitation model. FPs are remunerated based on the bundle of services they provide for each patient within a span of time.

More information:

- [Doctors of BC PBF p.11](#)

Sessional Rates

The sessional model is mostly utilized by Community Health Centres (CHCs). Sessional rates mean an hourly or session rate of payment. A session is defined as 3.5 hours of service. Rates are defined by an agreement between the MoH and Doctors of BC. This type of payment model is generally used for more complex patient populations or those appointments needing more time than a fee-for-service model could reasonably accommodate.

More information:

- [VCH Sessional Rates](#)
- [Alternative Payments Program](#)

Salary

Some of the salaried positions include hospitalist or emergency positions administered by health authorities. Other salary opportunities may include permanent positions at private clinics. The most common salary positions are hospitalists and emergency positions administered by HAs.

More information:

- [Doctors of BC Salary p. 9](#)

FP & NP Clinic Opportunities

Locum Opportunities

Locum coverage is a short-term coverage for FPs who are seeking coverage for vacation or other temporary reasons. The length of locum coverage ranges from a few days per week to a couple of weeks to a maternity leave. Locum opportunities allow you to gain experience in numerous clinics.

Remuneration: FFS, LFP Payment Model, Sessional

Practice Settings: full-service family practice; walk-in clinic; full-service family practice and walk-in hybrid; CHC; UPCC

Permanent Opportunities

Permanent placements are permanent and long-term opportunities. It is important to decide if you would like to build a patient panel. Permanent opportunities allow you to commit to a clinic and develop long-term relationships with colleagues and patients.

Remuneration: FFS, PCN NTP Contracts, LFP Payment Model, Sessional

Practice Settings: full-service family practice; walk-in clinic; full-service family practice and walk-in hybrid; CHC; UPCC

Long Term Care Opportunities

Please refer to [page 15](#) to learn more.

Practice Settings

Family Practice: Designed for FPs specifically wanting to provide longitudinal care to the patients attached to their own patient panel.

Walk-in Clinic: Designed for FPs who specifically want to provide episodic care to patients seeking care at any point in time without an appointment. There are no attached patients.

Family Practice and Walk-in Hybrid Clinic: Combination of the two previously mentioned. There are some FPs who provide longitudinal care and other FPs who provide episodic care. There are also FPs who provide both types of care.

UPCC: Designed for FPs interested in providing non-emergency, but urgent and same-day care to patients. [Click here to learn more.](#)

Long Term Care Home: Please refer to [page 15](#) to learn more.

Community Health Centre (CHC): Primary care delivered to populations who are marginalized or disadvantaged and functionally complex. Opioid agonist therapy training for FPs is a requirement because opioid replacement therapy is offered here. [Click here to learn more.](#)

Long Term Care Opportunities

Physicians who practice in long term care (LTC) provide much needed support to the vulnerable frail elder population. LTC panels are permanent part-time roles that can provide increased flexibility and diversity to your practice. Physicians can augment their practice with a LTC panel or join the group of dedicated physicians who work solely in LTC across multiple care homes.

Long Term Care Initiative

The Vancouver Division administers the Long Term Care Initiative (LTCI) – the LTCI is a program designed to support physicians and staff working in long term care homes. By signing the LTCI Attachment Agreement, a physician commits to a formal relationship with a LTC home and becomes part of the LTCI physician community of practice.

LTCI physicians form part of a strong community of practice who follow best practice expectations such as regular proactive visits, on-site medication reviews, attendance at care conferences, and completed documentation in charts. The Vancouver LTCI supports all LTC homes that are not on alternative funding contracts (APP) – this is a network of 39 care homes (and growing!).



A snapshot of the LTCI programming includes:

- After-hours Care Program – physicians can self-schedule their on-call shifts to alleviate the burden of 24/7 care to their residents
- Recruitment and retention support
- Mentorship and onboarding of new physicians
- Community-wide learning sessions and networking events
- Opportunity to participate in QI projects and activities
- Guides, tools and resources to support working in LTC
- Communications that impact LTC work

Remuneration

Physicians that are eligible for the LFP model can bill LFP codes for their practice in long term care, with fee-for-service available for LFP-ineligible physicians.

LTCI physicians receive payments for their participation in the LTCI:

- After-hours Care Program: \$1,000 for weekday shifts and \$1,400 for weekend shifts
- Sessional payment for mentorship and onboarding time
- Sessional payment for participation in learning sessions, events, QI projects and activities

Contact

Our LTCI Team can match you with long term care homes across Vancouver that are seeking permanent physician coverage – we welcome you to join the LTCI physician community who enjoys the impactful work of caring for the frail elderly!

Contact: lrc@vancouverdivision.com

Job Posting: [Click Here](#)

Under Practice Setting select "Long Term Care Home"

Our Recruitment Website: Work in Vancouver

Vancouver Division Recruitment Website: Work in Vancouver

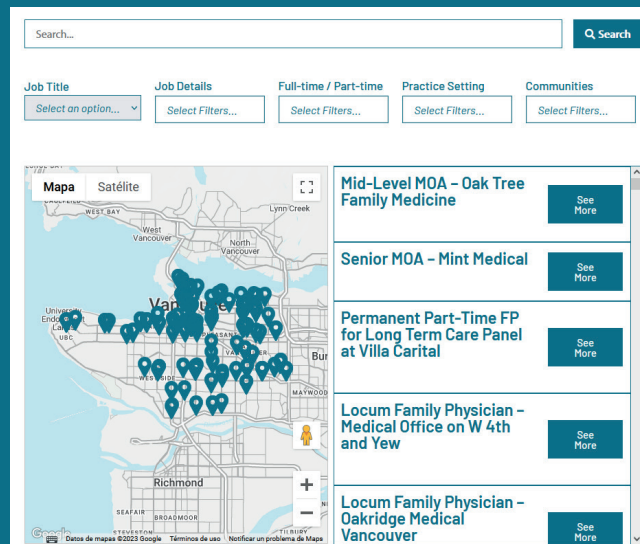
Across a variety of care settings and locations in Vancouver, there are many permanent positions and locum opportunities available. You can use the search functions to explore opportunities by job title, job details, communities, and practice setting. You can also find opportunities on BC Family Doctors, Health Match BC, and Cherry Health. Once you apply to a posting, the R&R team will be notified across the four job posting websites mentioned above and will follow up with you directly. Alternatively, you can email us at recruitment@vancouverdivision.com.

On average, there are typically 215 FP and NP opportunities in total per month.

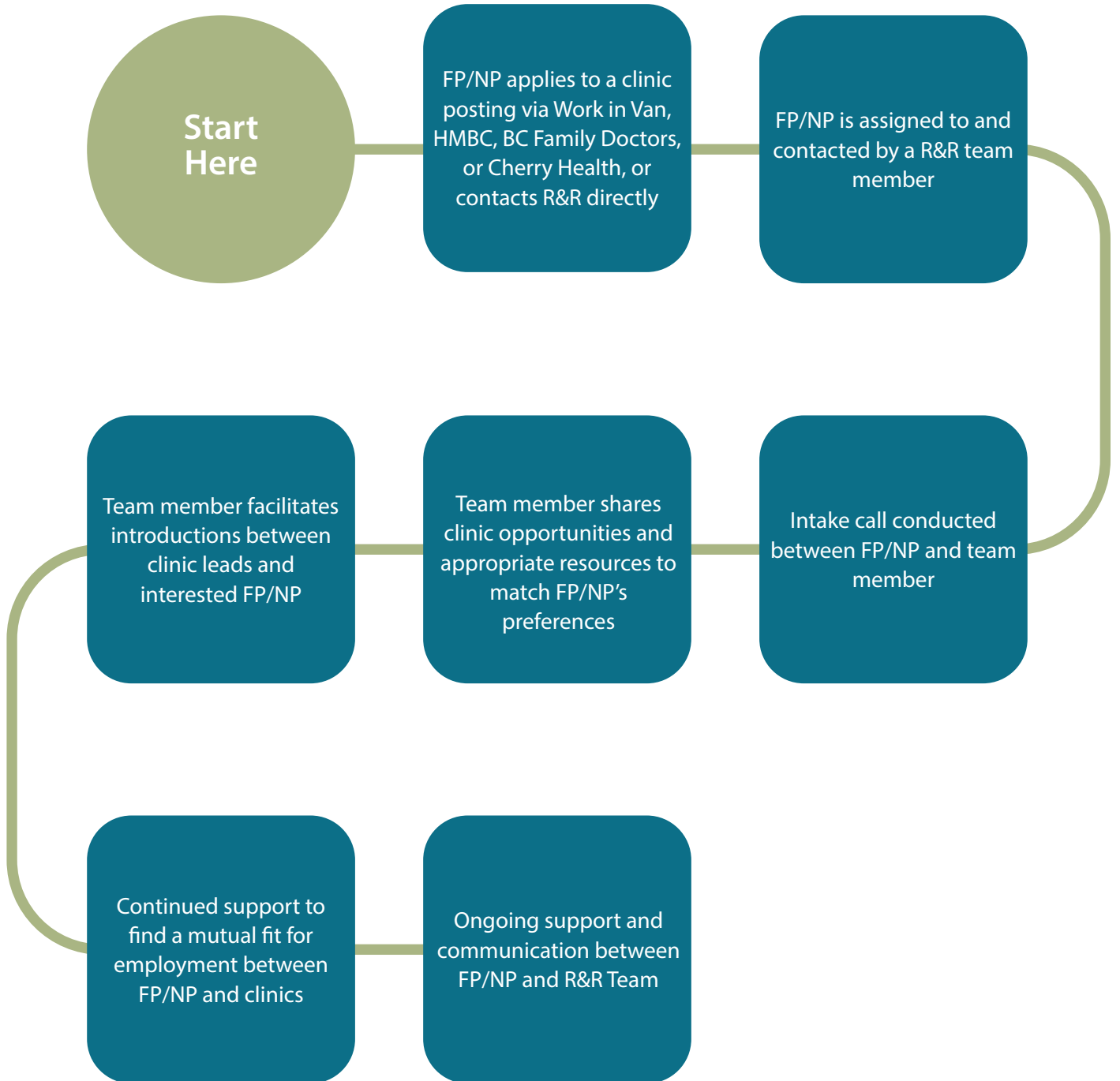
On behalf of clinics in Vancouver, we are looking for FPs to fill numerous locum opportunities, which vary in duration, flexibility, and location. On top of this, we can assist FPs and NPs looking to join a practice permanently. Depending on what you are looking for, we will provide you with guidance and introduce you to the clinics that fall in line with your preferences and requirements.



[To view all current opportunities in Vancouver, please visit **Work in Vancouver**](#)

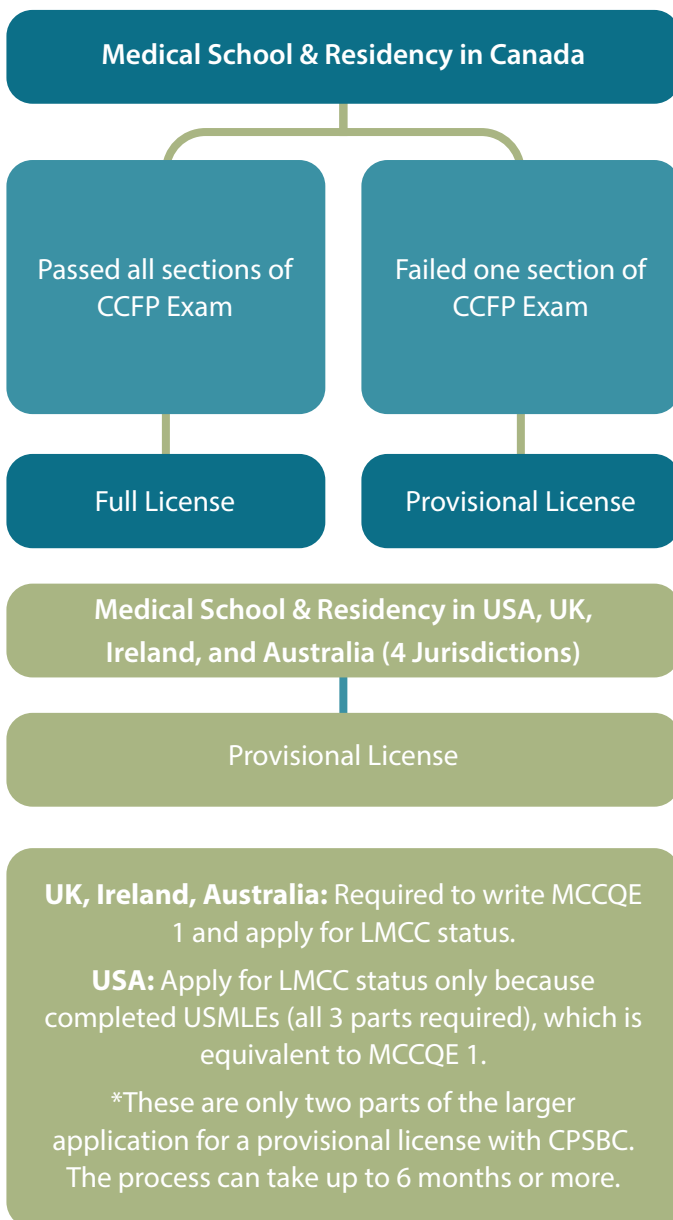


Recruitment Process



Licensing

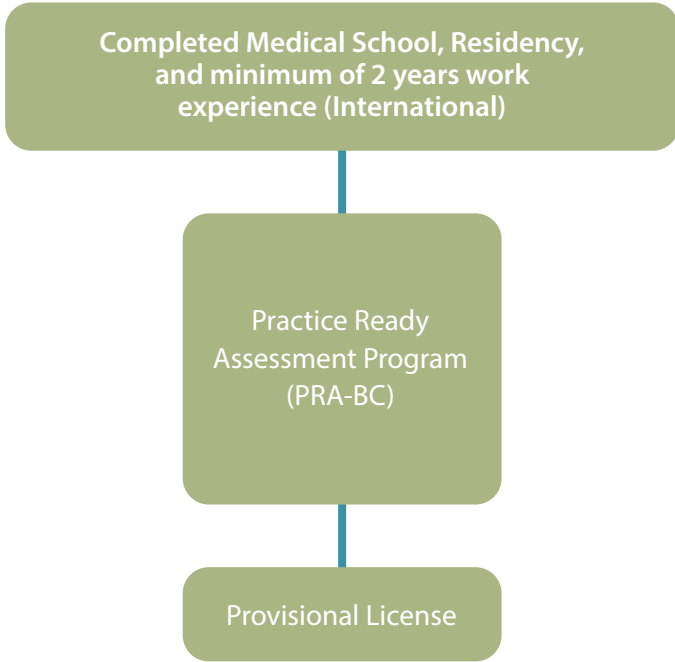
To become licensed in BC, there are several important considerations and steps involved. The license process depends on where your residency was completed and standardized evaluations and exams. Please see the overview below to become familiar with your path to becoming a fully licensed FP in BC.



If you are not a Canadian citizen and require a work permit, there are a specific number of hours required depending on the type of work permit.

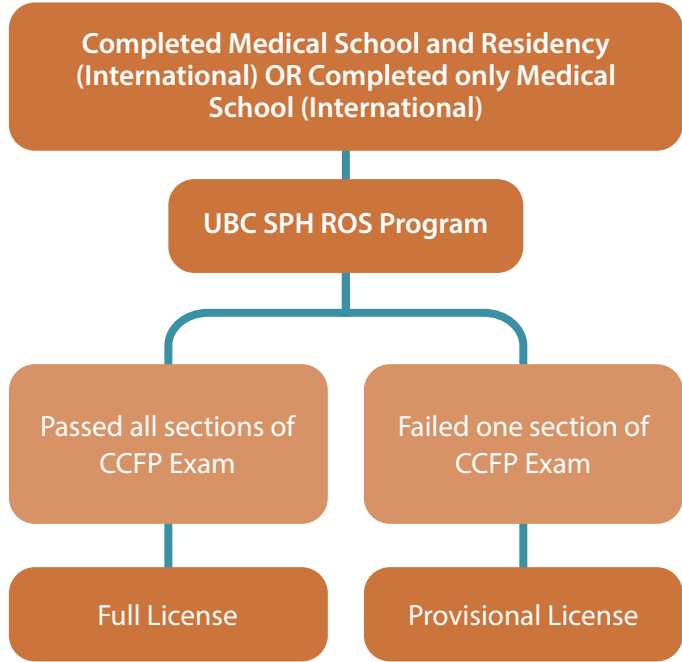
BC PNP: The BC Provincial Nominee Pathway is a work permit FPs apply for, whereby they are applying for a work permit and permanent residency at the same time. This is only for FPs who are planning on making BC their long-term home and is not available to FPs only here for a few years. Usually with this work permit, there is a requirement of candidates to work a minimum of 30 hours per week.

Open Work Permit: Some FPs can apply to an open work permit through their spouse who is coming to work in BC. With these, there is rarely any mention of minimum hours per week needing to be worked. However, to be safe, it is best to provide VCH with a copy of your work permit to make sure.
















The PRA BC Program is designed to be an alternative pathway to licensure for FPs who are internationally trained to qualify as a FP in BC. These FPs have already completed residency and practiced for a minimum of two years outside of Canada. This involves passing a 12-week Clinic Field Assessment and numerous examinations. Following clinic interviews, clinic and candidate submission of rankings, and health authority discussions, the candidate will be successfully matched to a clinic for their 3-year ROS.

[Click here for more info](#)



IMGs are matched to a residency program in BC, known as the Family Medicine Residency Program. This involves a 2-year ROS. The program provides IMG participants with an opportunity to train and qualify as a practicing FP in BC.

[Click here for more info](#)

	Registration & License Application <i>*requirements/how to apply steps depend on application</i>	 	 	 	 
Completed Residency in BC	Timeline: 6 weeks Full License: Standard Application	Help FP find clinic to join	—	—	 Registration & Licensing
Licensed FP in another Canadian jurisdiction	Timeline: 6 weeks Full License: Standard Application	Help FP find clinic to join and connect with HMBC & VCH	Support FPs with licensing /registration <i>*HMBC works in strictly advisory capacity</i>	—	 Registration & Licensing
Licensed FP in 4 recognized jurisdictions (UK, US, IRL, AUS)	Timeline: 6-8 months Provisional License Application	Help FP find clinic to join and connect with HMBC & VCH	Support FPs with licensing /registration <i>*HMBC works in strictly advisory capacity</i>	Related Documentation: <ul style="list-style-type: none"> • Job Offer Letter • Work Permit • Expectations Statement 	 IMG: Provisional Licensing
UBC IMG ROS	Timeline: 6 weeks Full License: Standard Application	Help FP find ROS clinic to join and connect with VCH	Support FPs with licensing /registration <i>*HMBC works in strictly advisory capacity</i>	Related Documentation: <ul style="list-style-type: none"> • Job Offer Letter • Work Permit • Expectations Statement 	 Registration & Licensing
PRA BC: Internationally licensed FP with 2+ years of work experience	Timeline: 6 weeks Provisional License Application	Help FP find ROS clinic to join and connect with VCH	Support FPs with licensing /registration <i>*HMBC works in strictly advisory capacity</i>	Related Documentation: <ul style="list-style-type: none"> • Job Offer Letter • Work Permit • Expectations Statement 	 IMG: Provisional License

Please note:

For licensing inquiries, please direct these to the CPSBC or HMBC as appropriate as eligibility and process can vary. Timelines are an approximation and not a guarantee. The processing time is primarily dependent on documentation submission.

Provisional License

The Vancouver Division works with FPs both within and outside Canada. If you are a FP who completed their residency training in the UK, USA, Ireland, or Australia and would like to work in BC, let us know and we can provide you with guidance.

A provisional license is a step before full licensure, which some FPs are required to complete. Being placed on a provisional license adds additional support for FPs. Meaning, the FP is given a designated supervisor at the clinic and is evaluated on their performance by the supervisor once in the first 3 months of working and again each subsequent year until they obtain their full license. A FP usually remains on a provisional license for a minimum of 3 months and up to a maximum of 3 years before needing to be re-evaluated again by CPSBC.

Process of obtaining a provisional license and how we can assist you

This process can take a total of 6-8 months; therefore, we recommend you connect with us as soon as possible!

- 1 Connect with HMBC to discuss the licensing process.
- 2 Check your eligibility to apply as a Provisional – FP with the CPSBC.
 - Complete the pre-screening assessment with HMBC.
 - HMBC will assist you in providing the preliminary documents to the CPSBC.
- 3 While completing Step 2, connect with us to discuss your family practice preferences. We will use your preferences to connect you with clinics that have eligible supervisors for your provisional license, or the LTCI team if you have an interest in long term care work.
- 4 Once you have decided on a clinic, the Division will help you and the clinic draft a job offer letter, which will be signed by both you and clinic.
- 5 The job offer letter, work permit (if needed), any other documents will be submitted to VCH, HMBC, and CPSBC. HMBC will assist you in completing your full registration requirements and submit your application to CSPBC.
- 6 Receive your license and start practicing in Vancouver!

Residents: Countdown to Practice

The Vancouver Division consists of teams and resources skilled in supporting family medicine residents and newly licensed FPs in their transition to practice. Below are important steps to getting started and a 'Countdown to Practice' Checklist.

- Obtain a license to practice in BC (CPSBC)
- Obtain a billing number (MSP)
- Obtain liability protection through CMPA
- Consider incorporating (if private practice)
- Start to collect CME credits
- Update status with various organizations (CFPC/RCPSC, DoBC/CMA) *Note: many have a reduced fee for those in their first year of practice.
- Get comfortable with billing FPSC Modules & BC Family Doctors
- Become familiar with the Physician Health Program
- Put together an updated medical CV
- Connect with us for practice support information

9-12 months from completing residency

- Become a Vancouver Division Member
- With your Vancouver Division membership, familiarize yourself with UpToDate and Pathways (both free with membership)
- Sign up with BC Family Doctors for billing support (free as a resident)
- Sign up with Resident Doctors of BC for events and supports available while in your residency
- Refresh and update your Resume and CV
- Start looking into hospital privileging

6-9 months from completing residency

- Get information on financial advice and insurance, including if you should incorporate yourself, tax-time planning, investing, and managing debt
- Connect with R&R to review current opportunities in Vancouver
- If outside BC, create a profile with HMBC and upload your CV to your profile. HMBC will assist you in obtaining your license.

3-6 months from completing residency

- Obtain independent practice license from CPSBC (working with the residency sites to get a more in-depth checklist for this process)
- Continue to research and apply for positions

0-3 months from completing residency

- Become a member of Doctors of BC
- Reconnect with the R&R for a more updated list of available opportunities in Vancouver
- Start interviews and clinic visits
- Apply for an MSP Billing number as a licensed physician
- Update your Canadian Medical Protection Association Insurance (CMPA)
- Obtain hospital privileges if you plan to work in a hospital full-time or part-time (different process for each hospital)
- Report changes to address to the Canada Revenue Agency (CRA)

Clinic Interview Questions

Interviewee Questions

General

- What are the expected hours and days of work?
- Does the clinic use a contract or formal written agreement?
- How many examination rooms will I have access to?
- What are the clinic hours?
- How many colleagues will I be working with at a given time?
- Do you provide a computer/laptop, or am I to provide my own?
- Is your clinic physician-owned or corporate-owned?

Clinic Logistics

- Is there parking available? Paid/free?
- Is there bike storage available?
- Is your clinic easily accessible by transit?
- How does your clinic handle time off? Do you find locum coverage or am I responsible for this? Do you offer cross coverage?
- What supports do you have for building a patient panel?

Overhead Split

- What is the overhead split? Does this apply to private billings?
- What about ICBC, medical legal files, etc.? How are fees for letters/notes handled?
- When can I expect payment (i.e. Monthly, bi-monthly, etc.)?

- Will the office provide me with daily or hourly minimums if I am not busy? How is this assessed and distributed?

Billing Support & Remuneration

- Does the office have a designated billing person? Do they utilize a service?
- How are rejections dealt with?
- What billing am I responsible for?
- What support is available in the clinic if I have billing questions?

Office Support

- Does the office have a manager or a clinic lead?
- Does the clinic have a medical director?
- How many MOAs are there? What is the ratio of MOA hours to FP hours?
- Is there any EMR training available?
- How are IT matters dealt with?
- How collaborative is the office? Are there regular staff meetings?
- Are there any additional supports in place? (Allied health, billing service, RN?)

Practice Style

- Volume – How many patients do FPs at this clinic see per hour/day?
- Am I expected to see a certain number of patients per hour/day?
- As a locum FP, is there an expectation to see patients from the walk-in, or will I be exclusively covering another FP's panel?
- As a permanent FP, is there an expectation to see patients from the walk-in?
- Are there any specialty areas of patients (obstetrics, sexual health, elderly patients)?
- Are there any language requirements at your clinic?

Additional Services

- Are there any house calls?
- Are there any long term care patients?
- How does the clinic deal with on-call time?
- Does the clinic offer telemedicine/virtual care options? What are the requirements for in-person care versus virtual care?

Interviewer Questions

Experience/Practice

- Tell us about your previous medical experience.
- What is your vision of an ideal family practice? (Does their vision align with that of the practice?)
- Tell us about your EMR experience.
- With respect to family medicine, what do you excel at? What do you need to improve on?

- What are your clinical interests outside of family medicine? (Long term care, hospitalist, maternity, etc.)
- Are there any areas of family medicine you are not comfortable practicing?
- What is your ideal patient panel make up?
- At what rate are you comfortable seeing patients?
- What specific skills and training do you have that will benefit this position?
- What training and/or experience do you have related to quality improvement?

Situation

- Tell us about one of your achievements as part of a team. What role did you play?
- Tell us about a situation where you had to deal with a difficult patient. How did you resolve the issue?
- Have you dealt with difficult colleagues in the past? How did you deal with or resolve any issues?
- Our goal in this clinic is to have a collegial and cohesive team. What do you find is the most effective way to develop relationships internally?
- Describe a relationship that has not gone well with a colleague or team member. What could you have done better?

General

- What are your practice goals?
- What are your expectations of your clinic mentor?
- What are your expectations of clinic staff/MOAs?
- How many days per week would you like to work?
- What are your preferred working hours?
- What are your 5–10-year career goals?
- Why should we offer this position to you?
- Why are you interested in this opportunity?
- How do you expect to balance different parts of your practice?
- Can you tell me about a change you would like to introduce in a family practice clinic?
- What do you envision the role our clinic can play in patient advocacy and optimizing patient access to care?
- Given the possibility of burnout, what strategies will you employ in your practice to reduce your risk of burnout?
- How do you challenge stereotypes, bias, and discrimination and promote a respectful workplace?
- Describe a situation where you had to identify equity/diversity or related issues in your team or in the workplace and what actions you took to resolve these issues.



Clinic Business Solutions (CBS)

CBS Provides practice management, business, and operational support to keep your clinic running smoothly so you can focus on patient care.

The Clinic Business Solutions (CBS) team provides tailored support for:



Clinic Owners & Leaders



Clinical & Administrative Support Staff

Operational guidance for clinics is delivered to members through:



Special Projects



Peer Platforms



Practice Management Education

Led by Member Task Force



& Reference Groups

Members also have access to valuable business tools, decision models, reports, case studies, legal templates, and more ...



Business Tools

Designed to help you make informed decisions and achieve strategic objectives.



Legal Templates

Customizable templates that ensure legal compliance and consistency.



Case Studies

Gain insights on in-demand topics, complete with comprehensive reports and recommendations.



Clinic Performance Insights

Access financial insights and market trends to enhance business practices.



Contact us at: cbs@vancouverdivision.com or visit our website. 

Starting a New Practice

The process of starting a practice should begin well before you complete your residency or decide to leave your employment at a hospital or another clinic. We recommend at least a 12-month lead time. Furthermore, many of these tasks should be completed under the guidance of professionals, such as lawyers, business consultants, and real estate agents. In our experience, one of the biggest shocks to NTP FPs is the realization that, on top of being a FP, they now have to be business owners, managers, junior accountants and HR experts. Although these topics may seem trivial in theory, they often become all-consuming and frustrating because they take FPs away from practicing medicine.

The best way to manage a complex process, such as opening a clinic, is to subdivide each responsibility into individual phases. We have divided the process of starting a practice into six time-based phases. Completing one phase at a time will allow the new business owner to be organized and will make the volume of tasks seem less daunting.

In addition, you can meet with our Clinic Business Solutions (CBS) team who will be able to guide you through the initial steps and important considerations to open a clinic.



Click here to see the list of business tools and to contact the CBS team (cbs@vancouverdivision.com).

Timeline for Starting a New Practice

Phase 1 | 12-8 months

Market research, clinic vision, business advisors, and community outreach

Phase 2 | 8-4 months

Financing, space acquisition, equipment research, potential renovations

Phase 3 | 4-2 months

Marketing, 1st steps of HR, memberships, medical forms/billing

Phase 4 | 2-1 month(s)

Insurance, office hours/schedule, EMR, phone system, patient education, auxiliary services

Phase 5 | 1 month

Advertising, utilities, staffing/training, team meetings

Phase 6 | Opening Day

Set up a system for yourself and your employees to record observations from how the clinic is operating. This information can be used for workflow improvements in the future.

Patient Attachment

The Vancouver Division of Family Practice has assisted in attaching residents of Vancouver to providers since 2015, with the development of the Patient Attachment Initiative (PAI) and more recently, the Health Connect Registry (HCR).

Patient Attachment Initiative

The PAI is a referral-based program that finds providers for unattached residents in Vancouver. The goal of the PAI is to help facilitate attachment within Vancouver, but also to support primary care providers in building balanced patient panels. We receive referrals from a variety of acute care & community partners, with diverse health profiles and demographics.

How does it work?

- 1 The PAI receives a referral from a community partner.
- 2 Clinical staff assess the patient for health needs by completing a phone intake assessment.
- 3 Based on clinical information and provider preferences, PAI staff send an anonymized request for participating providers to review.
- 4 Once a provider accepts, the PAI staff fax the patient's information to the clinic and inform the patient how to make their first appointment with a deadline to engage.

If you are interested in accepting patients from the PAI, please email pai@vancouverdivision.com

Health Connect Registry

The Provincial Attachment System (PAS) aims to connect patients who do not have a primary care provider with a provider who can take on new patients using the HCR and assist in providing accurate clinic information through the Panel Registry.

How does it work?

- 1 Patients register themselves on the HCR to find a FP or NP.
- 2 Upon request, Attachment Coordinators send patient lists to participating providers through the PAS system for review.
- 3 Providers can review these lists in their Panel Registry in PAS and complete intakes with accepted patients. Clinics must facilitate the meet-and-greet to see if the attachment is a good fit.

If you are interested in accepting patients from the HCR, please email vancouverHCR@vancouverdivision.com

Need PAS Support?

For OneHealthID Support (for access issues and MOA endorsement):

- By email OneHealthID@gov.bc.ca
- By phone [250-857-1969](tel:250-857-1969)

For PAS Technical Support:

- Zoom Meeting (9am to 7pm Monday to Friday excluding stats)
- Dial-in 778-907-2071 | Meeting ID 93003034945 | Passcode 548989
- By email: healthbcsupport@phsa.ca

Find out more about PAS:
doctorofbc.ca
nnpbc.com

Practice Takeover

The Vancouver Division can assist in practice takeovers between FPs and NPs. The following items are important considerations you can address with a clinic when discussing a takeover agreement.

Timeline & Practice Style

- Date the practice will be fully assumed by the new FP or NP.
- Transition period where retiring FP/NP will be available for questions/concerns/mentorship (this can be more informal, not in contract).
- Have conversation with outgoing FP/NP about how they practice and if their practice culture aligns with yours.

Financial Agreement

- Agreement to take over practice costs associated with the current cost share arrangement of the practice.
- Discuss and determine how the existing equipment and supplies within the practice will be transferred.
- Discuss chronic care billing – does new FP/NP take over all chronic care billing? At what point or date?

Partner Agreement

- Discuss and come to an agreement with partner and new FP/NP taking over.
- Discuss how staff will be transitioned and how the change will be communicated to the office.
- Contact the Vancouver Division to set up a session with the CBS team.

Lease Obligation

- Acknowledgement that arrangements have already been made with the landlord to change the name on the lease at a specified date. Potentially include the lease paperwork as a reference.
- Discuss any expected/planned leasehold improvements if applicable.

Stewardship of Medical Files

- Discuss which files will be transferred and on what date.
- Patients will be able to request a copy of their medical file, and that will be at the patients' expense.
- Retiring FPs will keep a copy or have access to (electronic or paper) medical files if needed for their own medical legal purposes (keep in mind this is dependent upon plans to digitize paper files or export electronic).

Patients

- Review the outgoing FP/NP's patient panel through their Mini MSP Profile (the outgoing FP/NP will need to get this for you)
- Agree on who is considered active (i.e. patients who have been seen in the last 3 years).
- Determine a list of patients for whom the new FP/NP agrees to take over the care (based on active patients).
- Agree upon a plan to notify patients of the transition from one FP/NP to another (preferred 3 months' notice).
- If joining a group practice, ask what the stipulations are around if you chose to move clinics and take patients with you (i.e., how would patient file transfer work?)

Notification of Necessary Parties


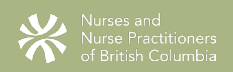

- Determine a plan to notify specialists, associations, and organizations that may forward information to retiring FP/NP. Where necessary, inform them that a new FP/NP has taken over. In other cases, notification of retirement may be all that is necessary.

Fees/Costs/Other

- Any fees or costs incurred during the practice takeover transition, and how will they be allocated (for example, costs of notifying necessary parties, legal fees, etc.).
- Consider consulting a lawyer to review having a formal contract. You may also wish to seek advice from the CMPA.

NP Recruitment & Support

	Vancouver Division of Family Practice <small>An FPSC initiative</small>	Nurses and Nurse Practitioners of British Columbia	Vancouver CoastalHealth
	<p>Website: vancouverdivision.com</p> <p>Contact Us: recruitment@vancouverdivision.com</p>	<p>NNPBC NP PIP (Nurse Practitioner Provincial Initiatives Program)</p> <p>Website: https://www.nnpbc.com/</p> <p>Contact Us: nppracticesupport@nnpbc.com</p>	<p>Website: https://www.vch.ca/en</p>
Recruitment	<ul style="list-style-type: none"> • Help NPs find a clinic to join based on NP preferences and needs. 	—	—
Contract Details	<ul style="list-style-type: none"> • Provide a high-level overview about contract and any pertinent details. • Connect NP with NNPBC NP PIP and VCH to receive additional guidance regarding the contract and clinic integration. 	<ul style="list-style-type: none"> • Offer one-on-one support for NP. • Provide NP with resources, such as navigating the contract and addressing contract deliverables. 	<ul style="list-style-type: none"> • Review contract and practice agreement with NP and answer and address all questions and concerns.
Onboarding	<ul style="list-style-type: none"> • Initiate onboarding process by facilitating contracting process with VCH once informed by both NP and clinic of mutual decision of placement and shared desire to move forward with a contract. • Onboard with Vancouver Division's R&R team and designated Community Network Manager (CNM). 	<ul style="list-style-type: none"> • Outline the transition to practice and provide support for NP as they start to practice www.nnpbc.com/np-content. • Educate NP on clinic integration and setting expectations on how to practice effectively in primary care. 	<ul style="list-style-type: none"> • Receive contract initiation email from Vancouver Division confirming mutual decision of placement between NP and clinic to begin the process. • Send an acknowledgment email and next steps to Vancouver Division, NP, and clinic. • Contract process takes 6-8 weeks.
In-Practice Support	<ul style="list-style-type: none"> • Address any clinic-facing questions/concerns with R&R and CNM. • Address any contract inquiries or updates, such as FTE change, start dates, or termination dates. 	<ul style="list-style-type: none"> • Address any NP-facing questions/concerns. • Continued support regarding clinic integration. 	<ul style="list-style-type: none"> • Address any contract inquiries, updates, or amendments, such as FTE change, start dates, or termination dates.

	Thinking about terminating?	Interested in being a monitor?	Patient Attachment Support/Concerns?	Difficulties at your clinic/with clinic staff?	Thinking about increasing or decreasing your FTE?
	✓	✓	✓	✓	✓
	✓	✓	✓	✓	✗
	✓	✗	✓	✗	✓

Thinking about terminating?

Please let both VCH and Vancouver Division know of your plans. VCH will speak to your termination notice timeline and contract matters. Vancouver Division and NNPBC NP PIP will provide you guidance on how to notify your clinic, colleagues, and patients in a timely manner.

Difficulties at your clinic/with clinic staff?

Please contact your Vancouver Division CNM. They can help you navigate how to approach your clinic staff or help with the initiation of an open dialogue alongside NNPBC NP PIP. They can provide you with the latest news and updates, resources, connections with community partners, and workflow guidance.

Patient Attachment Support/Concerns?

If you are worried about your patient attachment target, contact VCH regarding your contract obligations and they will connect you with their expert to discuss patient attachment targets. NNPBC NP PIP can also provide advice and guidance about how to meet your attachment target in a way that is conducive to your work

schedule and attachment target deadlines. If you are looking to build your patient panel, but have struggled to find patients, contact the Vancouver Division as we have two patient matching streams to help you build your panel.

Learn more:

- vancouverdivision.com/initiative/grow-your-practice-pai

Interested in being a monitor?

Please let NNPBC NP PIP know of your desire to be a monitor. You can also inform the Vancouver Division as they often times have provisionally licensed NPs looking for a NP to join the clinic. NNPBC NP PIP can guide you through the obligations as a monitor. The Vancouver Division can help you find a provisionally licensed NP to oversee.

Thinking about increasing or decreasing your FTE?

Keep in mind your FTE must be between 0.5-1.0 FTE. To inquire about any change to your FTE, contact the Vancouver Division and VCH.

Clinic Staff & MOA Recruitment

Are You a Medical Office Assistant?

The Vancouver Division offers programming to support the administrative needs of family practice clinics. We recruit medical office assistants (MOAs) and clinic managers to contribute to the growing need for clinic staff.

We have recruitment relationships with over 100 clinics in Vancouver proper.

Our Work in Vancouver website advertises job postings on behalf of primary care clinics across the city.

What the recruiting process looks like:

1

A clinic reaches out to Vancouver Division with their MOA recruitment needs.

2

The R&R team posts the job on Work in Vancouver.

3

This is where *we need you!*

Many clinics are looking for talented MOAs, you can look at availabilities [here](#).

What clinics typically look for in a candidate:

- MOA Certification (1-year diploma)
- Experience working in a family practice clinic
- Experience with EMRs
- Experience with MSP Billings

Stay tuned for developments to our MOA Program! We are working to support:

- Connection
- Engagement
- Appreciation
- Recruitment
- Retention

Please reach out to moa@vancouverdivision.com for questions about our MOA initiative.

Our Support & Other Organizations to Know

Clinic Business Solutions Team

The Clinic Business Solutions (CBS) team was created to fill the gap between member-facing Vancouver Division programs and network facing PCN programs. The CBS team operates in the in between zone offering behind the scenes support to internal division teams as well as external support to clinic leaders and stakeholders.

[Learn More](#)

Long Term Care Initiative (LTCI)

Our LTCI team supports the Vancouver long term care community of practice. If you are a FP who is interested in augmenting your practice with the challenging, diverse and impactful work of providing care for the frail elderly, we can support you.

Please refer to [page 15](#) to learn more.

Patient Attachment Initiative

The Patient Attachment Initiative (PAI) is a referral-based program that finds family physicians or nurse practitioners for unattached residents in Vancouver. The PAI receives referrals from various settings including acute care, outpatient, community, and specialist clinics. The Vancouver Division offers two streams for patient attachment to help family physicians (FPs) and nurse practitioners (NPs) build their patient panels: the Patient Attachment Initiative (PAI) and the Health Connect Registry (HCR).

Email: pai@vancouverdivision.com

[Learn More](#)

Peer Support Initiative

The Peer Support Initiative offers confidential, non-clinical, emotional support to physician colleagues by trained physician Peer Supporters in a 1:1 setting. Studies have shown that peer support for physicians can be effective in contributing to a culture where physicians feel more comfortable seeking and offering help. People who use peer support show improved coping and self-management skills, have stronger social networks, reduced isolation, and a reduced need for intensive services.

Learn more about:

- Physician support
- How to make a request for yourself or a colleague
- How might someone benefit from peer support?
- What are the goals of the Peer Support Initiative?

[Learn More](#)

Pregnancy Vancouver

Pregnancy Vancouver has provided valuable information for the public about maternity care in the City of Vancouver for nearly a decade. FPs, Midwives, Obstetricians, maternity care allied health providers and patients have reviewed and recommended a selection of trusted patient resources to further empower you in navigating the maternity journey. Together, we are dedicated to improving the maternity experience for all who are expecting in Vancouver!

Email: maternity@vancouverdivision.com

[Learn More](#)

R&R: Locum & Permanent Opportunities

On behalf of clinics in Vancouver, we are looking for FPs and NPs to fill numerous locum opportunities, which vary in duration, flexibility, and location. On top of this, we can assist FPs and NPs looking to join a practice permanently and build a patient panel. Depending on what you are looking for, we will provide you with guidance and introduce you to the clinics that fall in line with your preferences and requirements.

Learn more about:

- How our matching program works
- Clinic fee structures and contract assistance
- Various types of clinic opportunities

Email: recruitment@vancouverdivision.com

 [Learn More](#)

BC Centre on Substance Use (BCCSU)

The BC Centre on Substance Use (BCCSU) is a provincially networked organization with a mandate to develop, help implement, and evaluate evidence-based approaches to substance use and addiction.

Learn more about:

- Substance use education and training
- BCCSU Fellowship programs
- BC ECHO on Substance Use
- Clinical guidance for the treatment and management of substance use disorders

Email: inquiries@bccsu.ubc.ca

24/7 Addiction Clinician Support Line:
(778) 945-7619

 [Learn More](#)

BC Family Doctors

The Society of General Practitioners of BC (SGP) has a robust history of standing for the needs of FPs and their patients. In 2020, after 30 years as SGP, we became BC Family Doctors to better reflect our community and support our purpose of building an environment where all FPs thrive. We believe that whether you provide longitudinal community-based family medicine, hospitalist medicine, addiction medicine or maternity care, we are all FPs.

Learn more about:

- The Simplified Guide to Fees
- Locum Contract Template
- Uninsured Services Billing Package
- The SGP-BCCFP Meeting Bingo

Email: sgp.office@doctorsofbc.ca

 [Learn More](#)

Canadian Medical Association

Leading a national movement of physicians who believe in a better future of health. The CMA is committed to leading that change — by bringing the right people together to tackle the complex challenges we face, by championing solutions through research, analysis and engagement, by supporting others through charitable giving, and by influencing health policy.

 [Learn More](#)

Canadian Medical Protective Association (CMPA)

CMPA is a mutual defence organization for Canadian physicians that also advances patient safety and compensates patients harmed by negligent care (fault in Québec). CMPA is not an insurance company.

[Learn More](#)

Canadian Mental Health Association Peer Navigators Program (CMHA PNP)

The PNP offers free, 1-to-1 support for adults living in Vancouver who experience mental health and/or substance use challenges. PNs work alongside participants as they work towards their self-identified goals related to their health, community connections, housing, finances, and/or legal aid.

Learn more about:

- Who is eligible?
- How someone can get connected
- What someone can expect once working with a PN
- Peer work

Email: info.vf@cmha.bc.ca

[Learn More](#)

Care Connect

The eHealth Projects team is working with private practice clinics across the Vancouver Coastal Health region to deploy CareConnect – British Columbia’s secure, view-only Electronic Health Record solution. CareConnect is provided via the clinic’s EMR.

Learn more about:

- Clinical information
- EMR integration with CareConnect
- PharmaNet in CareConnect
- How to enroll your clinic in CareConnect

Email: CareConnect@phsa.ca

[Learn More](#)

College of Family Physicians of Canada (CFPC)

A professional organization that represents more than 42,000 members across the country. The College establishes the standards for and accredits postgraduate family medicine training in Canada's 17 medical schools. It reviews and certifies continuing professional development programs and materials that enable FPs to meet certification and licensing requirements.

The CFPC provides high-quality services, supports family medicine teaching and research, and advocates on behalf of the specialty of family medicine, FPs, and the patients they serve.

[Learn More](#)

College of Physicians and Surgeons of BC

The College of Physicians and Surgeons of BC (CPSBC) is the licensing and registration body for physicians in British Columbia. To be eligible to work in BC as a FP, you must be licensed with the CPSBC.

[Learn More](#)

Doctors of BC

A social, economic and political climate in which members can provide the citizens of BC with the highest standard of health care while achieving maximum professional satisfaction and fair economic reward.

[Learn More](#)

Financial Literacy Counsel Inc.

The FLCI offers confidential coaching to help physicians make informed choices about money. Vancouver Division members are eligible for two financial planning appointments to address their top concerns or to receive a second opinion on their current financial plan. Services are delivered by FLCI, a boutique financial education and planning company serving the medical community.

Services include:

- Financial planning
- Tax and incorporation planning
- Cashflow and debt management
- Work optional/ retirement planning
- Estate and practice succession planning

Email: consultation@flci.ca

[Learn More](#)

Health Connect Registry (HCR)

The HCR is a centralized registry across all communities for patients to register to get a FP or NP. The HCR is a source for a FP or NP who is looking to build a patient panel.

[Learn More](#)

Health Match BC

Health Match BC is an organization that works directly with both CPSBC and VCH. As each province in Canada has different rules if you plan on practicing as a FP, please visit the Health Match BC website and create an account. Their physician services team will be able to assist you with licensing and registration procedures in BC. When creating your user account, be sure to upload your CV to your profile, and someone from HMBC will contact you thereafter.

[Learn More](#)

Maternity Care for BC (MC4BC)

Recognizing the importance of providing obstetrical care in practices, Maternity Care for BC (MC4BC) supports FPs to strengthen their obstetrical knowledge and skills through hands-on experience, peer mentorship, and financial compensation.

Learn more about:

- Participating in MC4BC
- Program Policies and Guidelines
- PMHs and PCNs
- Practice Support Program
- CLFP Payment
- Doctors Technology office

Email: gpsc.mc4bc@doctorsofbc.ca

[Learn More](#)

Medical Services Plan (MSP)

In order to receive payment from MSP for insured services provided to eligible patients, physicians must first enroll with MSP to receive a billing number. After they have enrolled and received their billing number, physicians can submit claims to MSP for services listed in the MSC Payment Schedule and other payment schedules.

 [Learn More](#)

Practice Support Program (PSP)

PSP provides learning opportunities and support in best practice guidelines for FP practice teams. We also provide in-practice facilitation to engage physicians in continuous quality improvement for better patient care and practice wellness.

Learn more about:

- Coaching and mentoring
- Data tools
- Group and personal learning
- Compensation and certification

Email: psp@doctorsofbc.ca

 [Learn More](#)

RACE & eCase Line

RACE (Rapid Access to Consultative Expertise) is an urgent telephone advice line where FPs and NPs can call one number, choose from a selection of specialty services and be routed directly through to the specialist cell phone for advice usually within a few minutes. eCASE (Electronic Consultative Access to Specialist Expertise) is a

complimentary non-urgent email advice model where FPs and NPs can submit questions to a selection of specialties and have an email answer within one week.

Learn more about:

- How do I sign up for these resources?
- Can I bill for connecting with the specialist?
- What types of questions are common?
- What types of specialties are available?

Email: ecase@providencehealth.bc.ca

 [Learn More](#)

Trans Specialty Care

Trans Specialty Care offers knowledgeable and specialized care to transgender and gender-diverse persons. Services include hormone start and stabilization, surgical care planning and referrals, pre-operative information, and education, and post operative nursing care.

Learn more about:

- Self-referrals
- Information for FPs and NPs
- Support and Services near you

Email: trans.edu@phsa.ca

 [Learn More](#)

UBC Continuing Professional Development (UBC CPD)

UBC CPD is an academic unit within the Faculty of Medicine at the University of British Columbia. We advance the field of continuing professional development (CPD) through the design, delivery, accreditation, evaluation and research of lifelong learning opportunities for health professionals in British Columbia and beyond. As a learning organization, we believe in the power of education, connection and reflection to support a thriving health-care system in pursuit of healthy communities, social justice and knowledge translation.

Email: cpd.info@ubc.ca

 [Learn More](#)

Vancouver Coastal Health

Vancouver Coastal Health (VCH) is a publicly funded health care organization that provides a wide range of health services to residents of Vancouver, including acute and long-term care, mental health and substance use services, public health, and home and community care. VCH operates several hospitals and healthcare facilities in the Vancouver area, and partners with community groups to promote health and well-being in the region. As one of five health authorities in the province, VCH governs, plans, and delivers health care services within its geographic area. The organization has more than 29,000 staff and medical personnel, 3,000 active volunteers, and over 900 principal investigators conducting clinical and discovery research at VCH Research Institute.

Email: physicianrecruitment@vch.ca

 [Learn More](#)



Vancouver
Division of Family Practice

An FPSC initiative

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