



# Physician Health Program

## What is Return to Work (RTW) Support?

The Physician Health Program (PHP) offers Return to Work (RTW) support for physicians and trainees (medical students, residents, and fellows) who are transitioning back to work or study after a leave of absence (medical or otherwise). This service may include:



**Connection to  
community resources**



**RTW plan  
development**



**System navigation with  
CPSBC, CMPA and work**



**RTW meeting coordination  
and note-taking**



**Occupational health  
consultation**

## What is an RTW Plan?

After a leave of absence, the graduated RTW plan ensures that a physician is introduced back to practice in a manner that is most supportive to their health and reintegration. The RTW plan is a collaborative process between the physician, their treating physicians, family/friends/support persons, department head, health authorities, legal representation, and their PHP team. This plan outlines the expectations of the department and client during their return and will often include workplace expectations on scheduling, workload, feedback structure, and tasks according to gradual stages of re-entry.

## When might RTW support be helpful?

- Medical leave from practice for mental health, substance use disorder, traumatic brain injury, physical health conditions, and others.
- Extended leave from practice for any reason that involves navigating CPSBC preceptorship conditions, requirements to resume licensure, etc.
- Navigating a leave following a workplace incident that requires reintegration into the workplace and coordinating conditions and accommodations.