

Annual Report 2023



Logic Model

In 2023, a new logic model of the Program was created and approved by the Steering Committee. This logic model describes how resources and activities implemented by PHP relate to the intended outputs, outcomes and impact of the Program.

Inputs	Activities	Outputs	Outcomes	Impact
<p>Funding for program operations</p> <p>Steering Committee for governance and oversight</p> <p>Program staff for clinical service, program planning and implementation</p> <p>Lifeworks for intake and counselling</p> <p>Partnerships with organizations with physician health priorities</p>	Deliver personalized confidential clinical services such as counselling, peer support, return to work and family doctor matching	<p># of PHP clients supported</p> <p># of counselling sessions offered</p> <p># of Program Physician Interviews offered</p> <p># of primary care provider connections</p> <p># of group participants</p>	<p>Physicians experience improved health and wellbeing</p> <p>PHP is accessible to eligible persons who need it</p> <p>PHP is a trusted program to physicians and stakeholders</p> <p>Increased awareness of PHP</p> <p>PHP contributes to supporting healthy workplace cultures</p>	<p>PHP vision Support a healthy, empowered physician community and be a trusted service in times of need</p> <p>DoBC purpose Working together, we make a difference for BC doctors so they can make theirs</p> <p>Quadruple aim:</p> <ul style="list-style-type: none"> • Improving patient and provider experience • Advancing population health • Reducing cost
	Deliver presentations and workshops	# of presentations and workshops		
	Implement the PHP-JCC Peer Support Initiative	<p># of peer supporters trained</p> <p># of peer support interactions</p>		
	Build a Physician Wellness Network	# of PWN member organizations		
	Communicate with and engage stakeholders	Trusting and collaborative relationships with partners and stakeholders		
	Facilitate opportunities for building PHP team culture and continuous learning	PHP team is skilled and high functioning		

Governance Structure and Funding

The Physician Master Agreement (PMA) is negotiated periodically between the Government of BC and the Doctors of BC. The Program's funding is currently described under Article 6.9 of the 2014 Benefits Subsidiary Agreement, which is part of the PMA.

The Government and the Doctors of BC sign a separate Letter of Expectations, which serves as the terms of reference for the Physician Health Program Steering Committee. The Steering Committee governs the Program in a manner consistent with the oversight of other collaborations between the Government and the Doctors of BC. The Steering Committee is tasked with producing a multi-year strategic plan for the Program that aligns with the priorities of both the Doctors of BC and the Ministry of Health. It must also approve annually a work plan and budget for the upcoming year, and a report of the previous year's activities, along with policies that serve as decision-making guides for staff in the day-to-day operation of the Program.

A new PMA was reached in 2022 between the Doctors of BC and the Ministry of Health. The Ministry of Health assumes responsibility for the majority of PHP's funding needs, as it does for the Joint Clinical Committees such as the Family Practice Services Committee and the Specialist Services Committee.

In October 2020, the Canadian Medical Association (CMA), Scotiabank and MD Financial Management Inc. (MD) announced a new CMA Physician Wellness+ Initiative directing \$15 million in funds to the health and wellness needs of physicians and medical trainees across the country. The Doctors of BC PHP was allocated \$1 million over four years (\$250,000 per year starting Fall 2020) to identify current gaps in existing wellness services, and to enhance or develop new, innovative services and programs to address those gaps and ensure future needs are met.

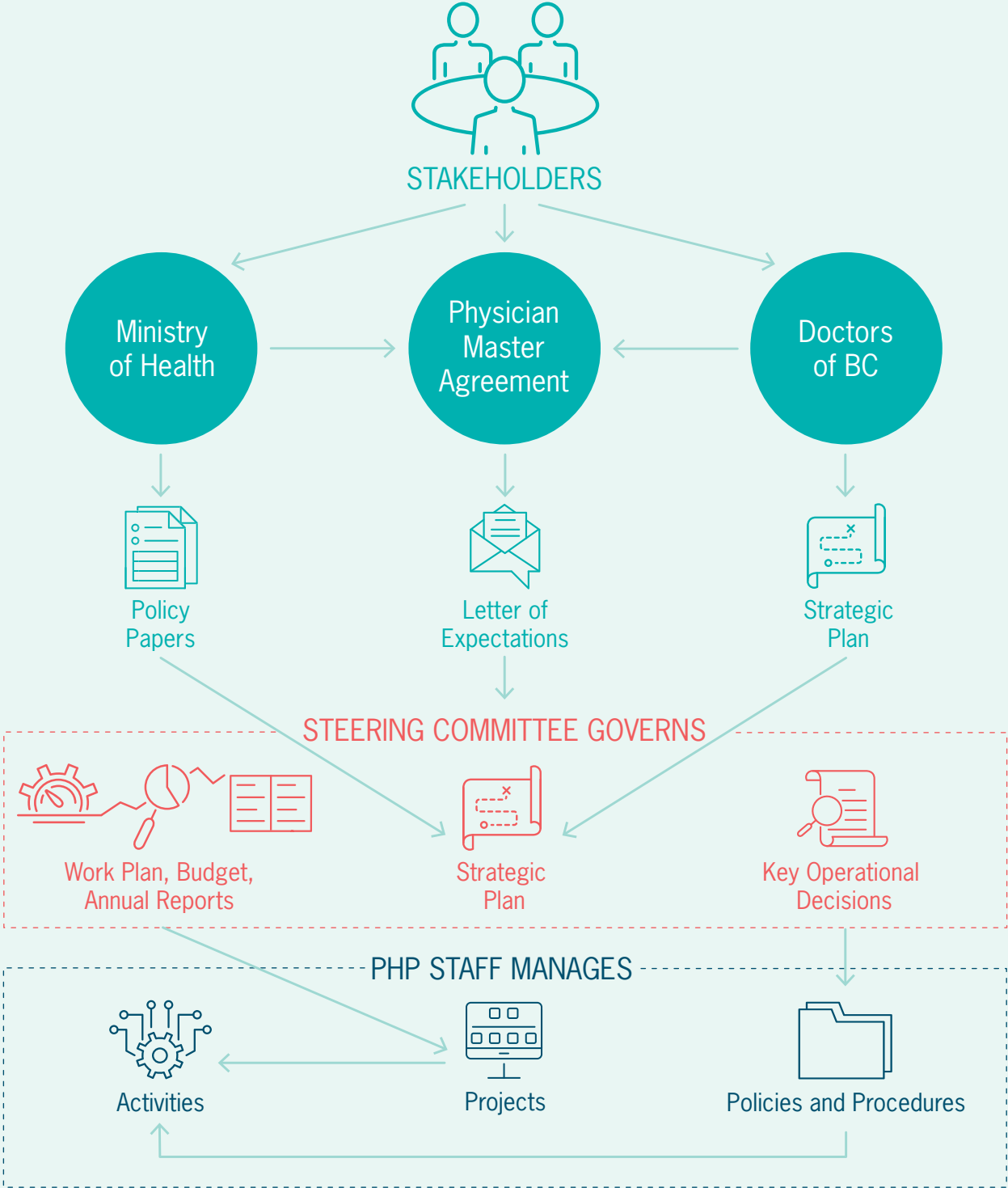
Committee Members (as of December 31, 2023)

Mandy Manak, Doctors of BC Co-Chair
Ryan Murray, Ministry of Health Co-Chair
Melanie Altas, Doctors of BC Representative
Marie-Claude Grégoire, Doctors of BC Representative
Selena Lawrie, Ministry of Health Representative
Dorothy Williams, Ministry of Health Representative

Program Staff (as of December 31, 2023)

Executive Director:	Tom Rapanakis
Physician Lead:	Anne Nguyen
Manager of Clinical Services:	Roxanne Joyce
Manager of PHP Business Operations:	Patzi Baranowska
Manager of Physician Health Outreach:	Felicia Phan
Program Physicians:	Karen Palmer, Doug McGhee, Peter Gibson, Maureen Mayhew, Joyce Coutts
Consulting Psychiatrist:	Kathleen McGarvey
Clinical Coordinators:	Kristina Auman, Dalal Badawi, Carol Faris, Gillian Inksetter, Jena Mekhlis, Julie Longo, Hilary Nolle, Alice Watson
Administrative Support Team:	Mark Lee, Natasha Dias, Niki Hern, Ines Becker, Joshua Fox, Karla Corte

Governance Map



Report on Activities

Planned Work

The 2023 Work Plan for the Physician Health Program included:

- Develop a 2023-2026 PHP Strategic Plan
- Continued provision of clinical services, meeting increasing demand
- Maintenance and expansion of family doctor matching program
- Complete RFP for intake/counselling provider
- Maintain and grow the PHP-JCC Peer Support Initiative and Physician Wellness Network
- Launch and maintain learning and support groups supporting physician wellness

Services Provided¹

In 2023 the PHP has experienced a similar demand for its services than it saw in 2022. Clinical services continue to be the focus of the majority of the Program's resources. The following tables show the services provided, stratified by various dimensions.

Principal Service Provided

Calendar Year

	2023	2022	2021	2020	2019	2018 ²	2017
Number of new cases							
Counselling	837	732	968	841	587	464	402
Family Doctor Connection	893	1,031	647	199	206	173	184
Refer to Occupational Health Assessment	50	39	54	47	44	50	63
Peer Support	123	86	65	65	52	49	35
Assistance Approaching a Colleague	46	41	65	44	35	28	25
Workplace Relationship Improvement	0	3	6	12	7	7	11
Assistance Returning to Work	6	9	14	14	8	4	24
Total	1,955	1,941	1,819	1,222	939	775	744

Principal Issue at Intake³

Calendar Year

	2023	2022	2021	2020	2019	2018	2017
Proportion of cases ⁴							
Individual Mental Health ⁵	71%	43%	44%	52%	61%	57%	54%
Family & Non-Occupational Relationships	13%	28%	24%	23%	19%	25%	23%
Occupational Issues	12%	22%	22%	19%	15%	14%	18%
Physical Health Issues	2%	4%	3%	3%	2%	1%	5%
Other Issues	2%	2%	6%	3%	3%	2%	2%

1. Includes services provided to all eligible groups: BC Physicians, BC Dentists, PEI Physicians, and NL physicians.

2. The 2018 Annual Report incorrectly stated that services to PEI physicians were not included in the total, when in fact they were. However, the number of cases involved in the error is small in relation to the total.

3. Excludes cases where the principal service provided was connection to a family physician.

4. Proportions may not sum to 100% because of rounding for presentation.

5. Including substance use.

Career Stage of Eligible Person

Calendar Year

Proportion of cases	2023	2022	2021	2020	2019	2018	2017
Practicing physician	67%	64%	65%	75%	68%	68%	62%
Resident/Fellow	20%	21%	20%	11%	17%	19%	19%
Medical student	12%	13%	14%	12%	12%	13%	17%
Retired	1%	2%	2%	2%	3%	1%	1%

Relationship to Eligible Person

Calendar Year

Proportion of cases	2023	2022	2021	2020	2019	2018	2017
Physician or Trainee	93%	92%	93%	89%	89%	90%	90%
Spouse	4%	5%	5%	9%	8%	7%	7%
Child	1%	1%	1%	2%	2%	2%	2%
Other relationship	2%	2%	1%	1%	1%	1%	1%

The distribution of cases by principal service provided and relationship to eligible person all remained approximately constant over time. However, the distribution of the principal issue at intake has seen a significant shift to individual mental health being the most frequent. Notably, since 2021, there was an increase in PHP utilization among residents/fellows. This increase can be attributed to 81% of residents/fellows seeking a family doctor through PHP as their primary service.

A New Strategic Plan for 2023-2026

Following the establishment of PHP's new Vision and Mission statements, a three-year Strategic Plan was written and finalized (available on the PHP website). Engagement across PHP's staff, stakeholders and Steering Committee informed its creation, including the new Logic Model above and four strategic priorities:

1. **Enhancement of support provisions**
2. **Grow as a culturally safe program**
3. **Proactively educate and engage**
4. **Build community and partnerships**



Family Doctor Connection Service

In 2023 the family doctor matching service saw a total of 938 new inquiries by physician and medical learners for a primary care provider. The need and demand for this service remained high and the program's staff continued to work diligently which resulted in being able to match 840 physicians and medical learners with a primary care provider by the end of the year. Managing primary care constraints and strengthening relationships with Divisions of Family practice remained to be topics of focus in 2023.

The Program saw a strong sense of solidarity amongst the primary care community and primary care providers continuing to step up to support their physician colleagues and medical learners across the province. Thus, this year again we would like to send a very warm thank you to all primary care providers in BC.

Growth of Physician Wellness+ Initiatives

With the support of the Physician Wellness+ Initiative made possible by Scotiabank, MD Financial Management Inc., and the Canadian Medical Association, which aims to address the urgent and ongoing health and wellness needs of physicians and medical learners, the programs/initiatives described below were launched in 2022. Growth and maintenance of these programs/initiatives was the focus for 2023.

Provincial Physician Peer Support Initiative

In Spring 2022, PHP partnered with the Joint Collaborative Committees (JCC) to develop the Provincial Physician Peer Support Initiative, which aims to train physicians to provide emotional, non-clinical peer support to colleagues experiencing work or life related stressors, and to build capacity among local physician organizations to implement their own peer support program. Six additional physician organizations were recruited for a total of 11 active local peer support programs. An additional 35 physicians were trained in peer support by Dr. Jo Shapiro, internationally renowned physician peer support expert, and Dr. Maureen Mayhew, PHP Program Physician, for a total of 63 trained peer supporters. By the end of 2023, 30 physicians were provided peer support through the Initiative.

Physician Wellness Network

PHP launched the Physician Wellness Network (PWN) in 2022 which aims to bring together non-profit organizations who are leaders in physician wellness and providers of support or wellness services for physicians and medical leaders. The PWN acts as a connection point for knowledge sharing, aligning priorities and reducing silos while also providing input on potential innovations, policies and other initiatives related to physician wellness. Currently, the PWN has 96 members.

In 2023, two virtual PWN Gatherings were held with a total of 55 attendees. Topics covered during the PWN gatherings included how to approach a colleague in distress, EDI (equity, diversity and inclusion) and kindness and compassion. Planning for the inaugural in-person PWN Gathering in Vancouver began at the end of 2023.

Engaging physicians through education and presentations

In 2023, the PHP delivered 25+ community engagements which included presentations to Divisions of Family Practice and Medical Staff Associations, conference presentations, hosting booths at resource fairs, delivering workshops and more. The presentation topics included providing an overview of PHP services, physician burnout, self-care and resiliency, peer support and substance use among physicians.

PHP also continued their Speaker Series aimed at providing education opportunities to family physicians and specialists who treat PHP clients. This year's speakers included Dr. David Worling with "Supporting Autism Spectrum in Medicine" (September 2023) and Dr. Jennifer Melamed with "Caring for Physicians with Addiction Disorders: Caring for Your Colleagues" (November 2023). There were 90 participants across the sessions, and PHP received overwhelmingly positive feedback about the informativeness of these sessions for community providers.

Growing PHP's Learning and Support Group Services

Maintaining our virtual peer support, ADHD, and CBT Skills groups

PHP recognizes the value of holding a safe, confidential virtual drop-in space for BC physicians and trainees. These groups are facilitated by our Program Physicians and Clinical Coordinators every two weeks. Common topics of conversation include occupational stress and burnout, health care system stressors, challenging patient encounters, coping strategies, personal and family mental health, and more. In 2023, there were a total of 150 participants and approximately 15 physician participants per session.

In partnership with Psychiatrist Dr. Elisabeth Baerg Hall, PHP coordinated offering an 8-week virtual group called “Build a Better Core: Executive Functioning Skills for Physicians with ADHD”. The goal of this group is to support physicians with a diagnosis of ADHD to learn executive functioning skills and to provide opportunities to obtain support from physician colleagues. In 2023, four “Build a Better Core” groups were held with a total of 29 physician participants. In addition, there were nine Build a Better Core Booster Groups held with 72 physician participants.

In partnership with the CBT Skills Society, the Physician Health Program ran 8-week virtual CBT Skills Groups for physicians and medical residents facilitated by Psychiatrist Dr. Jennifer Barley. The purpose of the group was to support physicians and residents who have a mental health diagnosis with learning skills in managing anxiety, depression, and stress. The groups were held in January 2023 and September 2023. The total number of participants in 2023 was 26 with 12-14 participants per group.

BIPOC Peer Support Group

PHP offered a Peer Support Group for BIPOC (Black, Indigenous and People of Colour) Physicians throughout 2023 which served as a confidential forum for participants and facilitators to support and empower each other through collectively investigating their lived experiences. The monthly virtual drop-in group was facilitated by Dr. Anne Nguyen and Dr. Rahul Gupta and each month had a focused topic (e.g. celebrating heritage, understanding stress physiology as BIPOC Physicians, setting boundaries, recognizing the many faces of racism, etc.). There was a total of 94 participants (7-10 participants per session) by the end of the year.

Cognitive Behavioural Therapy Group for Insomnia (Pilot)

Launched in September 2023, PHP ran a 6-week virtual CBT for Insomnia group for physicians co-led by Psychiatrist Dr. Karen Palmer and Clinical Coordinator Dalal Badawi RSW. The group content is rooted in CBT and Mindfulness to challenge beliefs related to poor sleep, while also sharing information about the science of sleep so that physicians can make meaningful behavioral changes to address sleep patterns. There were 12 participants in the pilot group and the average satisfaction score was 8.85/10 where 10 represents ‘very satisfied’. PHP views the pilot as successful and plans to continue offering this group in 2024.

Psychodynamic Psychotherapy Group (Pilot)

With support from the Physician Wellness+ Initiative, PHP launched a virtual 20-week, 1.5 hour closed Psychodynamic Psychotherapy Group for physicians. The group was facilitated by Psychiatrist Dr. Joanne Hoffman and Clinical Coordinator Jena Mekhlis RCC. This group was created to address the gap in services to access psychodynamic offerings. The group commenced in September 2023 with 9 participants and will wrap up in February 2024 and an evaluation will be conducted post-delivery to assess effectiveness.

Psychiatric Consults for Physicians and Trainees

In addition to Case Management supports, each appropriate physician client can access a one-time Psychiatric consult with Dr. Kathleen McGarvey. In 2022, PHP provided 154 consults* with the final treatment report being sent to the physician’s primary care provider.

* Please note that this represents total consults across BC, PEI, and NL physicians and BC dentists.

Financial Results

	2023	2022	2021	2020	2019	2018
Revenue	\$5,373,402	\$4,989,739	\$3,469,796	\$2,735,177	\$2,291,355	\$1,843,478
Expenses:						
Clinical Services	2,608,484	2,341,185	2,333,986	2,369,014	2,006,946	1,474,619
Administration	748,742	558,217	632,846	492,352	435,779	279,538
Outreach	493,880	472,219	166,300	46,337	–	–
Governance	11,018	5,066	9,764	–	–	–
Excess (deficiency)	1,511,278	1,613,052	326,899	(354,666)	(151,370)	89,321
Net assets, beginning of period	1,761,695	148,644	(178,255)	391,223	542,593	453,272
Net assets, end of period	\$3,272,973	\$1,761,696	\$148,644	\$36,557	\$391,223	\$542,593

Copies of the auditors' report and full audited financial statements are available upon request.

The current Benefit Subsidiary Agreement (part of the Physician Master Agreement) runs from 2022 to 2025. Through this agreement the PHP received ongoing pre-agreed funding from the Ministry of Health.

Throughout 2023 the PHP recognized revenue of \$68,368 from the Medical Society of PEI and \$469,938 from the BC Dental Association which resulted in a total revenue increase of \$28,494 compared to 2022. Further, through the newly established service provision for the Newfoundland and Labrador Medical Association the PHP recognized an additional \$285,975 as revenue. Various collaborations with the Joint Clinical Committees yielded \$320,154 which were mainly invested in the PHP's province wide Peer Support Initiatives.

As of Dec 31, 2023, the program's net assets were recorded to be at \$3,272,973.

