

Resources for Physicians in the Complaints/Discipline Process

Doctors of BC – Regional Advisor and Advocate ([RAA](#))

Regional Advisors and Advocates support physicians with issues locally, with the health authority, and provincially. Your RAA will support you with complaints or disciplinary issues to ensure you are treated fairly and proper processes are followed.

- Northern RAA – Michelle Pele mpele@doctorsofbc.ca

Doctors of BC – [Physician Health Program](#)

PHP is a responsive, high quality care provider and community services navigator for physicians, trainees, and their families. Support programs include:

- 24/7 confidential helpline 1.800.663.6729
- short-term counselling
- peer support

Northern Health

- *The Employee and Family Assistance Program (EFAP) is a health and benefit service offered by Morneau Shepell which provides confidential clinical counselling, work-health-life information, professional advice, and online resources.*
 - visit: [Work Health Life](#) (search Northern Health Authority), download the [MY EAP App](#), or call toll free 1.844.880.9142
- *Coming Soon! Northern Health is partnering with LifeWorks to also soon provide family support services, financial support services, health coaching online group counselling and other online resources.*

Medical Staff Association – contact your local MSA president

Elected officers of the MSA represent the medical staff in general and speak for the individual medical staff member in particular. In the case of disciplinary action taken with respect to an individual staff member, it shall be the duty of an identified elected officer to inform the member of their rights under the Bylaws.

Canadian Medical Protective Agency ([CMPA](#))

CMPA members have access to medical legal assistance as well as a variety of education and event opportunities for physicians. CMPA can support physicians in managing stress and building resilience by offering articles and resources to support physician wellness and coping with the stress of medical practice.

Canadian Medical Association – [Physician Wellness Hub](#)

The hub provides reliable wellness tools and resources to empower physicians, medical learners, leaders and educators to create change in the culture of medicine.

RCCbc IMPACT – [Isolated Medical Provider Aftercare Team](#)

Peer to peer support for rural physicians and remote nursing station nurses in BC with the intent to support those who have experienced a potentially challenging incident in the course of their work.