

December 12, 2022

Health employers and Resident Doctors ratify three-year agreement

HEABC and the Resident Doctors of BC (RDBC) have ratified a three-year agreement for the period March 31, 2022 to March 31, 2025. HEABC and RDBC reached a tentative agreement on October 28, 2022 under the Shared Recovery Mandate.

The agreement supports the priorities of preserving sustainable services and maintaining operational/management flexibility. Some of the highlights of the agreement are:

- General wage increases
 - Year 1 – \$489.38 to be applied to all steps of the salary grid on a flat-rate basis and then an increase of 3.24%
 - Year 2 – 5.5% + a potential Cost of Living Adjustment to a maximum of 6.75%
 - Year 3 – 2% + a potential Cost of Living Adjustment to a maximum of 3%
- A commitment to advance Indigenous specific anti-racism initiatives, including improving provisions regarding Indigenous employee rights and cultural practices, and leave entitlements,
- Technology and personal expense stipends to support employment related costs
- Training stipend to recognize employer-specific training required in between rotations
- Increases to call shift premiums
- Addition of mental health benefits and other extended health improvements and health care spending account
- Provisions for rest following lengthy overnight shifts, relief from clinical duties on academic days, and relief from call duties during qualifying exams
- Implementation of a new Scheduling Committee to address systemic workload issues

“We are very pleased to have reached a collaborative agreement with the Resident Doctors of BC that supports improvements to the training experience for resident doctors in BC, with an aim to retaining more physicians in BC post-residency,” said HEABC President & CEO Michael McMillan.

About the RDBC Collective Agreement

The RDBC collective agreement covers approximately 1,400 resident physicians who work in hospitals operated by BC’s six health authorities and Providence Health Care (PHC) and in the community. RDBC represents medical graduates who participate in a graduate educational program leading to qualification for independent practice as a family or specialist physician.

More information:

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