

FPSC Provincial Mentorship Program

Connecting Physicians, Inspiring Growth

The FPSC Provincial Mentorship Program connects family physicians with mentorship at the individual, local, and provincial levels. Building on existing initiatives, this program expands opportunities for professional growth and collaboration throughout the province.

Table of Contents

General Program Questions	3
<i>Are mentors/mentees matched according to their Division?</i>	<i>3</i>
<i>Where do mentor and mentee meetings take place?</i>	<i>3</i>
<i>What can mentorship include?</i>	<i>3</i>
<i>Do the 5 hours need to be completed within a certain time frame?</i>	<i>3</i>
<i>Do I need to apply to this program to participate as a mentor or mentee?</i>	<i>3</i>
<i>What do mentors/mentees report on the claim form?</i>	<i>3</i>
<i>Do I need to register by a certain date to join the program?</i>	<i>3</i>
<i>Will there be a limit on number of mentees entering the program for each Division?</i>	<i>4</i>
<i>What is the role of Divisions with this program?</i>	<i>4</i>
<i>We have an existing mentorship program. Can we continue it, or will this program replace that?</i>	<i>4</i>
Mentor-Specific Questions	4
<i>Does the mentor need to have 5 years of experience in the practice stream in BC?</i>	<i>4</i>
<i>How long is the commitment for the mentor?</i>	<i>4</i>
<i>What if I don't have capacity to mentor during different times of the year?</i>	<i>4</i>
<i>Are there resources available to support mentors?</i>	<i>4</i>
<i>Are there any other supports available for mentors?</i>	<i>5</i>
<i>Will mentors be paid and how?</i>	<i>5</i>
<i>How long after submitting mentorship hours will I be paid?</i>	<i>5</i>
<i>How do I submit my time as a mentor?</i>	<i>5</i>
<i>Can a mentor be a specialist?</i>	<i>5</i>
Mentee-Specific Questions	6

Provincial Mentorship Program

Frequently Asked Questions



<i>Can mentees participate in multiple streams?</i>	<i>6</i>
<i>How can 1:1 mentorship hours in the Pregnancy and Newborn Care stream be utilized?</i>	<i>6</i>
<i>Are nurse practitioners eligible to participate?</i>	<i>6</i>
<i>Can I sign up for mentorship again if I work in a new location?</i>	<i>6</i>
<i>Will mentees be paid and how?</i>	<i>6</i>
<i>How long after submitting mentorship hours will I be paid?</i>	<i>7</i>
<i>How do I submit my time as a mentee?</i>	<i>7</i>
<i>How long will it take for a mentor/mentee match to happen after the application has been submitted?</i>	<i>7</i>
<i>Are there any additional mentorship and training opportunities available (after the 5 hour/stream)?</i>	<i>7</i>

General Program Questions

Are mentors/mentees matched according to their Division?

- Mentor and mentee matching will be based on the preferences indicated on the application form (e.g.: mentorship within and/or outside of your Division, community type, practice type). We will do our best to meet each request. If no preference is indicated, or if a mentee prefers a local mentor but one cannot be found within the mentee's Division, a mentor from another Division will be offered.

Where do mentor and mentee meetings take place?

- Meetings can take place either in person or virtually, whichever works best for the mentor/mentee pairing.

What can mentorship include?

- 1:1 mentorship can take many forms, depending on the goals of the mentee. It may include developing clinical skills, orientation to a facility, understanding workflows, and developing strategies for transitioning between longitudinal and facility-based care. Overall, it provides guidance and support to help the mentee adapt to a new stream of practice.

Do the 5 hours need to be completed within a certain time frame?

- Mentor and mentee pairs can schedule their one-on-one connection(s) at a time that works best for them, ideally completing it within one year. The structure, number, and frequency of their meetings will be decided by the mentor and mentee pairs.
- Mentors and mentees are encouraged to engage in virtual learning sessions, local networking and collaboration with local facilities and Health Authority leaders, even after their 1:1 meetings have ended.

Do I need to apply to this program to participate as a mentor or mentee?

- Yes, each participant must apply to participate in the FPSC Provincial Mentorship Program. If a physician has a specific mentor in mind, they should apply as a mentee and ask the potential mentor to apply.

What do mentors/mentees report on the claim form?

- On the claim form, participants need to include the date and number of hours for each mentorship session. Some evaluation questions are included about the participants' experience to support program evaluation and effectiveness. Participants do not need to report on the mentorship topics discussed.

Do I need to register by a certain date to join the program?

- No, mentors and mentees can sign up at any time to participate. There are no mentorship cohorts; rather, physicians can join when they are seeking mentorship support, on an ongoing basis throughout the year.

Will there be a limit on number of mentees entering the program for each Division?

- The number of mentees participating is not limited by Division or region. Funding is determined by the number of new family physicians entering that area of practice each year.

What is the role of Divisions with this program?

- The FPSC team will support administration of the individual 1:1 tier and provincial learning sessions. We appreciate that capacities across Divisions vary and there is no additional administrative burden for any Division to support these tiers.
- Each Division is asked to identify a key contact whom FPSC can share resources, updates and program statistics with, and a key Division contact to share with each mentee.
- Divisions will support local networking with physicians and facility/HA leaders – more details to come as that tier is developed.

We have an existing mentorship program. Can we continue it, or will this program replace that?

- Divisions can continue their own local programs, using appropriate Divisions funding. Another option includes transitioning their mentorship program to the FPSC Provincial Mentorship Program and shifting Division funds from mentorship to other Division priorities.
- The FPSC Provincial Mentorship Program does not replace existing Division supports for local programs such as the Long-Term Care Initiative or Inpatient Care. Division orientation to local programs remains important to orientating new FPs working in the community.

Mentor-Specific Questions

Does the mentor need to have 5 years of experience in the practice stream in BC?

- A mentor should have a minimum of 5 years of active clinical experience in the relevant setting(s). Family physicians with experience working outside of BC may participate; we ask that the location is noted on the application.

How long is the commitment for the mentor?

- Mentors can choose to support one or more mentees during their time as a mentor. As mentees may take up to a year to complete their 1:1 mentorship, mentors are asked to participate in the program for a minimum of one year.

What if I don't have capacity to mentor during different times of the year?

- Mentors will only be matched with a mentee after the FPSC team has confirmed your capacity and interest in supporting that mentee.

Are there resources available to support mentors?

- Yes, in the [mentor package](#), you will find mentorship resources for physicians, that support:
 - Cultural safety
 - Peer support via the Physician Health Program
 - UBC teaching skills program

Provincial Mentorship Program

Frequently Asked Questions



Are there any other supports available for mentors?

- There will be connections between mentors through the FPSC Provincial Mentorship Program. If you have any concerns or queries, please contact fpscmentoring@doctorsofbc.ca. Each practice stream also has an FP Lead.
- [Physician Health Program at Doctors of BC](#) is available to support doctors through issues such as mental health, relationship stress, career and life transitions, substance use and concern for colleagues.

Will mentors be paid and how?

- The FPSC Provincial Mentorship Program provides up to 5 hours of 1:1 mentorship for both mentee and mentor compensated at the hourly JCC sessional rate (currently \$176.18) (up to 2 hours for mentees in the locum stream) for each program stream. If a mentee requires additional hours for mentorship, please contact fpscmentoring@doctorsofbc.ca.

How long after submitting mentorship hours will I be paid?

- Once the claim form has been submitted, it will be processed by the FPSC Physician Payments and Incentives team and the Doctors of BC Finance team. Bank deposits can be expected within 3 to 6 weeks of submitting the claim form.

How do I submit my time as a mentor?

- Mentors should submit their hours using the [FPSC Provincial Mentorship Claim Form](#) either upon completion of support for a mentee or within three months of the mentorship sessions, whichever occurs first. This means that claims should be submitted after the full 5 hours of 1:1 mentorship have been completed. However, if three months have passed before the 5 hours are completed, mentors should submit a claim for the hours completed up to that point.
- If your 1:1 mentorship sessions span multiple days, please record each service date separately and indicate number of mentorship hours per day. Hours should be reported in 0.5 hour or 1-hour increments. Partial increments (e.g., 15 minutes or 0.25 hours) are not accepted. Increments of 0.5 hours can be manually entered when submitting your claim form.
- A time tracker to record your mentorship sessions can be found [here](#).

Can a mentor be a specialist?

- No, a specialist cannot be a mentor in this program at this time.

Mentee-Specific Questions

Can mentees participate in multiple streams?

- Yes, mentees can apply for multiple streams, at the same time or at separate times. Mentees are eligible for up to 5 hours, per stream (up to 2 hours for longitudinal locums).

How can 1:1 mentorship hours in the Pregnancy and Newborn Care stream be utilized?

- 1:1 mentorship in the Pregnancy and Newborn Care practice stream can be used to support family physicians in:
 - clinic-based pregnancy and newborn care, such as prenatal visits and postpartum check-ups; and/or
 - facility-based pregnancy and newborn care.
- Hospital privileges are required if the mentee is seeking facility-based mentorship
- Mentees will be matched with an appropriate mentor based on their goals
- Expanded clinical skill training is supported through [Maternity Care for BC](#) (MC4BC).

Are nurse practitioners eligible to participate?

- The FPSC Provincial Mentorship Program is designed for family physicians and nurse practitioners (NPs) are welcome to participate.
- Participation for NPs includes:
 - **Individual 1:1 mentorship:** NPs can receive up to 5 hours of 1:1 mentorship with an FP through the FPSC Provincial Mentorship Program. A certificate will be provided for NPs to claim for Continuing Professional Development. Additional mentoring opportunities are supported through the Nurse and Nurse Practitioners of British Columbia (NNPBC) Skills Program and the NNPBC Regional Leadership Program. Please indicate on the application form if you are interested in accessing these mentorship programs through NNPBC.
 - **Local:** Networking and Health Authority collaboration may be eligible for compensation through Divisions.
 - **Provincial:** Virtual learning sessions are CME accredited and accessible to family physicians and NPs.

Can I sign up for mentorship again if I work in a new location?

- The FPSC Provincial Mentorship Program is designed to support FPs new to an area of practice or expanding their scope of practice. If moving to a new location and desiring program orientation, the local Division can support with orientating physicians to the local programs such as the Long-Term Care Initiative (LTCI) and inpatient care (IPC). If seeking additional support for an area of practice beyond the 5 hours, please reach out to fpscmentoring@doctorsofbc.ca so we can better learn how to support your needs.

Will mentees be paid and how?

- The FPSC Provincial Mentorship Program provides up to 5 hours of 1:1 mentorship for both mentee and mentor compensated at the hourly JCC sessional rate (currently \$176.18) (up to 2 hours for mentees in the locum stream) for each program stream. If a mentee requires additional hours for mentorship, please contact fpscmentoring@doctorsofbc.ca.

Provincial Mentorship Program

Frequently Asked Questions



How long after submitting mentorship hours will I be paid?

- Once the claim form has been submitted, it will be processed by the FPSC Physician Payments and Incentives team and the Doctors of BC Finance team. Bank deposits can be expected within 3 to 6 weeks of submitting the claim form.

How do I submit my time as a mentee?

- Mentees should submit their hours using the [FPSC Provincial Mentorship Claim Form](#) either upon completion of the mentorship stream or within three months of the mentorship sessions, whichever occurs first. This means that claims should be submitted after the full 5 hours of 1:1 mentorship have been completed. However, if three months have passed before the 5 hours are completed, mentees should submit a claim for the hours completed up to that point.
- If your 1:1 mentorship sessions span multiple days, please record each service date separately and indicate number of mentorship hours per day. Hours should be reported in 0.5 hour or 1-hour increments. Partial increments (e.g., 15 minutes or 0.25 hours) are not accepted. Increments of 0.5 hours can be manually entered when submitting your claim form.
- A time tracker to record your mentorship sessions can be found [here](#).

How long will it take for a mentor/mentee match to happen after the application has been submitted?

- The goal is to be matched as soon as possible with a mentor, according to your preferences outlined on the application form. We will reach out to Divisions to assist in identifying a mentor if no one from the existing mentor pool is available.

Are there any additional mentorship and training opportunities available (after the 5 hour/stream)?

- Mentorship and coaching opportunities are available, including programs for rural physicians, clinic support, and quality improvement (QI) work. If you wish to participate in one or more of these programs and would like our team to share your contact information with the program, please select the relevant program(s) on the mentee application form:
 - [FPSC Practice Support Program \(PSP\) Peer Mentor Network](#): Longitudinal family physicians can access peer guidance to optimize EMR usage, enhance panel management and improve workflows.
 - [UBC Rural CPD's Coaching and Mentoring Program \(CAMP\)](#): Provides rural British Columbia physicians opportunities for coaching and mentoring in a range of topics spanning rural primary care to emergency medicine and airway management.
 - [Provincial Physician QI Coaching Program](#): Connects physicians leading quality improvement projects with peer coaches to support learning, development, and effective action.
 - [UBC CPD's Personal Learning Plans \(PLP\) program](#): Physicians can meet with a physician advisor to develop a learning plan tailored to their needs, including identifying CME opportunities in BC.