

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.

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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.: mentoring within and/or outside of your Division). 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 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.

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 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.

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 also 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 (up to 2 hours for mentees in the locum stream) for each program stream. Mentors should submit their hours at [FPSC Provincial Mentorship Claim Form](#) at completion of supporting each mentee or on a quarterly basis, whichever comes first. If a mentee requires additional hours for mentorship, please contact fpscmentoring@doctorsofbc.ca

Mentee-Specific Questions

Can mentees participate in multiple streams?

- Yes, mentees can apply for multiple streams, at the same time or at separate times.

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

- 1:1 mentorship on Pregnancy and Newborn Care hours could 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.
- 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: Opportunities are supported through the Nurse and Nurse Practitioners of British Columbia (NNPBC) Skills Lab and/or the FPSC Provincial Mentorship Program. Please indicate on the application form your goals or contact us at fpscmentoring@doctorsofbc.ca to help identify which is most appropriate to support your mentorship.
- 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 (up to 2 hours for mentees in the locum stream) for each program stream. Mentees should submit their hours at [FPSC Provincial Mentorship Claim Form](#) at completion of mentorship stream or on a quarterly basis, whichever comes first. If a mentee requires additional hours for mentorship, please contact fpscmentoring@doctorsofbc.ca

Are there any additional mentorship and training opportunities available?

- Mentorship and coaching opportunities are available, including programs for rural physicians, clinic support, and quality improvement (QI). If you wish to participate in one or more of these programs and would like our team to share your contact information to indicate your interest, 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.