JCC Joint Collaborative Committees

JCC Interprofessional Team Members (ITM) and Medical Office Staff Engagement

Payment Principles and Compensation Rates

November 2026

JCC Payment Principles

The JCCs value collaborative engagement with health system partners, including Interprofessional Team Members (ITMs), e.g. Registered Nurses, Midwives, and other Allied Health Professionals, as well as with Medical Office Staff, e.g. Medical Office Assistants (MOAs), Office Managers, and MOA Peer Mentors.

1. For attending and contributing to JCC-funded meetings, events, and initiative/program activities, JCC compensation for sessional time is available for ITMs and Medical Office Staff, in addition to the reimbursement of eligible out-of-pocket expenditures in accordance with JCC policy.
2. Participants who receive a salary and travel compensation for participation in JCC-funded meetings, events, and initiative/program activities as part of their job responsibilities are not eligible for JCC reimbursement.
3. Compensation for time spent engaging with the JCCs is a recognition of the partner's contribution and is not intended to replicate or replace income paid at clinical sessional rates. This principle is applied to all health system partners who participate in JCC activities, including physicians.
4. Partner payments are offered as a goodwill gesture from physician funds negotiated through the Physician Main Agreement.
5. Where appropriate and available, funds negotiated through other ITM professional associations and/or their organization's main agreements with the Government may be used to top up JCC sessional payment rates.

Compensation Rates

Participant	JCC Compensation Rate
Interprofessional Team Members (ITMs) Nurse Practitioners, Registered Nurses and Midwives, and Allied Health Professionals (AHPs)	Up to a maximum of $75/hour*
Medical Office Assistants (MOAs)	$25/hour
Medical Office Managers and Peer Mentors	$35/hour

To view the full expense policy and latest expense reimbursement rates, please refer to the JCC ITM and MOA Sessional and Expense Form and Policy.

*ITMs are paid at rates determined by each JCC-funded initiative/program, up to a maximum of $75/hour.

Frequently Asked Questions

Further information on the application of ITM and Medical Office Staff payments and principles can be found within the Compensation FAQ document. Additional questions regarding compensation for JCC Interprofessional Team Members and Medical Office Staff can be directed to JCC@doctorsofbc.ca.

BRITISH COLUMBIA doctors of bc