



FACULTY OF MEDICINE



LETTER OF INTENT

BETWEEN:

THE UBC FACULTY OF MEDICINE

AND:

THE BRITISH COLUMBIA MEDICAL ASSOCIATION

The University of British Columbia ("UBC") grants Clinical Faculty Appointments to practicing health professionals across the Province whose significant contribution to education are integral to the Faculty of Medicine's ("FOM") goal of providing quality clinical instruction to undergraduate, graduate and postgraduate students, interns, residents and fellows. Clinical Faculty Appointments are granted by the UBC Board of Governors, subject to certain terms and conditions determined by the FOM. The process for appointment and reappointment of Clinical Faculty is set out in the FOM Policy on Clinical Faculty Appointments, which may be amended by the FOM from time to time.

The terms and conditions governing compensation that will be paid to eligible Clinical Faculty for providing teaching services to the FOM ("Terms of Compensation") are in large part determined by the amount of funding received by the FOM from the Government for this purpose

The FOM and the BCMA are committed to working together to maintain the positive relationship between the FOM and Clinical Faculty by sharing information and input that will help the FOM to recruit and retain skilled clinical faculty to provide important teaching services. To further this goal the FOM will consult with the BCMA, as representatives of many of the Clinical Faculty, prior to the expiry date of the Terms of Compensation and during any period of review initiated by the FOM of FOM policies that affect Clinical Faculty.

This letter records the shared understanding of the FOM and BCMA as to how this consultation process will be facilitated with respect to the Terms of Compensation and the dispute resolution process. The FOM will review the Terms of Compensation and the dispute resolution process prior to the expiry of the Terms of Compensation and will consult with the BCMA before implementing any changes to the Terms of Compensation or the dispute resolution process.

The consultation process will involve the following steps:

- a. In the November/ December of the year preceding the expiry of the Terms of Compensation the BCMA will conduct a poll of its members who are Clinical Faculty to solicit their input for changes to the Terms of Compensation or the dispute resolution process.



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- b. No later than January 15 in any year where the Terms of Compensation and the dispute resolution process is to be reviewed the BCMA and the FOM will appoint members to an ad hoc working group ("Working Group") which will consider issues with regard to the Terms of Compensation or the dispute resolution process, including those identified by the Clinical Faculty, and will develop recommended amendments or changes.
- c. FOM and the BCMA will each appoint three members to the Working Group. Of the BCMA appointees one will be a nominee of the Section of Clinical Faculty ("Section") and one will be a BCMA staff member.
- d. The Working Group will be co-chaired by one member chosen by and from amongst the BCMA appointees and one member chosen by and from amongst the FOM appointees.
- e. The BCMA will provide the information received through its poll in "a" to the Working Group.
- f. The Working Group will consider all input received through "a", in addition to any other input from individual physicians, the Section, the FOM and the BCMA.
- g. The Working Group will forward a summary of the identified issues and recommended amendments or changes to the FOM no later than March 1st. The appointees of the FOM and the appointees of the BCMA may also make separate recommendations to the FOM.
- h. The FOM will carefully consider the input and recommendations forwarded by the Working Group in revising the Terms of Compensation or the dispute resolution process. On or before April 1, a draft of the revised Terms of Compensation and dispute resolution process ("Draft") will be circulated by the FOM to the BCMA President. If the FOM has not accepted all of the proposals recommended by the Working Group, the BCMA and the FOM may engage in further discussions of the proposals through the Liaison Committee to attempt to reach consensus by no later than May 1. The FOM and the BCMA may agree to involve a mutually agreeable third party to assist them in reaching a consensus in these discussions.
- i. The FOM will provide a copy of its final document to the BCMA and will post it on the website of the Office of Clinical Faculty Affairs. While the FOM may accept or reject any of the recommendations provided, the BCMA will decide whether it will support and recommend the final revised Terms of Compensation or dispute resolution process to its members.



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The BCMA and the FOM share the goal of providing excellent clinical instruction to medical undergraduates and residents. To that end they will work collaboratively to implement and continue the process that is outlined in points "a" through "f" in this letter.

Handwritten signature of Gavin Stuart in cursive.

Gavin Stuart, MD, FRCSC
Dean, Faculty of Medicine
The University of British Columbia

Handwritten signature of Ian Gillespie in cursive.

Ian Gillespie, MD, FRCP(C), DABPN
President, BCMA

