



October 15, 2020

Drs. Wensley, Blouw and Tulsiani  
CFWG Representatives, Doctors of BC

Sent via email

Dear Colleagues:

**Re: Response to Separate Recommendations of Doctors of BC Members on the Clinical Faculty Working Group – Compensation Increases**

Thank you for your letter of June 11, 2019, outlining the separate recommendation by the Doctors of BC representatives of the Working Group regarding compensation for teaching activities as set out in the Clinical Faculty Compensation Terms.

The Faculty of Medicine recognizes the concern raised by many clinical faculty related to the compensation rate for teaching. As you know, the funding we receive for clinical teaching in both the undergraduate and postgraduate programs are fixed budget amounts received from our funders. We have been working over the past year to find a way to address the compensation concerns in a way that both recognizes the value of our clinical teachers and is sustainable long term.

I am very pleased to share that we have been able to secure modest additional funding to provide an increase of 2% to the current compensation amounts starting July 1, 2020. While the increase we can provide is not at the level requested in your letter, we do believe it demonstrates movement in the right direction and a commitment by our funders to support clinical teachers, and is in line with the public sector mandate for general wage increases.

In addition, as further acknowledgement of the value of our clinical educators, we have been able to secure funding from the University to provide a one-time lump sum amount to all clinical faculty who were paid for teaching within the Undergraduate Medical Education Program (UGME) and/or Postgraduate Medical Education Program (PGME) during the period of July 1, 2018 and June 30, 2019. The amount provided to each individual, approximately 5000 of our clinical faculty, will be based on their teaching contributions during that period.

The Faculty will work with the Doctors of BC on a communication plan related to the compensation changes. Until such time as that communication is distributed, we ask that this remain confidential.

I am also pleased to share that there are increased resources being applied to supporting preceptors of learners in difficulty, as well as ongoing work with the health authorities and Ministry of Health to increase the integration of clinical and academic activities, including recognizing the additional time and effort to provide excellent clinical experiences to our trainees. There is also work being done by our

department heads as well as our Clinical Faculty Advisory Committee on the clinical faculty promotion process.

The current Clinical Faculty Compensation Terms are from July 1, 2019 through June 30, 2021, however given the pressures on all as a result of the pandemic, the Faculty would like to propose an extension to both the Clinical Faculty Policy and the Clinical Faculty Compensation Terms for an additional year, until June 30, 2022. If this is agreeable to the CFWG, we will seek approval for the one year extension at Faculty Executive before the end of the current term. All of the non-monetary recommendations out of the last round of CFWG discussions remain in train, and we commit to requesting a further increase of 2% effective July 1, 2021, though we will be unable to confirm approval until April 2021.

I would like to reiterate my thanks for the thoughtful recommendations you have put forward. I am very pleased to be able to offer some movement on what has been area of concern for clinical faculty for some time. I appreciate your efforts and discussions with the Faculty's CFWG members to work toward this solution which balances the reality of our funding while providing recognition of the value of our clinical faculty to our MD education programs.

Sincerely,

A handwritten signature in black ink, appearing to read "Dermot Kelleher", with a long horizontal flourish extending to the right.

Dermot Kelleher MB, MD, FRCP, FRCPI, FMedSci, FCAHS, FRCPC, AGAF  
Professor, Department of Medicine  
Dean, Faculty of Medicine  
Vice President, Health  
The University of British Columbia

Cc: Mr. Paul Straszak – Chief Negotiator, Doctors of BC  
Mr. Allan Seckel – CEO, Doctors of BC  
Dr. Mike Allard, Ms. Shanda Jordan Gaetz and Ms. Alexis Davis - CFWG Representatives, Faculty of Medicine