

June 11, 2019

Dr Dermot Kelleher
Dean, Faculty of Medicine
317 - 2194 Health Sciences Mall
Vancouver, BC Canada V6T 1Z3

Dear Dean Kelleher,

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

We are writing on behalf of the Doctors of BC members of the Clinical Faculty Working Group pursuant to the Letter of Intent (LOI) signed in 2011 between Doctors of BC and the Faculty of Medicine.

The Working Group completed its review of a survey of Clinical Faculty conducted in December 2018 and has agreed on many joint recommendations which were forwarded to you by letter dated June 10, 2019.

The 2011 LOI also permits separate recommendations to the Faculty of Medicine based on the results of the Survey. This letter outlines a 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 Survey reveals an issue related to Clinical Faculty compensation which should be of significant concern to the Faculty of Medicine. In particular, the Survey indicates:

- 59% of Clinical Faculty respondents identified insufficient compensation as one of the most important challenges they face.
- This is 9% higher than the result in 2017 and 10% higher than in 2015.

The Survey also demonstrates that pressures in the clinical environment are leading to greater challenges in providing clinical teaching services:

- 70% of Clinical Faculty report that balancing seeing patients quickly interferes with quality teaching – up from 62% two years ago.
- 62% now say that they have difficulty balancing quality patient care with quality teaching – up from 51% in the last survey.

These challenges lead to an environment in which Clinical Faculty signal that they are prepared to reduce their commitment to teaching:

- 57% of respondents (up from 46% 2 years ago) indicated that, if their concerns about compensation are not addressed, they are likely to take at least one of the following actions over the course of the next year:
 - Reduce overall commitment to the Faculty of Medicine (42%)
 - Spend less time on preparation (41%)
 - Do fewer lectures (39%)
 - Do less bedside teaching (35%)
 - Recommend that Doctors of BC organize job action (19%)
 - Resign their clinical faculty appointment (8%)

We believe that these concerns pose a material risk to the Faculty of Medicine.

The last time that the Faculty of Medicine increased its rates for clinical teaching was in 2008: Clinical Faculty have not received a fee increase for clinical teaching for the last 11 years.

Over that time, clinical rates for physicians have risen to account for both increases in costs of living and in the costs of doing business. Since 2008, Sessional Rates for General Practitioners and Specialists have increased by 29.4%.

In our view, the Survey results show that Clinical Faculty accept that their teaching activities will have a negative impact on their clinical compensation. The Survey also shows that Clinical Faculty recognize that teaching is a professional responsibility, that most enjoy teaching and that teaching helps them stay current with medical knowledge.

However, the Survey clearly highlights that the lack of any compensation increase in over a decade, combined with the increased pressure on teaching in the current clinical environment are leading Clinical Faculty to re-consider their commitment to teaching. They are reaching out to Doctors of BC to help them address concerns that their clinical teaching work is not appropriately recognized by the Faculty of Medicine.

To address their concerns and to mitigate the risk to the medical program identified in the Survey, we recommend that, effective July 2019 (at the next review of compensation terms), the Faculty of Medicine implement a significant increase to compensation for Clinical Faculty.

In our discussions at the Clinical Faculty Working Group, we originally proposed an increase to the unit rate from \$90 per unit, to \$100 per unit, and that, in addition, the Faculty of Medicine provide a significant UBC tuition subsidy for Clinical Faculty and their immediate family. FOM representatives at the table made it clear, however, that UBC will not consider a tuition subsidy for members of Clinical Faculty.

As a result, we propose that the Faculty of Medicine increases the unit rate in the Clinical Faculty Terms of Compensation from \$90 per unit, to \$110 per unit and adjust all of the other fees in the Compensation Terms accordingly. Furthermore we recommend that, for each year following the 2019 increase, the Faculty of Medicine further adjust the unit rate and other fees by the annual rate of increase to the BC Consumer Price Index for the calendar year immediately preceding the academic year in question.

If the Faculty of Medicine adopts these changes, we recommend that the duration of Clinical Faculty Terms of Compensation continue for a period of 3 years to 2022.

As you indicated in your response to our separate recommendations in 2017, we recognize that funding such an increase poses a challenge for the University. Our view, however, is that not addressing this challenge poses a fundamental risk to the sustainability of the program. In addition, Doctors of BC feels that it must act to support the clear priority of our members who provide invaluable teaching services to the next generation of physicians.

We close by thanking your for supporting the joint Clinical Faculty Working Group consultation process. We have found the Faculty of Medicine representatives on the Working Group to be professional and collaborative, and committed to identifying and acting on opportunities to improve the program.

We look forward to your response to our recommendation.

Sincerely,

DoBC members of the CFWG



Dr. David Wensley
CFWG Representative, Doctors of BC



Dr. Karen Blouw
CFWG Representative, Doctors of BC



Dr. Suresh Tulsiani
CFWG Representative, Doctors of BC

cc: Dr. Gurdeep Parhar – CFWG Co-chair, Faculty of Medicine, UBC
Mr. Allan Seckel – CEO, Doctors of BC
Mr. Paul Straszak – Chief Negotiator, Doctors of BC