



March 18, 2026
Dr. Sharmila Anandasabapathy
Dean, Faculty of Medicine 317 - 2194 Health Sciences Mall
Vancouver, BC Canada V6T 1Z3

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

Dear Dr. Anandasabapathy,

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

The Working Group completed its review of a survey of Clinical Faculty (CF) conducted in December 2024 and has agreed on many joint recommendations which were forwarded to you by letter dated March 13, 2026.

The 2011 LOI also permits separate recommendations to the FoM based on the results of the survey to be considered by the FoM in revising the 2023 *University of British Columbia, Faculty of Medicine Clinical Faculty Compensation Terms for Teaching in the MD Undergraduate and MD Postgraduate Programs* ('Clinical Faculty Compensation Terms'). 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.

While UBC has provided CF members with some compensation increases since 2020, the 2024 survey highlights an increase in CF dissatisfaction with compensation compared to previous years, including the last survey conducted in 2021:

- 70% of CF surveyed have indicated that they continue to have concerns about compensation for teaching despite recent increases;
- 62% (4% increase since 2021) of CF respondents identify that insufficient compensation for teaching is among their most significant concerns;
- 65% of UGME physicians (an increase of 8% since 2021), and 64% of PGME physicians (an increase of 9% since 2021) are dissatisfied with current compensation;

Consistent with past surveys, a high number of respondents are indicating significant challenges in the teaching environment, increased workload, while feeling undervalued. This reveals a general morale issue amongst CF members, where they may take action if compensation concerns are left unaddressed.

The survey shows that aside from compensation, the top four (4) most important challenges faced in CF work are:

- 63% of CF respondents indicate balancing seeing patients quickly with quality teaching;



- 57% of CF respondents indicate balancing quality patient care with quality teaching;
- 45% of CF respondents indicate finding time to teach;
- 36% of CF respondents indicate needing to work additional hours to make up for time taken away from seeing patients as a result of teaching.

The survey also indicates that CF members are working 6.7 hours more per month compared to 2021:

- 3.5 additional hours on teaching while providing patient care;
- 1.2 additional hours on administrative tasks;
- 1 additional hour of classroom instruction;
- 1 additional hour of 'other'.

Additionally, the survey shows that there has been an increase in the number of physicians who are not feeling valued for the work that they do.

These findings highlight the perception that CF members are working harder, but feeling less valued. These challenges signal that more CF are willing to take action if their concerns with compensation are not addressed. This should be of significant concern to the FoM.

- 84% of those who have compensation concerns, have indicated that they are likely to take at least one of the following actions over the course of the next year:
 - Reduce overall commitment to Faculty of Medicine (62%),
 - Do fewer lectures (62%),
 - Spend less time on preparation (59%),
 - Do less bedside teaching (56%),
 - Recommend Doctors of BC organize job action (31%),
 - Resign Clinical Faculty appointment (21%).

Simon Fraser Medical School is opening this summer, and there is a real risk that CF members will take action by either leaving UBC, or reducing their teaching commitments to UBC by choosing to teach at both Universities. The 2024 survey already suggests that there are a number of CF members who are leaving, or reducing their commitment to UBC.

The results of the survey make it clear that compensation is a priority. We acknowledge that UBC has shown progress by providing compensation increases since 2020. However, over the past 18 years (since 2008) the total compensation increase provided has been 24% below inflation, where British Columbia has seen inflation of 41% from 2008-2025.

The position of the Doctors of BC is that, at a minimum, compensation needs to keep pace with the 2025 Public Sector Employers Council (PSEC) mandate of 3% per year, or the inflation rate, whichever is higher, over the term of the new Clinical Faculty Compensation Terms. This would be slightly higher than inflation for this year, but it will help to close the gap from those years where no pay increase has been provided. We believe that the increase proposed will provide reassurance to CF members that they are valued, UBC hears their concerns, and provide a renewed incentive for



CF to continue to provide teaching services which are crucial to supporting the next generation of physicians.

If you accept our recommendations on compensation, then the Doctors of BC will support a four (4) year extension to the Clinical Faculty Compensation Terms. If there is an inadequate compensation increase provided, then the Doctors of BC supports repeating the CFWG consultation process annually.

We close by thanking you for supporting the joint CFWG consultation process. We have found the FoM 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

A handwritten signature in blue ink, appearing to read 'D. Wensley'.

Dr. David Wensley
CFWG Co-Chair, Doctors of BC

A handwritten signature in black ink, appearing to read 'Tara McCallan'.

Dr. Tara McCallan
CFWG Representative, Doctors of BC

A handwritten signature in black ink, appearing to read 'Emily Lai'.

Dr. Emily Lai
CFWG Representative, Doctors of BC

pc: Dr. Dean Jones, CFWG Co-Chair, Faculty of Medicine, UBC
Anthony Knight, CEO, Doctors of BC
Paul Straszak, Chief Negotiator, Doctors of BC
Dereck Eby, Negotiator, Doctors of BC