



December 4, 2023

Drs. Wensley, Blouw and Lai  
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 September 29, 2022, 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. Through significant engagement with both Ministry of Post Secondary and Future Skills and Ministry of Health, we have been able to secure additional funding that allows us to increase the payments to eligible clinical faculty in both 2023 and 2024.

I am very pleased to share that we have been approved to provide an increase of 10% to the current compensation amounts for didactic and clinical teaching in the undergraduate medical education program and didactic teaching in the postgraduate medical program starting July 1, 2023, shifting the unit rate from \$91.80 to \$100.98, with an additional increase of 5% on July 1, 2024, which will bring the rate to \$106.03. Rates will also increase for clinical teaching in the postgraduate program. We are grateful that we were able to secure this funding to be able to address the longstanding concerns raised by clinical faculty through the Doctors of BC survey and Working Group discussions. We continue to have discussions with Ministry of Health around the recognition of physicians on alternate payment plans and clinical service contracts.

In addition to the changes above, we have also been able to secure additional funding specifically intended to reduce the administrative challenges associated with teaching. Over the coming months, there will be opportunities for engagement on priorities of clinical faculty, including using the data provided in the previous surveys as well as the discussions and recommendations of the CFWG.



Thank you for your continued engagement with the Faculty of Medicine and supporting the clinical faculty in the important work they do. We truly value the contributions of our clinical faculty members, and their important role in training the next generation of physicians.

Sincerely,

A handwritten signature in blue ink, reading 'Dermot Kelleher'.

Dermot Kelleher, MD, FRCP, FRCPI, FMedSci  
Dean, Faculty of Medicine  
University of British Columbia

Cc: Mr. Paul Straszak – Chief Negotiator, Doctors of BC  
Mr. Anthony Knight – CEO, Doctors of BC  
Mr. Dereck Eby – Negotiator, Doctors of BC  
Dr. Mike Allard, Ms. Shanda Jordan Gaetz, Ms. Jennifer Golinski and Dr. Dennis Bhui - CFWG  
Representatives, Faculty of Medicine