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November 17, 2005

## *President's Letter*

***Negotiations with UBC:*** There are some indications that we have convinced the UBC Dean of Medicine, Gavin Stuart, and the two funding Ministries (Ministry of Health & Ministry of Advanced Education) of the pressing need to address the problem of Clinical Faculty. They have been made aware of the crisis by the reluctance of physicians at the new, distributed sites to sign on to the bad deal that present Clinical Faculty have been living with for many years. The accreditation process for the Medical School expansion has created a March deadline for the Faculty of Medicine: if no working solution is in place by then, the expansion cannot proceed.

***New Deal In the Offing?:*** Dr Paton has told me that she has now designed a system put together from first-principles of respect, recognition, remuneration, and representation shared by the UCFA. Dr Paton cannot, and would not reveal to me the details and language of her system until adequate funding was guaranteed. She expects that to occur this week. This would allow an announcement by the Dean at the Full Faculty of Medicine meeting Thursday, November 24<sup>th</sup>.

***UCFA Evaluation of the Deal:*** I recommend that as many members and friends of UCFA attend the meeting as possible and that we listen respectfully, evaluate thoughtfully, and ask many questions aimed at illuminating every aspect of the deal (including what it doesn't cover). At the end of the day, the offer – if there is an offer – cannot succeed without the support of the UCFA. We owe it to all clinical faculty (including those who do not belong to UCFA, yet) to lead that discussion with knowledge and fair evaluation.

To start that process rolling, I invite you *to the Full Faculty of Medicine Meeting Thursday November 24<sup>th</sup>. (Chan Lecture Hall; BCCH, 5:30-7:00 p.m.). Assess the new system for yourself. If no announcement, make your voice heard.*

***UCFA Survey*** Over the summer the University Clinical Faculty Association carried out a wide-ranging survey of the opinions of clinical faculty across the province. Two hundred and thirty six clinical faculty provided in-depth and highly detailed information concerning their experiences in clinical teaching and their observations about its impact on their practices. These responses contributed a solid empirical input -- the first one of its kind -- to the dialogue between the University, the Government and clinical faculty. Now we have hard evidence that many doctors are disinclined to enlist as clinical teachers at UBC until the University and the Government address unresolved questions of remuneration and respect. The Vancouver Sun, the Medical Post, and Global TV all ran news stories triggered by the UCFA Survey and its message to UBC and Government.

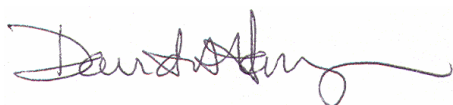
**BCMA involvement:** Dr Michael Golbey, President of the BCMA, was guest speaker at the UCFA Annual General meeting in October. He reiterated strongly the BCMA support for the UCFA. Specific support has come in the form of access to the Negotiating team and Cathy Cordell, the BCMA Staff lawyer, inclusion of questions regarding the cost of teaching in the BCMA overhead study, and input of the UCFA to the negotiating committee report on financial issues related to physician teaching,

### **New Communication Tools and Strategies:**

- *Friends of the UCFA Board:* The goal is to have a new communication tool to a group of leading and influential Clinical Faculty and other sympathetic persons. A monthly "Friend's letter" will go out by e-mail as a short series of updates in point form. The assumption is that this group, the "Friends of the UCFA Board" knows the issues and needs updating rather than detailed explanations. My other assumption is that the Friends list will grow as more people realize what a good source of news and strategy it is. It also serves to keep former Board members in the loop without a great time or energy commitment. In return, we hope to learn of local Clinical faculty issues.
- *Emergency Group Letter/Salaried Physician Issues:* The danger for Emergency Departments and other Salaried Groups of Physicians on Alternative Payment Plans is that the MOH insists that any Physicians on Clinical Service Contracts are already reimbursed for any teaching they do. Emergency Physicians are receiving a monthly letter that educates them on their right to protected time for teaching, and communicates the negotiating positions and strategies of all the other Emergency groups. A similar letter will be written for salaried physicians on APPs. Help is required with this project. Contact me if you would participate.
- *Office Based Physician Cost Analysis:* Although the BCMA will be addressing this issue with their overhead survey, I am preparing, with the help of several interested Family Physicians and Pediatricians, a letter and Excel spreadsheet invoice allowing office-based physicians to quickly calculate their actual cost in lost income when teaching students. Once again, please contact me at [haughton-art@shaw.ca](mailto:haughton-art@shaw.ca). if you can offer some assistance.

### **Hospital Privileges and Faculty Appointments**

Also groups need to be aware that there are efforts by the MOH to require UBC faculty appointments for hospital privileges across the Province. The Ministry is working on a Health Authority to individual hospital level; beware of changes to Hospital Bylaws that require you to have a Faculty Appointment, and thus force you to teach.



David A Haughton, MD  
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BCCH Emergency