

Department of Family Medicine Remuneration Framework

Non-GFT Faculty

Recognizing that family physicians work in different clinical remuneration models, the DFM has defined payments for academic activities in fee-for-service and alternate funded environments.

Non-GFT DFM faculty may be paid on an activity-by-activity approach at rate of \$100 per hour for academic activities. In the DFM's rural residency teaching sites, these payments are bundled and funds are paid through service purchase agreements. Non-GFT DFM faculty may also be paid on a salary basis for a defined load of academic services (Academic EFT).

Geographic Full-Time Faculty

A Geographic Full-Time Physician (GFT) is an independent contractor within the Winnipeg Regional Health Authority (WRHA) and concurrently a salaried employee of the University of Manitoba who is engaged in structured academic activity (i.e. medical education, research, and leadership services) in the University of Manitoba's Department of Family Medicine.

GFTs have demonstrated a commitment to advancing the academic mission of the Department of Family Medicine and the Max Rady College of Medicine and are intent on making academic medicine a career.

To be eligible, the candidate must have attained rank of Assistant Professor and:

- maintain a minimum academic EFT of 0.1 or greater in Department of Family Medicine
 - 0.1 EFT of Medical Education Services is mandatory
- maintain a minimum clinical EFT of 0.2 or greater in WRHA
- maintain a total EFT of 0.7 or greater (additional roles within the Max Rady College of Medicine or WRHA leadership roles are taken into consideration of total EFT)

Academic EFT

Each 0.1 EFT represents 174.4 hours of work per year (4 hours/week x 44 weeks per year). Academic EFT can be attributed for:

- Academic Leadership services (optional) based on estimated actual hours for the position;
- Research services (optional) based on estimated actual hours for the position;
- Medical Education services (0.1 EFT mandatory) based on **weighted hours** as follows:

Task	Factor	Contact hours	Weight	Weighted Hours
Presenter, large group	Per hour	1	2	2
Facilitator, small group (clinical reasoning, journal club, case discussion, guideline review)	Per hour	1	1.5	1.5
Facilitator, clinical skills/simulation	Per hour	1	1.5	1.5
Examiner, OSCE/SOO	Per hour	1	1	1
Pearls resident support	Per resident/year	2	1	2
QI project resident support	Per resident/year	2	1	2
Competency coaching of resident	Per resident/year	10	1	10
Interviewer, Admissions	Per day	8	1	8
Academic committee within the DFM or College of Medicine (outside of committees expected of leadership and research roles)	Per committee/year	-	-	10
Provincial/National committee on behalf of DFM (with prior approval)	Per committee/year	based on need	1	based on need

Remuneration in Fee-for-Service Practices

		Components	Payments	Accountabilities	Notes		
University Payments		Clinical Teacher: <ul style="list-style-type: none"> Clinical teaching (teaching support and mentorship to medical students, family practice residents and other health care profession learners) 	Primary precepting of Family Medicine Resident: \$1000/block/resident equivalent (1) – paid through service purchase agreement Precepting Medicine Resident core rotation (other than primary preceptor – ie rural selective): \$1000/block/resident * Precepting Medical Student core rotation: \$250/week/resident *	<ul style="list-style-type: none"> Learner measures: number of learners per half-day/day 	* there are no payments for elective rotations		
		Site Education Director: <ul style="list-style-type: none"> Oversight and coordination of learner related activities at the clinical site/stream. 	\$17,645/0.1 EFT - paid through service purchase agreement	<ul style="list-style-type: none"> In EFT allocation related to role description 			
		Academic Role(s):	Medical Education <ul style="list-style-type: none"> Group teaching (UG, PG,CPD) 	Activity-based payments: <u>UGME:</u> Clinical skills: 100\$/hr Clinical reasoning: 100\$/hr <u>PGME:</u> (@\$100/hr) Pearls Supervision 5 hrs/yr/resident Clinical Audit Supervision 2 hrs/yr/resident Journal Club - 2 hrs/block per site Clinical Guideline Review - 4 hrs/block per site Case Discussions - 4 hrs/block per site SOO & OSCE – 4 hrs/resident per year <u>Competency coaching:</u> 10 hrs/resident/year <u>CPD:</u> Faculty Development: 100\$/hr		<ul style="list-style-type: none"> Teaching contact hours 	
		Research, Quality Improvement, Scholarship <ul style="list-style-type: none"> Protected research time Knowledge translation Mentorship of BScMed students, residents, new researchers 		Salary: Other Academic Salary per 0.1 EFT (based on salary of \$176,645) renewed annually	<ul style="list-style-type: none"> EFT allocations and renewed based on productivity (reviewed by a DFM committee) Grants, publications, presentations, awards) 		
		Academic leadership (Central DFM or College of Medicine) <ul style="list-style-type: none"> DFM Director, Associate or Assistant Director or Post-grad Lead College of Medicine UGME, PGME, CPD 		Salary: Other Academic Salary per 0.1 EFT (based on salary of \$176,645) renewed annually	<ul style="list-style-type: none"> In EFT allocation related to role description 		

1. Family Medicine Primary Precepting includes daily clinical supervision and all resident evaluation duties including daily completion of field notes, weekly direct observation, end-of-rotation completion of in-training evaluations (MRAs/ITARs), competency coaching / monitoring of resident progress and site-specific residency meetings

Remuneration in Alternate Funded Practices (WRHA Independent Contractors)

	Components		Payments	Accountabilities	Notes	
Independent Contractor	Independent contractor All clinical work <u>during</u> contracted hours including: <ul style="list-style-type: none"> Direct patient care (including patient care conferences) Indirect patient care (phone call, paperwork, lab results, etc.) Clinic staff meetings Clinical teaching (teaching support and mentorship to medical students, family practice residents and other health care profession learners) QI and health system innovation initiatives Site medical leader 		<ul style="list-style-type: none"> As per Doctors Manitoba negotiated IC agreement (based on Class & Step) Payments to Med Corp or to individual Pro-rated based on 1744 hours Invoiced hours/days worked as per WRHA policy SML compensated at 0.1 EFT 	<ul style="list-style-type: none"> Shadow billing Third party billings during contracted hours * Clinic dashboard measures MIS data Learner measures: number of learners per half-day/day ** Position descriptions Performance conversations 	* During contracted hours, 100% of payments belong to the clinic. ** time (15 min) set aside for daily feedback when learner in clinic and 30 min at end of rotation for final evaluation	
	Fee-for-Service work Clinical activity <u>outside</u> contracted hours: <ul style="list-style-type: none"> Outpatient care Inpatient care (including Intra-partum care) Personal Care Home care Forms/Reports done outside clinic hours Consultation work for third parties (ie. MB Health) 		<ul style="list-style-type: none"> Payments to Med Corp or to individual Subject to overhead * 	<ul style="list-style-type: none"> Fee-for-service billing data Third party billings 	* <u>Overhead:</u> Direct patient & Third party billing: 80%-20% split Mb Health billing: 2.5% overhead Rates to be reviewed annually	
	Clinical performance & retention incentives <ul style="list-style-type: none"> Docs Manitoba CPD Fund Hospital Care by FP Incentive Physician Retention Program 		<ul style="list-style-type: none"> Payments to Med Corp or individual 	<ul style="list-style-type: none"> Based on program criteria 		
University Payments	Academic role(s):	Medical Education <ul style="list-style-type: none"> Classroom teaching (UG, PG, CPD) Education programming / materials development Educational Scholarly Activity (BSc Med, publications, presentations) 	Activity-based payments: <u>UGME:</u> Clinical skills: 100\$/hr Clinical reasoning: 100\$/hr <u>PGME:</u> (@\$100/hr) Pearls Supervision 5 hrs/yr/resident Clinical Audit Supervision 2 hrs/yr/resident Journal Club - 2 hrs/block per site Clinical Guideline Review - 4 hrs/block per site Case Discussions - 4 hrs/block per site SOO & OSCE - 4hrs/resident per year Competency coaching: 10 hrs/resident/year <u>CPD:</u> Faculty Development: 100\$/hr		<ul style="list-style-type: none"> Teaching contact hours 	
		Research and Quality Improvement <ul style="list-style-type: none"> Protected research time Knowledge translation Mentorship of BScMed students, residents, new researchers 		Salary: Other Academic Salary per 0.1 EFT (based on salary of \$176,645) renewed annually	<ul style="list-style-type: none"> In EFT allocations and renewed based on productivity (reviewed by a DFM committee) Grants, publications, presentations, awards) 	
		Academic leadership (Central program or College of Medicine) <ul style="list-style-type: none"> DFM Director, Associate or Assistant Director or Post-grad Lead College of Medicine UGME, PGME, CPD 		Salary: Other Academic Salary per 0.1 EFT (based on salary of \$176,645) renewed annually	<ul style="list-style-type: none"> In EFT allocation related to role description 	
		Site education director		Salary: Other Academic Salary per 0.1 EFT (based on salary of \$176,645) renewed annually		

* Attribution of overhead will be to WRHA Primary Health Care Program operations for Direct Operations and to the Site for those under Service Purchase Agreements
 The U of M Department of Family Medicine shall provide necessary supports to the Primary Health Care Program and sites for achievement of the academic mission.

GFT Remuneration Model

	Components		Payments	Accountabilities	Notes
Independent Contractor	Independent Contractor All clinical work <u>during</u> contracted hours including: <ul style="list-style-type: none"> • Direct patient care (including patient care conferences) • Indirect patient care (phone call, paperwork, lab results, etc.) • Clinic staff meetings • Clinical teaching (teaching support and mentorship to medical students, family practice residents and other health care profession learners) • Site medical leader 		<ul style="list-style-type: none"> • As per Doctors Manitoba negotiated DFM IC agreement (based on Class & Step) • Payments to Med Corp or to individual • Pro-rated based on 1744 hours • Invoiced hours/days worked as per WRHA policy • SML compensated at 0.2 EFT 	<ul style="list-style-type: none"> • Shadow billing • Third party billings during contracted hours* • Clinic dashboard measures • MIS data • Learner measures: number of learners per half-day/day** • Position descriptions • Performance conversations 	<ul style="list-style-type: none"> * During contracted hours, 100% of payments belong to the clinic. ** time (15 min) set aside for daily feedback when learner in clinic and 30 min at end of rotation for final evaluation
	Fee-for-Service Work Clinical activity <u>outside</u> contracted hours: <ul style="list-style-type: none"> • Inpatient care • Intra-partum • On-call • Forms/Reports done outside clinic hours • Consultation work for third parties (ie. MB Health) 		<ul style="list-style-type: none"> • Payments to Med Corp or to individual • Managed through UMG as per GFT agreement • Subject to overhead * 	<ul style="list-style-type: none"> • Fee-for-service billing data • Third party billings 	<ul style="list-style-type: none"> * Overhead: Third party billing: 80%-20% split Mb Health billing: 2.5% overhead Rates to be reviewed annually
			<ul style="list-style-type: none"> • Payments to Med Corp or to individual 	<ul style="list-style-type: none"> • Based on program criteria 	
University Salary	Academic Role(s):	Medical Education (0.1 EFT mandatory) <ul style="list-style-type: none"> • Classroom teaching (UG, PG, CPD) • Education programming / materials development • Educational consultation to distributed sites • Scholarly Activity (BSc Med, publications, presentations) 	Salary: As the Docs Manitoba negotiated DFM IC agreement states: "medical services" includes clinical services, teaching services and administrative services provided by a physician. ^{1.1} _{SEP} <ul style="list-style-type: none"> • Salary per 0.1 EFT of teaching as per Doctors Manitoba negotiated DFM IC agreement 	<ul style="list-style-type: none"> • Teaching contact hours • Committee participation • Education programming • Curriculum/other educational materials development • Scholarly activity deliverables 	
		Research and Quality Improvement/Scholarship (optional) <ul style="list-style-type: none"> • Protected research time • Knowledge translation • Mentorship of BScMed students, residents, new researchers 	Salary: Salary per 0.1 EFT (based on Doctors Manitoba agreement)	<ul style="list-style-type: none"> • In EFT allocations and renewed based on productivity (reviewed by a DFM committee) • Grants, publications, presentations, awards) 	
		Academic Leadership in the Central program or the College of Medicine (optional) <ul style="list-style-type: none"> • DFM Director, Associate or Assistant Director or Post-grad Lead College of Medicine UGME, PGME, CPD 	Salary: Salary per 0.1 EFT (based on Doctors Manitoba agreement)	<ul style="list-style-type: none"> • In EFT allocation related to role description 	
		Site education director	Salary: Salary per 0.2 EFT (based on Doctors Manitoba agreement)		
	University Benefits & Pension: <ul style="list-style-type: none"> • Benefits and pension based on professor floor salary (\$113,015) • Benefits and pension cost is approximately \$13,000 for a 1.0 GFT • Sabbatical • Travel & conference support • Receipted expenses (mileage, parking) 		<ul style="list-style-type: none"> • Benefits and pension based on professor floor salary per UMG • Sabbatical policy • College of Medicine travel fund terms of reference • Reimbursement policy & procedures 		