



Clinical Teaching Compensation Plan

In effect: May 12, 2007
Version 1.0
Approved by: Board of Directors

Responsible Office: Administration – Finance

1.0 Protocol Statement/Rationale

- The compensation plan is an interim measure until an Alternative Funding Plan can be arranged with the Ministry of Health and Long Term Care.
- The plan addresses the issue of the consistency of pay scales across the programs of the School.
- The plan addresses the issue of what activities are remunerated and the rate.
- Establishes instructional hourly rates for both clinicians and non clinicians.

2.0 Policy – Clinical Teaching Compensation

The following rates of payment for instructional events be established

1. The rate for Clinical Teaching is established at \$250 per week. This includes the teaching of both undergraduate and postgraduate learners in all locations in the north and applies to both specialty and family medicine physicians.
2. Clinicians teaching in a classroom setting (e.g. small group facilitation and lectures) or delivering faculty development sessions will be paid at the same rates. The payment rate for this type of teaching is as follows:
 - First hour - \$ 200.
 - Any additional hours \$150 to a maximum of \$500 per half day
3. Payment for clinicians participating in Simulated Office Orals (SOO's) is set at a rate of \$500 per half day.
4. Physicians participating in CaRMS should not be paid for time spent, but will be reimbursed for expenses.
5. No payment will be made to physicians participating in the admittance MMI's. Participation is on a volunteer basis and does not include the reimbursement of expenses.
6. No payment will be made for time spent attending faculty development sessions. Payment of expenses at these events will be an ad hoc decision, based on the nature of the event.
7. The rate of pay for non physician clinical teachers, not involved in behavioral science education for family residents be standardized as follows:
 - First hour - \$100
 - Any additional hours \$75 to a maximum of \$250 per half day
8. The rate of payment for physicians involved in Community Learning Sessions (CLS), including clinical (bedside) teaching, be established at the rate of \$150 per student for each 6 week module.

9. The rate of payment provided to clinicians for Specialty Enhancement Sessions be set at \$25 per half day.
10. Payments for preceptors in Phase III (fourth year of undergrad) be established at \$250 per week. This is the same rate currently being used in the post graduate program.

Clinical Teaching Compensation	
Description of Teaching Activity	Rate
Clinical Teaching – Non classroom	\$250 per week
Clinical Teaching – Classroom including Faculty Development delivery	\$200 – first hour \$150 for additional hours \$500 maximum for ½ day
Non Physician Clinical Teaching (not including behavioral science education)	\$100 – first hour \$75 for additional hours \$250 maximum for ½ day
Simulated Office Orals	\$500 per ½ day
Community Learning Sessions (including bedside teaching)	\$150 per student per 6 week module
Specialty Enhancement Sessions	\$25 per ½ day
Preceptors (for 4 th year of undergrad and postgrad students)	\$250 per week per student