



July 8, 2015

Larry Stewart  
Chair, University of Saskatchewan Faculty Association  
Room 20 Education Building  
Saskatoon, SK S7N 0X1

Dear Professor Stewart:

**Subject: Clarification in Support of College of Medicine Negotiations**

The following information is provided to the Association in an effort to clarify go-forward changes in support of the transformation of the College of Medicine.

The parties have negotiated a voluntary severance package and will be made available to all MD Clinical Faculty with academic (probationary, tenured, continuing status and without term) and clinical service appointments in the College of Medicine. Affected employees may elect to resign their in-scope faculty appointments with the University of Saskatchewan and accept this voluntary severance package.

Employees who elect the voluntary severance package and resign their academic appointment will have the ability to transition to:

**A. Community-Based Physicians**

Under this option, physicians will have the ability to enter into contract arrangements with the university for the purpose of delivering academic service. The terms of the contract will be negotiated directly between the physician and the College of Medicine.

Inquiries related to Community-Based Physician contracts should be directed to Steven Harrison, College of Medicine.

**B. Academic Clinical Funding Plan (ACFP)**

Under this option, physicians will have the ability to pursue an ACFP under contract arrangements with the Government, Health Region, and the College of Medicine. The terms of the ACFP will be outlined by an Individual Service Agreement to be negotiated directly between the physician, the Government, the specific Health Region, and the College of Medicine.

Inquiries related to ACFP's should be directed to Tammy Goebel, Saskatoon Health Region.

**C. No further academic relationship with the College of Medicine**

Physicians will have the ability to choose to have no on-going academic relationship with the College of Medicine. Under this option, physicians may continue to have an individual or corporate professional relationship with the province.

Inquiries related to this option should be directed to the Ministry of Health or the specific Health Region.

**Clerical Support**

The College of Medicine is committed to ensure there is sufficient support available for academic service delivered by physicians and that any clerical support provided is closely aligned with the level of academic engagement sought by each individual physician. The following is intended to describe a preliminary outline of the end-state structures for clerical support:

**Support available to Community-Based Physicians**

Clerical Support	Pooled clerical support will be provided through the College of Medicine for academic service.
Office Space	Physicians will have the ability to maintain office space through personal negotiations with the applicable Regional Health Authority.
Research Staff	Research endeavors are expected to be minimal and therefore the College of Medicine will provide support as necessary.
Research Lab Space	Research space will be provided on an exception basis.

**Support available to Physicians under an ACFP**

Clerical Support	Maintain clerical support until such time a new model for employment of clinical clerical staff is developed in collaboration with the College of Medicine, inclusive of the clinical departments, Ministry and the Regional Health Authority.
Office Space	Physicians will have the ability to maintain office space as a component of the overhead included in the ACFP office space costs.
Research Staff	Research staff hired through research grants and dependent upon the academic deliverables negotiated in the ACFP. Existing research staff will remain with the Principal Investigator.
Research Lab Space	Research space will be negotiated through the ACFP depending on the percentage of academic deliverables.

Employees are under no obligation to accept the voluntary severance package, and those who do not elect the severance package will continue their current academic appointments with the University of Saskatchewan under the terms and conditions of the USFA Collective Agreement.

In addition to the options available to current MD clinical faculty outlined by this letter, the university notifies the Association of the following changes in practice that will be implemented to support the transformation of the College of Medicine:

### 1. Amendments to Clinical Practice Plans

In order to address the financial situation in current Clinical Practice Plans the university is proceeding with a review of the plans and the amendment of the method by which clinical funds are being distributed amongst the members of the plans. Members will be given notification of our intent to change past practice, followed by a consultation process. Ultimately individual negotiations will take place with the affected physicians where they will be transitioned to the new model the College is implementing to distribute clinical funds. This process is expected to begin in the months of July-August 2015.

### 2. Continuing Status Positions in the College of Medicine

Changes to the clinical practice plans may affect the funding for physicians who hold continuing status positions in the College of Medicine whose academic component of salary is funded from sources other than the university's operating budget (approximately 40 positions). Physicians in continuing status positions affected by the discontinuation of the funds may be subject to layoff due to a partial redundancy. Any required layoffs will follow the process outlined by article 34.10 of the Collective Agreement.

### 3. Assignment of Duties and Accountability process

Implementation of a re-assignment of duties process intended to reflect the academic service requirements of the College of Medicine. This process will include an annual review of performance intended to hold individuals accountable for the satisfactory fulfillment of the assigned academic duties. Non-compliance with the required assignment of duties will be addressed through the procedures outlined in the collective agreement.

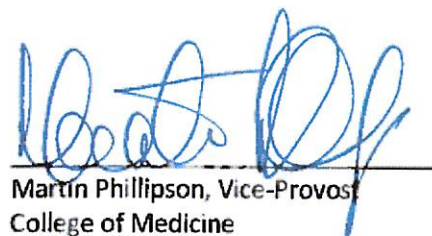
See attached letter from Dean Preston Smith outlining the new approach with respect to assignment of duties and accountabilities for existing MD Clinical Faculty in the College of Medicine.

We trust the information contained in this letter provides the required clarification of the options available to current MD Clinical Faculty as well as the changes the university will be implementing in support of the transformation of the College of Medicine.

Regards,



Cheryl Carver, Acting Associate Vice-President  
Human Resources



Martin Phillipson, Vice-Provost  
College of Medicine

cc: Preston Smith, Dean, College of Medicine