

**THIS AGREEMENT** made this 12<sup>th</sup> day of February, 2015.

**BETWEEN:**

**HER MAJESTY IN RIGHT OF THE PROVINCE OF MANITOBA  
REPRESENTED BY THE MINISTER OF HEALTH**

(hereinafter called the "Minister")

- and -

**DOCTORS MANITOBA**

In consideration of the mutual covenants and agreements set out herein, the parties hereto agree as follows:

**ARTICLE 1 - DURATION**

1:01 This Agreement shall be in effect from April 1, 2015 until March 31, 2019. The provisions of this Agreement shall remain in force and effect after March 31, 2019, until changed by mutual written agreement of the parties.

**ARTICLE 2 - PURPOSE**

2:01 The purpose of this Agreement is to provide for compensation to be paid by the Minister or a Regional Health Authority ("RHA") to physicians who participate on committees established from time to time by the Minister, Manitoba Health, Healthy Living & Seniors ("MHLS"), the Winnipeg Regional Health Authority ("WRHA") or any other RHA in the Province of Manitoba.

2:02 This Agreement does not apply to the various committees that are established by:

- (a) the College of Physicians & Surgeons of Manitoba,
- (b) Doctors Manitoba, or
- (c) individual hospitals and/or facilities.

**ARTICLE 3 - DEFINITION OF COMMITTEE**

3:01 For the purposes of this Agreement, a committee (including, but not limited to, ad hoc committee, standing committee, subcommittee, working group, consultative body, advisory committee, steering group) is a body of persons appointed by:

- (a) the Minister or a delegate of the Minister or MHHLS,
- (b) the Chief Executive Officer of the WRHA or a delegate of the WRHA, or
- (c) the Chief Executive Officer of any other RHA in the Province of Manitoba or a delegate of the RHA

for any purpose, including, but not limited to, the planning, management and monitoring of activities related to provincial and/or regional delivery and/or outcomes of health care. The number of persons serving on the committee and the frequency of committee meetings shall be determined by the Minister, MHHLS, the WRHA, or other RHA, or by their respective delegates.

3:02 The compensation payable under this Agreement is payable regardless of the duration of a committee's intended purpose. This Agreement applies to the committees in existence as of March 1, 2001, as well as to such new committees as may be established from time to time in the future, in accordance with sub-article 3:01.

3:03 Attached hereto as Appendix "A" is a list of MHHLS and committees in existence as of March 1, 2001. Attached hereto as Appendix "B" is a list of WRHA committees in existence as of March 1, 2001. Attached hereto as Appendix "C" is a list of RHA committees in existence as of March 1, 2001. The Minister, MHHLS, the WRHA and other RHAs shall update these lists on a regular basis so as to maintain an up to date record of existing committees, including particulars as to the composition of those committees and the frequency of committee meetings, and shall provide such updated lists to Doctors Manitoba.

**ARTICLE 4 - ENTITLEMENT TO COMPENSATION**

4:01 Where the Minister, MHHLS, the WRHA or any other RHA invites a physician to participate on a committee established in accordance with article 3, and the physician accepts the invitation, the physician shall be eligible to receive the compensation set out in article 5.

4:02 A physician who is entitled to receive compensation pursuant to sub-article 4:01 shall have the option of declining compensation.

4:03 Notwithstanding sub-article 4:01, no compensation is payable to a physician for participation on a committee where:

- (a) the physician has invited him/herself to participate on the committee;
- (b) the physician's participation on the committee occurs during a period of time for which the physician is already explicitly being compensated by MHHLS, the WRHA or other RHA pursuant to a contract of employment or contract for services;
- (c) the physician is obligated to participate on the committee pursuant to the terms of the physician's written contract of employment or other formal contractual arrangement. However, where a physician's written contract of employment or other formal contractual arrangement provides that the physician is obligated to attend only a specified number of committee meetings, or to provide services for only a specified number of hours, the physician shall be entitled to compensation pursuant to this Agreement for participation on a committee where the specified number of committee meetings or the specified number of hours has been exceeded, provided that the physician's participation on the committee does not occur during a time for which the physician is already being explicitly compensated by the Minister, MHHLS, the WRHA or other RHA pursuant to a contract of employment or contract for services; or
- (d) the physician declines compensation.

## ARTICLE 5 - COMPENSATION

5:01 Committee members and committee chairs and acting chairs shall be compensated for actual time in attendance at committee meetings at the sessional rates as determined by the Sessional Rates Agreement dated February 12, 2015 and any amendments to the said Agreement as may be agreed to between the parties from time to time. Those rates are as follows (includes applicable fee differentials in accordance with Part IX – Fee Differentials of the Manitoba Physician's Manual):

	April 1, 2015	April 1, 2016	April 1, 2017	April 1, 2018
For Services of a <b>General Practitioner</b> rendered in the City of Winnipeg				
per hour	\$93.10	\$94.95	\$96.75	\$98.60
per half day (3.5 hours)	\$325.85	\$332.35	\$338.75	\$345.20
per full day (7.0 hours)	\$652.00	\$664.80	\$677.60	\$690.40
after 7 hours (per hour or major portion)	\$93.10	\$94.95	\$96.75	\$98.60

	April 1, 2015	April 1, 2016	April 1, 2017	April 1, 2018
For Services of a <b>Specialist</b> rendered in the City of Winnipeg				
per hour	\$119.45	\$121.80	\$124.15	\$126.50
per half day (3.5 hours)	\$418.10	\$426.30	\$434.50	\$442.75
per full day (7.0 hours)	\$836.25	\$852.65	\$869.10	\$885.50
after 7 hours (per hour or major portion)	\$119.45	\$121.80	\$124.15	\$126.50

For Services of a <b>General Practitioner</b> rendered in Rural Manitoba south of the 53rd parallel of latitude including Brandon, excluding Winnipeg				
per hour	\$97.80	\$99.70	\$101.60	\$103.55
per half day (3.5 hours)	\$342.25	\$349.00	\$355.70	\$362.40
per full day (7.0 hours)	\$684.55	\$698.00	\$711.45	\$724.90
after 7 hours (per hour or major portion)	\$97.80	\$99.70	\$101.60	\$103.55

For Services of a <b>Specialist</b> rendered in Rural Manitoba south of the 53rd parallel of latitude including Brandon, excluding Winnipeg				
per hour	\$125.50	\$128.00	\$130.45	\$132.90
per half day (3.5 hours)	\$439.25	\$447.90	\$456.55	\$465.15
per full day (7.0 hours)	\$878.60	\$895.85	\$913.10	\$930.35
after 7 hours (per hour or major portion)	\$125.50	\$128.00	\$130.45	\$132.90

For Services of a <b>General Practitioner</b> rendered in Northern Manitoba north of the 53rd parallel of latitude				
per hour	\$116.40	\$118.70	\$121.00	\$123.25
per half day (3.5 hours)	\$407.40	\$415.45	\$423.40	\$431.40
per full day (7.0 hours)	\$814.90	\$830.90	\$846.95	\$862.95
after 7 hours (per hour or major portion)	\$116.40	\$118.70	\$121.00	\$123.25

For Services of a <b>Specialist</b> rendered in Northern Manitoba north of the 53rd parallel of latitude				
per hour	\$149.35	\$152.25	\$155.20	\$158.15
per half day (3.5 hours)	\$522.65	\$532.90	\$543.20	\$553.45
per full day (7.0 hours)	\$1,045.30	\$1,065.80	\$1,086.35	\$1,106.90
after 7 hours (per hour or major portion)	\$149.36	\$152.25	155.20	\$158.15

5:02 For the purpose of sub-article 5:01, "actual time in attendance" at committee meetings includes personal attendance as well as attendance via electronic means (e.g., teleconference, telelinks, etc.).

5:03 In addition to the compensation payable pursuant to sub-article 5:01, committee chairs and acting committee chairs shall be paid a twenty percent (20%) premium.

5:04 Where an annual stipend is payable to the chair or vice-chair of a WRHA/RHA committee in accordance with Appendix "D", the annual stipend shall be payable in

lieu of the compensation payable under sub-articles 5:01 and 5:02. It is acknowledged that the annual stipend payable to the chairs of the Pharmacy and Therapeutics and Standards Committees, to address the unique requirements associated with these positions, are as follows:

Pharmacy and Therapeutics

April 1, 2015            \$20,898

Standards Committee

April 1, 2015            \$20,898

## **ARTICLE 6 - TRAVEL TIME AND MILEAGE**

6:01 Where a physician is entitled to receive compensation pursuant to this Agreement, and where the physician resides or works outside the community where a committee meeting shall be held, the physician shall be paid:

- (a) for time spent in traveling to and from the meeting at the rates set out in sub-article 5:01, and
- (b) an allowance for the use of a privately owned vehicle in accordance with the rates set out in the Province of Manitoba Master Agreement with the Manitoba Government Employees Union.

6:02 Sub-article 6:01 shall be applied as follows:

- (a) If a physician travels from his/her residence to attend a meeting outside the community where the physician resides, he/she shall be paid travel time and personal automobile mileage as set out in sub-article 6:01. However, if the meeting takes place in the same community as where the physician works, and if the physician travels from his/her residence to the meeting and then travels directly to his/her place of work following the meeting, no travel time or personal automobile mileage shall be paid to the physician.
- (b) If a physician travels from his/her place of work to attend a meeting outside the community where the physician works, he/she shall be paid travel time and personal automobile mileage as set out above. However, if the meeting takes place in the same community as where the physician resides, and if the physician travels from his/her place of work to the meeting and then travels directly to his/her residence following the meeting, then no travel time or personal automobile mileage shall be paid to the physician.

6:03 For the purpose of sub-article 6:01, the “community” of the City of Winnipeg includes all locations within the boundaries of the Perimeter Highway.

6:04 For the purpose of sub-article 6:01(a), travel time does not include meal breaks. Unusual delays in travel time, such as may be caused by road closures due to inclement weather, may be compensated by report to MHHLS, the WRHA or the RHAs.

**ARTICLE 7 - ENTIRE AGREEMENT**

7:01 This Agreement is a part of the Master Agreement dated February 12, 2015 which constitutes the entire agreement between the parties hereto, and no other intentions or undertakings, whether express or implied, form part of this Agreement.

**ARTICLE 8 - GENERAL**

8:01 If a court declares any provision of this Agreement invalid, illegal or unenforceable, this Agreement shall continue in full force and effect with respect to all other provisions. All rights and remedies under such other provisions shall survive any such declaration.

**ARTICLE 9 – RATIFICATION**

9:01 This Agreement shall be final and binding upon communication by Doctors Manitoba to Manitoba of the acceptance of the Master Agreement.

**IN WITNESS WHEREOF** the parties hereto have executed these presents the day and year above written.

**HER MAJESTY IN RIGHT OF THE  
PROVINCE OF MANITOBA,  
REPRESENTED BY THE  
MINISTER OF HEALTH**

**DOCTORS MANITOBA**

Per: “ORIGINAL SIGNED BY”  
Karen Herd  
Deputy Minister of Health,  
Healthy Living and Seniors

Per: “ORIGINAL SIGNED BY”  
Robert D. Cram  
Chief Executive Officer

**APPENDIX “A”****Manitoba Health, Healthy Living and Seniors Committees**

- Medical Review Committee
- Formal Inquiry Committee
- Heads of Psychiatric Facilities
- Manitoba Emergency Services MAC
- Patient Utilization Review Committee
- Manitoba Blood Committee
- Infectious Diseases Advisory Committee
  - Infectious Diseases AIDS Testing Subcommittee
  - Infectious Diseases Blood Borne Pathogens Subcommittee
  - Infectious Diseases Immunization Subcommittee
  - Infectious Diseases Infection Control Subcommittee
  - Infectious Diseases Tuberculosis Subcommittee
- Minister’s Diabetes Advisory Committee
- Child & Adolescent Psychiatric Services
- Manitoba Drug Standards & Therapeutics Committee
- Standing Committee on Diagnostic Services
- Psychogeriatric Services Coordinating Committee
- Manitoba Cervical Cancer Screening Committee
- Health Information Privacy Act Committee
- Manitoba Health Appeal Board
- Mental Health Review Board
- Advisory Committee on Mental Health Reform
- AIDS Implementation Advisory Committee
- Provincial Imaging Committee
  - Nuclear Medicine Advisory Committee
  - Provincial Imaging Committee Medical Information Subcommittee
  - Provincial Imaging Committee MRI/CT Subcommittee
  - Provincial Imaging Committee Radiography/Angiography Subcommittee
  - Provincial Imaging Committee Ultrasound Subcommittee
- Other Committees as may be established from time to time.

**APPENDIX “B”****WRHA COMMITTEES**

Note: For the purpose of compensation, a committee must be a body of persons appointed by the Chief Executive Officer of the WRHA or a delegate of the WRHA.

The following committees qualify for compensation:

- Medical Staff Council
- Medical Advisory Committee (includes committees established from time to time by Medical Advisory Committee, e.g., Appeal Committees)
- Judicial Committees (MAC sub-committee)
- Program Standards Committees
- Program Standards Sub-Committees (includes CQI/Audit Committees)
  - Anaesthesia Program Standards Sub-Committees
  - Child Health Program Standards Committees
  - Child & Adolescent Psychiatry Program Standards Sub-Committees
  - Critical Care Program Standards Sub-Committees
  - Diagnostic Imaging Program Standards Sub-Committees
  - Dialysis Program Standards Sub-Committees
  - Emergency Program Standards Sub-Committees
  - Family Medicine Program Standards Sub-Committees
  - Laboratory Medicine Program Standards Sub-Committees
  - Medicine Program Standards Sub-Committees
  - Mental Health Program Standards Sub-Committees
  - Oncology Program Standards Sub-Committees
  - Psychogeriatrics Program Standards Sub-Committees
  - Psychology Program Standards Sub-Committees
  - Rehabilitation Program Standards Sub-Committees
  - Geriatrics Program Standards Sub-Committees
  - Surgery Program Standards Sub-Committees
  - Women’s Health Program Standards Sub-Committees (Obstetrics & Gynaecology)
- Appointments Coordinating Committees
- Program Appointment Committees (includes Credentials & Privileges Committees)
  - Critical Care PACs
  - Child Health PACs
  - Diagnostic Imaging PACs
  - Emergency Medicine PACs
  - Geriatrics and Rehab. Medicine PACs
  - Medicine PACs
  - Family Medicine Program PACs
  - Mental Health PACs
  - Women’s Health PACs (Obstetrics and Gynaecology)
  - Surgery PACs
  - Anesthesia Program PACs
  - Laboratory Medicine PACs
  - Oncology PACs



- Clinical Health Psychology PACs
- Child and Adolescent Mental Health PACs
- Dialysis Program PACs
- Pharmacy and Therapeutics Committees
- Pharmacy and Therapeutics Sub-Committees
  - Pharmacy and Therapeutics Coordinating Committees
  - Adult Pharmacotherapy Sub-Committees
  - Geriatrics and Long Term Care P&T Sub-Committees
  - Paediatric P& T Sub-Committees
  - Implantable and Interventional Devices Sub-Committees
  - Oncology Pharmacotherapy Sub-Committees
  - Nutrition Advisory Pharmacotherapy Sub-Committees
  - Formulary Sub-Committees
- Program Committees (e.g., Family Medicine, Internal Medicine, Surgery, Diagnostic Imaging, Paediatrics, dialysis, etc.)
- Disaster Planning Committees
- Regional Search & Selection Committee (e.g., search committee for position vacancy)
- Regional or Facility Accreditation Committees
- Personal Care Home Committee
- PCH Medical Director Advisory Committee
- Regional Ethics Committees
- Regional/Program Human Resources Committees
- Regional Utilization Review Committees
- Regional Information Systems Advisory Committees
- Medical Nursing Advisory Committees
- Regional Health Records Committees
- Regional Blood Committees
- Other committees as may be established from time to time.

**APPENDIX “C”****RHA COMMITTEES**

- Note: 1) Some of the committees listed below may not exist in every region.  
2) For the purpose of compensation, a committee must be a body of persons appointed by the Chief Executive Officer of the RHA or a delegate of the RHA.  
The following committees qualify for compensation:

**Primary Committees**

- Medical Advisory Committees
- Appointments/Credentials Committees
- Pharmacy and Therapeutics Committees
- Standards Committees

**Program Committees**

- Accreditation/Continuous Quality Improvement Committees
- Program Teams Committees

**Ad Hoc/Other Committees**

- Continuing Medical Education
- Utilization
- Ethics
- Information Systems Advisory
- eHealth Records
- MedNursing Advisory
- MedNursing Liaison
- Patient Advisory Committee
- Med Rules & Regulations
- Perinatal Review
- Psych Standards
- Chiefs of Staff
- Acute Care Advisory
- Long Term Care Advisory
- Midwifery
- Surgical Program
- Obstetrical Program
- PCH Panelling
- Emergency Medical Services
- Planning Teams
- Recruitment and Retention
- Medical Staff
- Palliative Care
- Spiritual Care
- Breast Cancer Advisory

- Infection Control
- Early Years
- Child Abuse
- Public Health
- Do Not Resuscitate
- Emergency Room
- Mortality and Morbidity
- Other committees as may be established from time to time.

## APPENDIX "D"

<b>Committees</b>	<b>April 1, 2015</b>
<b><u>Committees</u></b>	
Pharmacy and Therapeutics, Vice-Chair	7,249.83
<b><u>P and T Sub-Committees</u></b>	
Adult P and T	7,249.83
Child Health P and T	7,249.83
Oncology P and T	7,249.83
Implantable devices P and T	7,249.83
Antimicrobial P and T	7,249.83
<b><u>Program Appointment</u></b>	
Anesthesia	2,897.72
Child Health	2,897.72
Critical Care	2,897.72
Diagnostic Imaging	2,897.72
Emergency Medicine	2,897.72
Family Medicine	2,897.72
Geriatrics/Rehab	2,897.72
Laboratory Medicine	2,897.72
Medicine	2,897.72
Mental Health	2,897.72
Oncology	2,897.72
Surgery	2,897.72
Women's Health	2,897.72
<b><u>Standards and Sub-Committees</u></b>	
Anesthesia	2,897.72
Child Health	Committee Agreement Hourly Rate
Critical Care	Committee Agreement Hourly Rate
Diagnostic Imaging	Committee Agreement Hourly Rate
Emergency Medicine	2,897.72
Family Medicine	Committee Agreement Hourly Rate
Laboratory Medicine	2,897.72
Medicine	2,897.72
Mental Health	Committee Agreement Hourly Rate
Oncology	Committee Agreement Hourly Rate
Rehab/Geriatrics	2,897.72
Surgery	2,897.72
Women's Health	2,897.72
MATC	Committee Agreement Hourly Rate
Dialysis	Committee Agreement Hourly Rate