



Team Name: Regional Medical Advisory Council Team Lead: Vice-President Medical Services Approved by: Vice-President Medical Services	Reference Number: ORG.1010.SG.001 Program Area: Administration Guideline Section: General
Issue Date: October 10, 2017 Review Date: Revision Date:	Subject: Emeritus Status for Physicians or Surgeons

STANDARD GUIDELINE SUBJECT:

Emeritus Status for Physicians or Surgeons

PURPOSE:

The award of an Emeritus or Emerita title is an honorary award made on the recommendation of a Colleague or Committee and approved by the Vice-President of Medical Services, Regional Medical Advisory Council (RMAC), Senior Leadership Team (SLT) and Southern Health-Santé Sud Board of Directors (the Board).

Please note the reference to Emeritus within this policy denotes both Emeritus and Emerita.

The title of Physician or Surgeon Emeritus/Emerita may be accorded to any physician or surgeon (full or part time) who retires or semi-retires from Southern Health-Santé Sud (as opposed to resigning to take up another appointment) having held a long standing appointment. The title is accorded in recognition of a substantive association with Southern Health-Santé Sud during which significant contribution to the institution or to the profession is demonstrated, and/or would continue to be demonstrated with Emeritus status.

In this context, retirement or semi-retirement will be taken to mean the conclusion of a physician or surgeon's medical services with Southern Health-Santé Sud or a portion thereof. Therefore, it is not appropriate to confer an Emeritus title on someone who continues to hold full hospital privileges.

Conferment will take place where a supportive case is made. There may be circumstances which would render it inappropriate such as insufficient length of service, poor performance, behaviour contrary to the stated institutional core values, dismissal from office or in cases where the Vice-President of Medical Services, RMAC, SLT and the Board determines that it would not be in the interests of Southern Health-Santé Sud to have an ongoing relationship with the physician in question.

These guidelines amplify the connection Emeritus staff will have with Southern Health-Santé Sud and clarify the procedure to be followed.

IMPORTANT POINTS TO CONSIDER:

Terms of appointment:

The award of an Emeritus title is a lifetime honorary recognition. The Emeritus staff member will be issued with honorary paperwork by the Medical Administration Office and set up on HR Systems as holding 'Emeritus status'.

An Emeritus appointment is an honorary one, and therefore does not attract a salary or eligibility to standard employee terms and conditions. This means that no additional payment claims, casual claim forms or other claims for salary, such as one-off payments for providing medical services, can be processed.

It is a principle of the relationship that Emeritus staff will not take part in the management within Southern Health-Santé Sud nor be managers within Southern Health-Santé Sud.

Removal of Emeritus Status:

In exceptional circumstances (e.g. misconduct), an Emeritus title can be removed by Southern Health-Santé Sud if it is believed that the individual is not acting in the spirit of the appointment and therefore the best interests of Southern Health-Santé Sud. If such a claim is received, it should be investigated by the Vice-President of Medical Services (who will inform the individual concerned of the claim and give the individual the opportunity to respond to any allegations made), and if a case for removal of the title is supported by the Board, this should be recommended to the Chief Executive Officer (CEO). The CEO's decision will be final. If agreed, this will be reported to the Board. The Vice-President of Medical Services will write and confirm the outcome, and will inform the CEO, RMAC and Human Resources. Any decision made will be final and there will be no right of appeal.

PROCEDURE:

Criteria

Emeritus/emerita status is an honorary designation conferred upon retirees to recognize their contributions and accomplishments over their professional careers as physicians or surgeons within Southern Health-Santé Sud. These titles are conferred by the RMAC upon recommendation of a colleague or committee within the region.

Emeritus status in medicine is not associated with hospital privileges. These are matters of provincial and regional jurisdiction.

The following criteria is required:

- Applicant held an active license registered with the College of Physicians and Surgeons of Manitoba (CPSM) to practice as a Physician or Surgeon continuously for 35 years within the province of Manitoba and has contributed significantly to the profession in Southern Health-Santé Sud.
- Applicant has not had their license revoked by the CPSM.
- Applicant is either fully or semi-retired from the practice of medicine in Manitoba.
- Other applicants may be considered on an exceptional basis.

Nomination

The application for this status should normally be made by a colleague or committee on the form headed 'Nomination to confer the title of Physician or Surgeon Emeritus (ORG.1010.SG.001.FORM.01). The nomination form should outline past contributions to Southern Health-Santé Sud and be supplemented with a full Curriculum Vitae (CV).

The colleague or committee should discuss and seek agreement for the nomination with the Vice-President of Medical Services. The colleague or committee should then submit an electronic copy and a hard copy of both the signed nomination form and the staff member's current CV to the Medical Administration Office in good time to meet the review panel deadlines (as per below). An application should therefore normally be made approximately six months prior to the desired Emeritus appointment date. This is to enable time for review by SLT followed by consideration by the Board in formal session.

The Medical Administration Office will keep a copy of the application in the personnel file and send on the signed application paperwork (nomination form and CV) to the Vice-President of Medical Services and Chief Executive Officer in advance of the following two review deadlines:-

- 15th of June and
- 15th of December

The application will be considered by a panel chaired by the Vice-President of Medical Services and Chief Executive Officer and supported by the Board after review by RMAC and SLT.

Applications will have sign-off by the Chief Executive Officer, whose decision will be final.

The Medical Administration Office will convey the outcome of appointments to Emeritus status to the local Human Resources (HR) Department. Although not an employee, HR will update HR Systems and the Medical Administration Office will issue Emeritus staff appointment paperwork and maintain the personnel file locally.

SUPPORTING DOCUMENTS:

[ORG.1010.SG.001.FORM.01](#)

Nomination to Confer the Title of Physician or Surgeon Emeritus(a)