

### 3.0 RATE OF REIMBURSEMENT

3.1 The rate per unit paid to Community Faculty physicians is intended to reimburse the teacher for two elements:

(a) the “teaching element, which can be related to the academic component of income for a full-time appointee; and,

(b) the “overhead” element, which recognizes the ongoing costs of maintaining an office or clinic (rent, utilities, support staff, etc.).

The historical values for the rate per unit, since inception of this system is attached as Appendix B.

The College of Medicine is committed to an ongoing review of the rate per unit. The rate per unit will be adjusted in accordance with the inflationary adjustment that is made to the University of Saskatchewan salary schedule for full-time faculty. Where possible, the rate per unit will be made known prior to, or at the time of, making assignments to Community Faculty teachers.

3.2 The rate per unit paid to physicians who do not incur office overhead (e.g. by reason of receiving a salary or contractually-based income) will be 50% of the rate paid to the fee-for-service physicians described in 3.1 above. This same rate (50% of the rate in section 3.1) will be paid where practice overhead is significantly lower than average. Generally, this will apply to pathologists and radiologists who are paid by a hospital, Cancer Commission physicians, Anaesthesia teaching in hospital, and Emergency Room Physicians.

3.3 Non-physician teachers who have a teaching appointment in the College of Medicine will be remunerated at the rate per unit described in 3.2. Note that payment to non-physician teachers will be made only under particular circumstances. (See Section 2.4 above).

## 5.0 ACTIVITY CODES AND ASSIGNED UNIT VALUES

| <u>CODE</u> | <u>ACTIVITY</u>  | <u>UNIT VALUE/HOUR</u> |
|-------------|--|------------------------|
| 1           | LECTURE  | 1.0                    |
| 2           | SEMINAR  | 1.0                    |
| 2.1         | TUTORIAL - PSYCHIATRY  | 1.0                    |
| 3           | GRADING EXAMINATIONS   | 1.0                    |
| 3.1         | ORAL EXAMINATION   | 1.0                    |
| 3.2         | OSCE EXAMINATION   | 1.0                    |
| 4           | CLINICAL SCIENCE SESSION - YEAR 1  | 1.0                    |
| 4.1         | CLINICAL SCIENCE SESSION - YEAR 2  | 1.0                    |
| 4.2         | CLINICAL SCIENCE SESSION - YEAR 3  | 1.0                    |
| 4.3         | CLINICAL SCIENCE SESSION - SURGERY<br>(DEPARTMENT OF SURGERY REGINA ONLY)              | 0.2 Per Schld hour     |
| 5           | OFFICE - CLINICAL CLERK<br>- UNDERGRADUATE YEAR IV                                     | 0.2 Max. 4 hrs/day     |
| 6           | OFFICE - RES I/II, FMR I, INTERN<br>- (PGY 1 & 2)                                      | 0.08 Max. 4 hrs/day    |
| 7           | OFFICE - RES III/IV & FRM II   | 0.04 Max. 4 hrs/day    |
| 8           | SERVICE ROUNDS --  |                        |
| 9           | ANAES - CLINICAL CLERK<br>- UNDERGRADUATE YEAR 1V                                      | 0.19 Max. 2 hrs/day    |
| 10          | ANAES - PGY 1 & 2  | 0.08 Max 2 hrs/day     |
| 11          | ANAES - RES III-V & FMR II   | 0.04 Max 2 hrs/day     |
| 12          | MEDICAL IMAGING - ELECTIVE<br>(COMPUTER PROGRAMMED FOR<br>1.5 PER DAY - ENTER BY DAYS) | 0.02 Max 8 hrs/day     |
| 13          | MEDICAL IMAGING - INFORMAL<br>(COMPUTER PROGRAMMED FOR 0.1 UNITS/DAY)                  | 0.0125 Max 8 hrs/day   |
| 14          | JOURNAL CLUB --  |                        |
| 15          | GRAND ROUNDS --  |                        |

## CLINICAL TEACHING

**Code:** 1

**Category:** Lecture

**Description:**

A scheduled didactic presentation, usually of 50 minutes duration, wherein subject material is presented to students by the teacher utilizing audiovisual aids where appropriate.

The teacher is personally responsible for preparation and presentation of the lecture.

**Applies to:**

All undergraduate and postgraduate medical students.

**Unit Value:**

1.0 unit per scheduled lecture hour.

**Comments:**

Generally, this category applies to presentations that are given to 30-60 undergraduate students in a classroom situation on the university campus.

## CLINICAL TEACHING

**Code:** 2

**Category:** Seminar

**Description:**

A scheduled didactic presentation, similar to a lecture, with provision for student participation and discussion. In some cases the teacher acts as moderator with students presenting the material. These sessions are for two or more persons and should be at least one hour in duration.

The instructor responsible for preparation of material or assignment of responsibility for that preparation.

**Applies to:**

All undergraduate and postgraduate medical students.

**Unit Value:**

1.0 unit per scheduled hour for the time the teacher is in attendance and performs a major role.

**Comments:**

Reimbursement will not be made for voluntary attendance. Only persons scheduled to make presentations and act in a key coordinating role will be reimbursed.

Generally, only one teacher will be reimbursed for a seminar session.

## CLINICAL TEACHING

**Code:** 2.1

**Category:** Tutorial - Department of Psychiatry

**Description:**

A scheduled tutorial discussion, usually of 60 minutes duration, where no more than two students meet with the teacher to discuss practical and theoretical issues of clinical care, where the teacher observes and interviews a patient for which no patient care remuneration is received.

**Applies to:**

All undergraduate and postgraduate medical students.

**Unit Value:**

1.0 unit per scheduled tutorial hour.

**Comments:**

This category applies to tutorials that are given to no more than two students at any level of training in an office on the University Campus or in the Clinical teachers Office.

## CLINICAL TEACHING

**Code:** 3

**Category:** Marketing/Grading Written Assignments

**Description:**

Community Faculty teachers may be engaged to mark written examinations. This will apply to written answer questions only.

**Applies to:**

All undergraduate students.

**Unit Value:**

When particular marking assignments are made, the coordinator will determine and submit, on the standardized form the number of hours required to mark the examinations. The unit value will be 1.0 units per hour.

## CLINICAL TEACHING

**Code:** 3.1

**Category:** Oral Examination

**Description:**

Scheduled oral examination of student, intern or resident involving a period of personal contact with the person being examined. In some cases this is followed by a scheduled faculty meeting to discuss one or more evaluations.

**Applies to:**

All undergraduate and postgraduate medical students.

**Unit Value:**

1.0 unit per scheduled hour of student contact and a related faculty meeting.

## CLINICAL TEACHING

**Code:** 3.2

**Category:** Objective Structured Clinical Examination (OSCE)

**Description:**

Scheduled objective structured clinical examination of student, intern or resident involving a period of personal contact with the person being examined. In some cases this is followed by a scheduled faculty meeting to discuss one or more evaluations.

**Applies to:**

All undergraduate and postgraduate medical students.

**Unit Value:**

1.0 unit per scheduled hour of student contact and a related faculty meeting.



## CLINICAL TEACHING

**Code:** 4

**Category:** Clinical Science Session - Year 1

**Description:**

Scheduled teaching assignments in Undergraduate Year 1 in the class INTDL 205.6 - Professional Skills.

The purpose of this class is to introduce students to actual doctor-patient encounters through which they will begin to form an appreciation of the behavioral aspect of medical practice.

**Unit Value:**

1.0 unit per scheduled hour where the teacher is in contact with the students.

**Comments:**

The remuneration in these instances is exclusively payment for the time spent with students. A key feature of these sessions is that there is no service performed while teaching that would result in a fee-for-service. The teacher may, in particular circumstances, use another physician's patient. The teacher's total effort is in education, hence the unit value assigned is equal to lectures and seminars.

## CLINICAL TEACHING

**Code:** 4.1

**Category:** Clinical Science Session - Year 2

**Description:**

Scheduled teaching assignment in Undergraduate Year 2 in the class INTDL 304.12 - Sciences I.

Teaching and learning will be done, primarily in small group settings. One or, at the most, two primary tutors will be assigned to each group. These tutors should be senior clinicians. The tutors will act as instructors, demonstrators, facilitators, leaders, or role models and not as presenters of didactic dissertations. The primary tutors will be responsible for the general aspects of history taking and physical examination.

**Unit Value:**

1.0 unit per scheduled hour where the teacher is in contact with the students.

**Comments:**

The remuneration in these instances is exclusively payment for the time spent with students. A key feature of these sessions is that there is no service performed while teaching that would result in a fee-for-service. The teacher may, in particular circumstances, use another physician's patient. The teacher's total effort is in education, hence the unit value assigned is equal to lectures and seminars.

## CLINICAL TEACHING

**Code:** 4.2

**Category:** Clinical Sciences Session - Year 3

**Description:**

Scheduled teaching assignments in Undergraduate Year 3 in the class INTDL 404.6 - Clinical Sciences II.

The basic requirement for this course is patient/student interaction (optimally on a one-to-one basis). Small groups of students will then have an opportunity to present and discuss specific patients and their problems with clinical tutors. When applicable, students will also be expected to attend departmental rounds.

**Unit Value:**

1.0 unit per scheduled hour where the teacher is in contact with the students.

**Comments:**

The remuneration in these instances is exclusively payment for the time spent with students. A key feature of these sessions is that there is no service performed while teaching that would result in a fee-for-service. The teacher may, in particular circumstances, use another physician's patient. The teacher's total effort is in education, hence the unit value assigned is equal to lectures and seminars.

## CLINICAL TEACHING

**Code:**4.3

**Category:** Clinical Sciences Session - peculiar to the Department of Surgery in Regina Only

**Description:**

These scheduled sessions are peculiar to the Department of Surgery in Regina only and involve a presentation and seminar-type discussion among a group of undergraduate students, residents and faculty members. Students and residents are responsible for the presentation at these sessions. Subjects pertinent to clinical surgery will be determined by the responsible instructor or teaching head.

**Unit Value:**

0.2 units per scheduled hour.

**Comments:**

These sessions are exclusively related to undergraduate and postgraduate clinical education - they would not occur if students or residents were not present.

Payment will be made to the responsible Instructor only.

## CLINICAL TEACHING

**Code:** 5, 6 & 7

**Category:** Office (Clinic) with Clinical Clerks and Postgraduate Students

**Description:**

Clinical clerks and postgraduate students attend the teacher's office to observe and participate in patient-care activity. These sessions must be scheduled and arranged by the Department. Typically no more than two students or residents are in attendance with the designated teacher.

**Applies to:**

Clinical Clerkship and Residency training.

**Unit Value:**

Code 5 - Year 4 (JURSI)  
(0.2 units per hour to a maximum of 0.8 units per day)

Code 6 - Family Medicine Resident I or Royal College of Physicians and Surgeons Residents I and II,  
(0.08 units per hour to a maximum of 0.32 units per day)

Code 7 - Family Medicine Resident II or Royal College of Physicians and Surgeons Residents III, IV and V,  
(0.04 units per hour to a maximum of 0.16 units per day)

**Comments:**

Payment in these instances will be calculated for the lowest level of student associated with the teacher. There is no payment for additional students during the same time period. For example, a four-hour office/clinic with a fourth year student and a Resident II results in 0.8 units (4 hours x 0.2 units). The same result (0.8 units) would occur if the Resident II were not present.

## CLINICAL TEACHING

**Code:** 8

**Category:** Service (ward) rounds

**Description:**

This category refers to the hospital ward rounds normally made by an attending physician for purposes of patient care. Students may be required to attend for training purposes.

**Unit Value:**

A zero unit value is assigned. Teaching and learning during service rounds is recognized as an ongoing, integral part of medical education. For practical reasons there is no reimbursement to Community Faculty teachers.

## CLINICAL TEACHING

**Code:** 9, 10 & 11

**Category:** Other - Hospital with Student or Resident - Department of Anaesthesia

**Description:**

Demonstration of applied knowledge and procedural skills in anaesthesia and intensive care on a one-to-one basis. This involves contact with the student or resident in and out of the operating theatre.

**Applies to:**

Undergraduate Years 3 & 4 and all residents.

**Unit Value:**

Code 9 - Year 4 (JURSI)  
(.19 units per hour to a maximum of 0.38 units per day)

Code 10 - Family Medicine Resident I or Resident I and II  
(0.08 units per hour to a maximum of 0.16 units per day)

Code 11 - Family Medicine Resident II or Resident III, IV and V  
(0.04 units per hour to a maximum of 0.08 units per day)

**Comments:**

Reimbursement in this category relates a student or resident assigned to a teacher for a given day or block of time (e.g. a two week rotation for final year undergraduates).

## CLINICAL TEACHING

**Code:** 12

**Category:** Other - Hospital with Student - Department of Medical Imaging, S'toon & Regina

**Description:** Medical Imaging Elective

In Radiology, each student spends all of his or her time at the hospital with the radiologist on service at the time. The day begins at 8:00 a.m. and ends between 4:30 and 5:00 p.m., with an hour off for lunch. Part of this time centers on the student. On films with negative reports, normal anatomic structures may be pointed out or questions may be asked. In the case of abnormal findings, the observations and pathophysiology, clinical course and prognosis may be mentioned. The need for examinations, the risks of examinations and the proper place of other procedures such as angiography, ultrasound and CT scanning are discussed. Special projects may be assigned. The student is not on call in the evenings nor on weekends.

Preparatory effort on the part of the attending staff is nil in regards to film reading. However, the radiologist is spending extra time in teaching the student the fundamentals of disease. A conservative estimate is that a half day film reading session takes one extra hour when a student is present. The radiologist is then away from Hospital administrative duties, future lecture preparations, or private office practice by this amount of time. The slack is taken up by another member of the group, who thereby does another hour's work that would otherwise have been done by the teacher.

The Department of Medical Imaging suggests that an assignment of .8 units/half day is equitable for this type of teaching activity.

**Comments:** (by the Department of Medical Imaging)

Over the years, Radiology has been quite consistently the second most popular subject for electives among medical students at the University of Saskatchewan. Many students take an elective in radiology during the Clinical Clerkship year. We welcome this interest by students as an opportunity to help them use radiology more wisely, if they choose other fields. We encourage those with special aptitude to consider specializing in radiology. This teaching is nevertheless a time-consuming undertaking.

**Unit Value:**

0.2 units per hour to a maximum of 1.6 units per day with one or more students present.

**Comments:**

Reimbursement in this code is calculated "per hospital". This code is operative only when elective students (other than radiology residents) are present (see Code 13). Note that scheduled lectures and seminars are calculated in addition to Codes 12 and 13.



## CLINICAL TEACHING

**Code:** 13

**Category:** Other - Informal Consultation - Department of Medical Imaging, Saskatoon and Regina

**Description:**

This is probably the most important teaching activity of the department, yet it is very haphazard and unpredictable. Sometimes the clinician is present and the time involved is little more than would be involved if the clinician were alone in his discussion with the radiologist concerning the diagnosis and management of the patient, as indicated by the radiologic findings. More commonly, additional findings are pointed out to the student and answers are given to simple questions that would not have been asked by the clinician. Finally, students and residents often come with radiographs, asking the radiologist's assistance for a case presentation they are going to make on the ward or at rounds, or asking for an explanation of findings on the report that they do not see or do not understand. It is not uncommon for a radiologist to be involved for an entire hour in this type of activity with a succession of students, unable to report any films during this time. This activity continues intermittently throughout the radiologist's day but is heaviest in the mornings.

It is felt as a very conservative estimate that this activity takes between half an hour and an hour on an average day for the hospital as a whole, and some days much longer than this. As a conservative figure it is suggested that this be valued at 0.1 unit/day/hospital, quite apart from an approximately equal amount of time spent in the same activity with the postgraduate rotating intern staff of the hospital.

Since the elective students participate in the discussion with other students the informal, sporadic teaching at 0.1 units/day has been charged only for those months when an elective student was not present.

**Unit Value:**

0.0125 units per hour per hospital when elective students are not present to a maximum of 0.1 units per day.

**Comments:**

Reimbursement is calculated "per hospital" for the fiscal year. Credit of 0.1 units per day is calculated for those days when elective students are not present. Note that scheduled lectures and seminars, etc. are calculated in addition to codes 12 and 13.

## CLINICAL TEACHING

**Code:** 14

**Category:** Journal Club

**Description:**

This category includes the scheduled meetings of faculty members and students where presentation of journal articles is made. Students and/or faculty make a presentation with discussion of particular journal articles and relationship to actual cases, etc.

This category applies to both postgraduate and undergraduate students.

**Unit Value:** Zero

**Comment:**

It is recognized that the journal club activity is an important teaching method. As in other activity codes where a zero unit value is assigned, the faculty involvement is variable, ranging from preparation and delivery of material by a faculty member to non-attendance. This category, as in the case with service rounds and grand rounds, is considered to be basic to the hospital teaching function. Therefore, journal club activity is recognized but not credited.

## CLINICAL TEACHING

**Code:** 15

**Category:** Grand Rounds

**Description:**

Scheduled presentation of interesting and pertinent cases to faculty and students. One or more presenters and one or more discussants can be involved. The intention is to have a high degree of participation in presenting and discussing cases insofar as students are concerned. Postgraduate and undergraduate students are involved.

This category will apply to departmental and interdepartmental sessions.

**Unit Value:** Zero

**Comment:**

It is recognized that grand rounds are an important teaching method that is basic to the teaching hospital setting. Faculty involvement can range from non-attendance to preparation of presentation of cases. Because of the variability involved, the activity is recognized but a zero unit value assigned.