



SGP BULLETIN

February 17, 2017

Equity and the Upcoming Representative Forum

Dear Family Physician,

Since the last bulletin, we have received a number of e-mails expressing concern around the distribution of the SOMB Rules Initiative.

As I mentioned in previous Bulletins, the SOMB Rules Initiative was never intended to be an exercise in equity, but nonetheless, it certainly highlighted the issue. This smaller SOMB rules exercise resulted in a bigger discussion around intersectional equity amongst physicians in general.

What IS equity?

Equality provides everyone with the same share of resources. Equity is a **just** difference in the distribution of resources.

Over the past number of years, we have attempted to achieve equity through **fee relativity** – which recognizes differences in fees are due to measurable inputs that include physician time, complexity, intensity, and overhead costs.

Using data that is gathered from fees and gross billing only reflects what physicians bill and does not reflect net income. **Income relativity** recognizes differences in physicians' income to reflect time, training, and overhead.

Addressing 'The Elephant'

At the Fall 2016 Representative Forum (RF), the following motion was referred to the Board:

'That in the context of seeking long term intersectional income equity, the AMA adopt the ANDI (Adjusted Net Daily Income) model as an additional tool.'

ANDI is a tool that gives a reasonable and comparable perspective on net daily income among sections. In the spirit of transparency, the AMA will be unmasking this data to reveal individual section differences. In the past, AMA has used this information to show that even when days worked, overhead, training, etc., are accounted for, there is still a

3.1:1 ratio between the highest and lowest incomes. Needless to say, the Section of General Practice is the lowest.

The Board has chosen to not make a decision on the above motion and is bringing this discussion back to the 2017 Spring RF. A special four hour session will be held at the Spring RF to discuss some key questions. These key questions could include:

- Is there consensus that inequities among sections need to be addressed?
- What factors should be taken into account?
- Should ANDI be used as a tool?
- Is the data adequate enough to make these decisions?
- Do we only use new money to adjust these issues or do we consider re-allocation?

Why is equity such a big issue?

Inequity negatively impacts social cohesion, collegiality, and could lead to fragmentation in the profession. Inequitable pay creates skewed price signals whereby services that are overvalued are often over-delivered and vice-versa.

Most importantly, a dis-unified profession - with inequitable fees - is 'fertile ground' for government intervention.

These equity issues and conversations are not going to be easy for the RF, but this is critically important to our profession and must be addressed.

Prior to RF, I will be in touch with all RF delegates that are GPs to further inform them about the concerns and issues we face as family physicians related to intersectional equity. SGP would like to use the RF as an opportunity to voice our concerns and table motions designed to help address the equity issue for family physicians in particular.

I am still encouraging all family physicians to communicate with your zone representatives and RF delegates in advance of the March 10-11 RF.

For privacy reasons, we cannot directly share contact information, but the following AMA process in place to ensure correspondence is forwarded appropriately on a member's behalf:

1. Visit <https://www.albertadoctors.org/leaders-partners/leaders/rf/delegates> to determine who your zone representative is (this page lists the names and locations of Zonal and Regional Representatives, ZMSA presidents and Section representatives).
2. Email your concern/comment/question to: myRFdelegate@albertadoctors.org and specify which rep(s) – be it zonal or section based – you would like your message

forwarded to.

3. Executive Office at the AMA will ensure your email is passed directly on to your identified representative(s) for follow up.

I appreciate you taking the time to reach out to your representative. I strongly believe that we must speak collectively if we hope to be heard.

Feedback and questions are welcome. Please get in touch at gppres@albertadoctors.org.

Regards,



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