

Alberta Medical Association

Committee Description



Committee Name

Physician Compensation Committee (PCC)

Length of Term & Time Commitment

Length of Term: Three years

Succession planning will occur to ensure that both physicians on the committee are not replaced at the same time. Ideally, there will be one specialist and one general practice physician on the PCC.

Members may serve a maximum of two consecutive terms (6 years). Once the maximum length of service is reached, a committee member is not eligible for reappointment for at least two years.

Time Commitment: Day-long, in-person meetings are held approximately once every month. Meetings are generally held on Fridays at CMA Alberta House.

Committee Description

The PCC is a joint AH/AHS/AMA committee which takes general direction from and reports to the Management Committee. However, the PCC has independent decision making/recommendation power and its decisions/recommendations are not subject to an appeal to the Management Committee.

The PCC is responsible for operating and dealing with matters of physician compensation, plans and programs. Specific responsibilities include managing the allocation process for changes in rates under the SOMB, reviewing and managing the distribution of funding among medically Insured Medical Services, plans and programs, reviewing and potentially adjusting selected rates for Insured Medical Services and ARP rates, including those for the clinical medical services component of AARPs, reviewing and determining prices for the Rural Remote Northern Program, Physician On Call and the Business Cost Programs.

The PCC is also guided by a set of Strategic Requirements, as developed by the Management Committee.

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PCC Initiatives that will likely occur in the near future include a review of the Physician Business Costs Model (including overhead) and implementation of a Standardized Intrasectional Relative Value (SINRV).

The AMA is looking for one specialist physician to represent the AMA on the PCC:

- AMA's Assistant Executive Director, Health Economics is the staff representative on the PCC.
- AMA's Senior Advisor Policy and Economics, is a standing observer to the PCC.

Required Skills and Experience

- Previous committee experience within the AMA, e.g.; Negotiations committee, compensation-related committees, section president and/or fees representative experience.
- A good understanding of AMA Agreements (in particular the recent Amending Agreement) and their impact on physicians.
- High degree of understanding of the schedule of medical benefits.
- Demonstrated ability to think and act objectively, outside of sectional and personal biases, making decisions based on what is best for the organization as a whole.
- Discretion and Trustworthiness.
- Transparency - understand the importance of clear and transparent process within the committee as well as in data gathering and communications.
- Systems thinking, e.g.; ability to contemplate money as a means to an end vs. an end in itself.
- Ability to work in a team environment and foster a collaborative atmosphere.
- Effective verbal communication and problem solving skills.

Benefits of Joining

- Opportunities to:
 - Provide a high level of stewardship for and within the profession.
 - Work closely with government to implement the newly ratified Amending Agreement.
 - Be directly involved in changes to physician compensation mechanisms directly related to the Amending Agreement.
- Members receive honoraria and reimbursement of expenses incurred for meetings attended