

## **A Cross Country Review of Pathology Compensation**

- Pathologists in NL are salaried employees of RIHAs, as such they are paid in accordance with the specialist salary scale negotiated between the provincial government and NLMA. As well, salaried specialists receive a retention bonus at the end of each year of consecutive service.
  - The current 5-step scale ranges from \$141,600 to \$169,920 annually.
  - Annual retention bonus payment range between \$4,000 - \$12,000 and \$12,000 - \$36,000 depending on location and years of service.
- In other jurisdictions, Pathologists are compensated through a number of payment modalities including salary, FFS, contractual, blended, and alternate funding arrangements.
- A 2003 review of laboratory services in British Columbia identified 4 distinct payment modes utilized in that province. The lowest paying mode was salary which at time had a range of \$209,600 to \$262,000. The report also noted that FFS pathologists could expect to earn 2 to 3 times that of their salaried colleagues.
- Similarly Alberta has a FFS option and salaried system. For 2005-06 the salary range is from \$267,974 to \$311,725.
- Ontario has recently conducted a review of laboratory services. As well, the provincial government and OMA have just concluded a lengthy negotiation and investigation related to pathology payments. In December 2005 it was announced that Pathologists in Ontario would be eligible for a minimum income guarantee of \$300,000 for the 2004-05 fiscal year. Similar guarantees with annual increases will be in place for 2005-06 and 2006-07.
- SASK, MAN, and NS have salary and/or alternate payment arrangements in place in the range of the \$250,000 to \$280,000.
- In terms of compensation NB and PEI are the closest to NL with both jurisdictions having salaried systems. In NB Pathologists are currently paid \$177,996 or \$201,006 – by October 2007 annual compensation will be \$197,418 or \$222,950. In PEI the pay scale currently ranges from \$172,355 to \$199,286 – as of next October the range will be \$181,622 to \$210,000. In addition, both provinces have a defined work week of 37.5 hours with superior after-hours and call payments. As well, PEI provides all Specialists with annual CME funding of \$7,000 and NB provides one-time location grants of up to \$40,000.

***See Attached Table***

# National Salary Rates for Pathologists

		<u>2004/2005</u>	<u>2005/2006</u>	<u>2006/2007</u>
<b>NF<sup>1</sup></b>	Step 1	\$ 141,600.00	\$ 141,600.00	\$ 141,600.00
	Step 5	\$ 169,920.00	\$ 169,920.00	\$ 169,920.00
<b>PEI</b>	Class 1	\$ 164,633.00	\$ 172,355.00	\$ 181,622.00
	Class 3	\$ 190,357.00	\$ 199,286.00	\$ 210,000.00
<b>NS<sup>2</sup></b>	APP (per FTE)	\$ 249,696.00	\$ 254,690.00	\$ 259,784.00
<b>NB<sup>3</sup></b>	Level A	\$ 173,108.00	\$ 181,870.00	\$ 191,074.00
	Level C	\$ 191,308.00	\$ 201,006.00	\$ 211,172.00
<b>ON<sup>4</sup></b>	Minimum	\$ 300,000.00	TBA by Apr. 1st	TBD
<b>MB<sup>5</sup></b>	WRHA Agreement		\$ 244,660.00	\$ 250,627.00
<b>SK<sup>6</sup></b>	Step 1	\$ 238,705.00	\$ 254,908.00	
	Step 4	\$ 270,652.00	\$ 289,181.00	
<b>AB</b>	Step 1	\$ 258,912.00	\$ 267,974.00	
	Step 4	\$ 301,183.00	\$ 311,725.00	
<b>BC<sup>7</sup></b>	Step 1		\$ 209,600.00	
	Step 5		\$ 262,000.00	

<sup>1</sup> In NL specialist physicians are also paid a retention bonus that ranges between \$4,000 to \$12,000 and \$12,000 to \$36,000 depending on the location of practice and their years of service.

<sup>2</sup> There are APP arrangements in place in NS. Payment is per FTE and includes payment for benefits and on-call services.

<sup>3</sup> Currently all certified specialists are being paid on Level C of the payment scale. None are paid at Level A or B even though these scales exist on paper. Many specialists are also receiving location grants of 40,000 dollars to relocate to NB.

<sup>4</sup> This amount is the guaranteed minimum income level that was recently negotiated for pathologists in Ontario.

<sup>5</sup> Winnipeg Regional Health Authority Agreement (Financially the least attractive of the Pathology Agreements in MB).

<sup>6</sup> SK alternate payment framework consisting of a base salary and \$26,423 for regular benefits & practice expenses (2005/06).

<sup>7</sup> This is the salaried rate for BC. BC also has mixed remuneration methods and a FFS billing method. FFS Pathologists can expect to generate two to three times the salaried amount.