

Board of Directors – Annual Reports

2015-2016

Governance and Nominating Committee Report

The purpose of the Governance and Nominating Committee is to provide a focus on board governance that will enhance Doctors Manitoba's performance by assessing and making recommendations regarding board effectiveness, the recruitment of board members, and the selection of the President of the Board of Directors, Board Officers and the Board Chair.

The Committee was tasked this year with reviewing the Strategic Plan and recommending direction to the Board on how to proceed. The process began with a Board Retreat where Sarah Sladek (XYZ University) facilitated a discussion on member engagement, with a specific focus on millennials (age 16-36). In March of 2016, Mr. Terry Albert (*CMA Vice President, Strategy*) worked with the Board of Director to draft revised Mission and Vision statements for the Association's Strategic Plan. The newly revised Strategic Plan will be released in the fall of 2016.

Key activities of the Governance and Nominating Committee:

- Board Representation on Operational Committees
- Nominations/Appointments for Doctors Manitoba Executive
- Nominations/Appointments for CMA Committees
- Board Self-Evaluation Process

Members of the Governance and Nominating Committee:

- Dr. Darcy Johnson (Chair)
- Dr. Barbara Kelleher
- Dr. Aaron Chiu
- Dr. Brian Rumbolt
- Dr. Robert Kippen
- Mr. Scott Baldwin (QSM Consulting)
- Dr. David Cram (ex-officio)
- Mr. Robert Cram (ex-officio)



Finance and Audit Committee Report

The purpose of the Finance and Audit Committee is to coordinate the Board of Directors financial oversight responsibilities by recommending policy to the Board and monitoring its implementation. The Committee also provides board oversight of Doctors Manitoba's annual financial audit.

Key activities of the Finance and Audit Committee:

- Review Annual Audit Plan
- Receive and review audit presentation from Auditor
- Review Annual Budgets
- Review and recommend investments for Doctors Manitoba reserve funds

Audited Financial Statements

We are pleased to report that Doctors Manitoba continued its strong financial position in 2015, recording a surplus of **\$90,379** (2014 - \$376,090) and net assets of **\$7,575,820**, an increase of 0.75% (2014 - \$7,519,617).

At August 31, 2015, Doctors Manitoba net assets consisted of **\$3,169,995** in Capital Assets (building), **\$4,405,825** in Unrestricted Net Assets (in the form of cash and investments).

While Membership Dues revenue increased by 2.3% (2015 - \$3,040,415 vs. 2014 - \$2,970,433), overall revenue in decreased by 1.4% from (2015 - \$3,887,042 vs. 2014 - \$3,941,156). The overall decrease in revenue was largely due to a \$148,819 decrease in interest earned on reserves held by Insurers (2015 - \$14,488 vs. 2014 - \$163,307).

Note that approximately 78% of the Association's revenue is derived from Membership Dues, while another 10% is derived from Benefit Program Administration Fees (2015 - \$350,000). These steady and predictable revenue sources provide the Association with a consistent cash flow year to year.



Overall expenses in 2015-16 were consistent with those of 2014-15, increasing by only \$50,907 (2015 - \$3,752,431 vs. 2014 - \$3,701,524).

As a result of the continued financial strength of Doctors Manitoba, membership dues will remain unchanged for 2016-17. Doctors Manitoba membership fees have not been raised since 2007. A full-time member will continue to pay **\$1,145**.

Members of the Finance and Audit Committee:

- Dr. Aaron Chiu (Chair)
- Dr. Barbara Kelleher
- Dr. Shannon Prud'homme
- Dr. Robert Kippen
- Mr. Harold Dueck (CA)
- Dr. David Cram (ex-officio)
- Mr. Robert Cram (ex-officio)

Membership Report

The trend of increased membership in Doctors Manitoba continued last year. At December 31, 2015 there were 4,253 physicians registered in Manitoba, which is a net gain of 1.9% over the previous year (2014 – 4,075).

	DEC31-2015		DEC31-2014	
	Member	Affiliate	Member	Affiliate
Full-Time	2,216	122	2,146	161
Resident	574	22	548	23
Retired	204	8	183	12
Part-Time	74	17	82	15
Non-Resident	-	260	-	264
Student	436	-	431	-
Honorary	46	-	46	-
Salaried	181	57	190	41
Other	21	15	17	13
TOTAL	3,752	501	3,643	529

Health and Wellness Committee Report

Doctors Manitoba established a Physician Health and Wellness Committee in December 2012. The Committee's main goal is to provide assistance and guidance to all Manitoba physicians for wellness activities.

Physician health has traditionally been centered on stress and burnout, but the emphasis is now shifting towards wellness promotion and encouraging doctors to look after their long-term health. As such, the Committee has been working on developing a master plan that provides a broad range of assistance and training to its members for wellness activities.

The Board of Directors first set out the terms of reference for the Committee that included the following:

- Develop Education/ Workshops for Manitoba physicians
- Develop an EAP program for Manitoba physicians
- Develop a Wellness program for Manitoba physicians
- Develop a physician connection line for Manitoba physicians to access a Family Physician
- Complete a Survey of Manitoba Doctors

During 2015, and early 2016, the Physician Health and Wellness Committee completed the planning and implementation of a number of initiatives including:

- Hosting of the Canadian Conference on Physician Health in Winnipeg in October 2015.
- Crucial Conversations workshop offered through the CMA's Practice Management Institute.
- Roll out of the ***Physician and Family Support Program*** that provides 24/7 confidential counseling and support to all physicians, residents and students in Manitoba.



Members of the Health & Wellness Committee:

- Dr. Flordeliz Osler (Chair)
- Dr. Terry Babick
- Dr. Mark Prober
- Dr. Kate Johnson
- Dr. Philippe Erhard
- Dr. Derek Fewer
- Dr. Jarrett Loblely
- Dr. Ann Loewen
- Ms. Alana Poon
- Dr. Cornelia Van Ineveld
- Dr. David Cram (ex-officio)



Negotiated Benefits Program Report

Continuing Medical Education Program (CME)

Paid CME claims for year ended December 31, 2015, were 1,560, totaling \$4,001,201. Total claims for the year increased by 1.5% over the previous year (1,560 vs. 1,537 in 2014). The maximum benefit of \$3,500 was claimed by 42% of physicians. The year-end cash position of the fund at December 31, 2015 was \$2,276,212.

Professional Liability Insurance Fund (PLIF)

PLIF Program rebates for year ended May 31, 2015 totaled \$4,828,715. The 2015 year-end surplus amount is \$77,607.

Maternity/Paternity Benefit Program

Paid maternity/paternity claims for the year ended December 31, 2015 totaled \$1,327,420. Claims included 81 new claims plus 15 claims that began in 2014 and carried over into 2015. The year-end cash position of the fund is \$49,991.

Physician Retention Program

Physician Retention payments for the year ended March 31, 2015 totaled \$2,579,719. This amount was paid to the physicians who reached their five-year milestone during the year plus death and disability benefits during that year. The audited fund balance at March 31, 2015 was \$20,919,549.



Insurance Program Report

The insurance plans administered by Doctors Manitoba continue to provide members with well-priced coverage while providing continued financial stability. Programs are currently operating with fully funded reserves.

Disability Income Plan

For the year ended May 31, 2015 the Disability Income Plan had a deficit of \$611,319. The Disability Trust Account balance at December 31, 2015 was \$1,960,560 of which \$611,319 was transferred to the Insurer (Manulife Financial) to fully fund reserves. The balance in the Disability Trust Account at May 31, 2016 will be approximately \$1,350,000. This reserve will be used to ensure stable rates in future plan years with a negative experience.

Office Overhead Expense Plan

For the year ended May 31, 2015 the Office Overhead Expense Insurance Plan generated a surplus of \$65,598, allowing for a 75% refund of the 2014/2015 experience-rated premium (\$65,790) to members (138) participating in the plan for 2016/2017. The balance in the Office Overhead Expense Account at May 31, 2016 will be approximately \$208,000. This reserve will be used to provide future rebates and to ensure stable rates in future plan years with a negative experience.

Term Life Plan

For the year ended December 31, 2014 the Term Life Insurance Plan generated a surplus of \$948,860. The Term Life Trust Account balance at December 31, 2015 was \$2,794,623 of which \$730,916 (60% of the 2014 experience rated premium) was refunded to members (1,663) participating in the plan in 2016.

Extended Health Care Plan

For the year ended June 30, 2015 the Extended Health Care Plan generated a surplus of \$129,821. A portion of the surplus was directed to the Rate Stabilization Reserve while the balance remains on deposit with Blue Cross to subsidize future rate increases or to fund benefit enhancements. Premiums in 2016 were increased by 8% for plan participants (457).

Members of the Insurance Committee:

- Dr. Derek Fewer (Chair)
- Dr. Al Schroeder
- Dr. Steve Grass
- Dr. Maralyn MacKay
- Dr. L.F. Smith
- Dr. Helmut Unruh
- Dr. Bruce Boyd
- Dr. Richard Rusk
- Dr. Fred Ball
- Dr. Tyler Oswald (PARIM)

Negotiations Report

The Master Agreement

This past year has seen a focus on implementation of the Master Agreement between Doctors Manitoba and Manitoba Health which was ratified in 2015. In particular, Doctors Manitoba oversaw the implementation of Physician's Manual amendments, increases to a variety of fee-for-service rates and increases to alternatively funded payments that took effect on April 1, 2016. These increases are in stark contrast to the situation physicians in most other provinces are finding themselves, many of who are facing frozen fees and in some cases, roll-backs.

Doctors Manitoba has also continued to negotiate new funding for a wide range of Physician's Manual amendments, new fee tariffs and alternately funded agreements over this past year. It also continued to address billing disputes with Manitoba Health and provides both negotiations services and advice to individual and groups of doctors with regard to their relationships and contracts with various RHAs and agencies. In particular this has included settling a new Collective Agreement for PARIM that extends until 2018 and entering in negotiations of a number of Pilot Projects to assist physicians setting up new practise in Rural and Northern Manitoba.

In addition, physicians were faced with the many trial and tribulations that accompanied Manitoba Health's conversion to a new Claims Processing System. Doctors Manitoba staff worked closely with physicians, their offices and Manitoba Health to address the many challenges that came with this change over.

Doctors Manitoba has found itself engaged in a number of issues of great importance to the profession over the past year including:

EMRs. – Extensive discussions with Manitoba Health and eHealth arose after they rescinded the approval of several previously approved EMR products. In the course of those discussions Doctors Manitoba negotiated a Memorandum of Agreement securing access to resources for the duration of the Master Agreement for those physicians using a previously approved EMR and the expansion of Comprehensive Care Tariffs for all GPs using an EMR.



Statement 190, College of Physicians and Surgeons – After Doctors Manitoba raised a multitude of questions on behalf of the membership on the proposed Statement the College of Physicians and Surgeons chose to delay implementation and the Statement which is currently under review.

Nursing Regulations –As with Statement 190 many physicians expressed questions with regard to the implication of these regulations on the profession. Doctors Manitoba took a leading role in bringing these to the attention of the government for consideration.

Academic Clinicians - Doctors Manitoba continues to be engaged with academic clinicians (GFTs) in particular through its participation in a GFT committee to advise the University of Manitoba on issues related to GFTs.



AUDITS

Doctors Manitoba continues to represent both specialists and family physicians that are undergoing audits by Manitoba Health. Manitoba Health reviewed a wide variety of practices and tariffs including visit tariffs, psychiatric care, phone call tariffs and Chronic Disease management tariffs, among others. Where it was determined that a physician had been in violation of the Physician's Manual, settlements were negotiated by Doctors Manitoba which generally include an undertaking by the physician to alter that billing practice and may have involved a monetary repayment. In other cases where, after investigation there appeared to be no wrongdoing on the part of the physician, Doctors Manitoba vigorously defended them against any claim for repayment made by Manitoba Health. In a number of these cases the Audit lead to broader policy discussion about physician payment in particular areas and changes to the Physician's Manual.

NEGOTIATIONS STAFF

Allison Croll, Chief Negotiator	acroll@docsmb.org	204-985-5856
Matt Maruca, General Counsel	mmaruca@docsmb.org	204-985-5860
Roger Jamieson, Medical Remuneration Officer	rjamieson@docsmb.org	204-985-5849
Ian Foster, Medical Remuneration Officer	ifoster@docsmb.org	204-985-5854
Mark Venton, Compensation Analyst	mventon@docsmb.org	204-985-5861
Bianca Salnave-Dandekar, Associate Counsel	bsalnave@docsmb.org	204-985-5855