

From: [Paige Lacy](#)
To: [ResourceStewardship Committee](#)
Subject: Physician Salary Disclosure
Date: Friday, September 6, 2019 12:48:36 PM

Dear Sirs/Madams,

Re: Compensation Disclosure of Physician Salaries in Alberta

I would like to strongly support the move to have compensation disclosure lists released for physician salaries in Alberta. All other full-time government-supported continuing employees in Alberta are obliged to have their salaries released on the compensation disclosure list on an annual basis if they are earning above the threshold limit set for this list.

In the early 2000s, academic physicians across Alberta received massive increases in their salaries based on closed-door arrangements with senior officials in the Albertan government. The increase in academic physician salary was stated to protect physicians from having to commit too much of their income to meeting clinical needs and instead focus on other academic activities, such as research and teaching.

Academic physicians across Alberta (University of Alberta, University of Calgary) saw their incomes rise substantially to a minimum of \$325,000 per annum almost overnight. Many (if not most) physicians top up their salaries further by providing external consultations through their own private professional corporations that invoice Alberta Health, Alberta Health Services, and patients or other organizations.

Academic physicians continue to receive these massive six-figure salaries to date and have the ability to earn as much as \$1 million per annum from the university and government. Ironically, the vast majority of academic physicians do not dedicate significant time to research and teaching - most have 90% of their position description dedicated to clinical responsibilities, which defeats the original purpose of the salary increase. Community physicians have the opportunity to earn even more money - I have heard that dermatologists can earn as much as \$5 million per annum.

A further concern relates to suppression of physician salary information. For instance, job postings for clinician scientists and academic physicians that appear on our university careers websites now suppress the starting salaries for Assistant Professors in clinical departments. Given that around 40% of the University of Alberta's revenue comes directly from the Provincial Government, I would think that it is obligatory for the Government of Alberta to disclose the salaries that academic physicians are receiving from the university. It's hard not to believe that the university and government are actively suppressing this information.

We all realize that healthcare takes up a staggering proportion of the budget from the Government of Alberta. I have heard that the cost of physicians' salaries eats up a significant amount (rumoured to be as much as 90%) of the provincial budget for

healthcare. There is no way of checking this as very few of the physicians' salaries are publicly known.

The active suppression of physician salaries is shocking and goes completely against the principles of the Hippocratic oath that each physician takes upon completion of medical training. Physicians are implored to "First do no harm". I struggle to see how sustaining their enormous salaries, and suppressing the public release of these figures, could have no harmful effect on the budget of the Government of Alberta and quality of healthcare services.

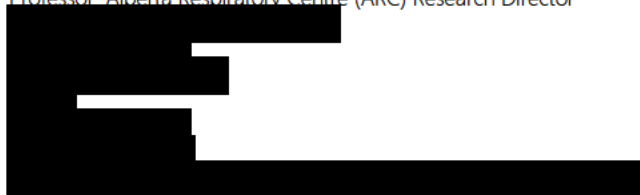
We are obligated to release the full salaries that physicians receive from the Government of Alberta as part of appropriate Resource Stewardship in our Province.

Yours sincerely,

Dr. Paige Lacy, PhD

Paige Lacy, PhD

Professor, Alberta Respiratory Centre (ARC) Research Director

A large black rectangular redaction box covers the signature area, obscuring the name and any handwritten notes or dates that might have been present.