

Physician Specialist Contract Summary

Effective April 2009

Physician Specialist	Salary Range
PS1 Pediatricians and Psychiatrists	\$286,237 - \$313,493
PS2 General Surgeons, Internal Medicine, Diagnostic Imaging, OB/GYN's and Anesthesiologists	\$308,678 - \$338,071
PS3 Orthopods, Ophthalmologists, and ENT's.	\$327,951 - \$359,180
Workweek:	40-hour workweek averaged over a fiscal year
On-Call Payment:	Each specialist is required to work a minimum of 91 24-hour on-call shifts per fiscal year. Participation in a physician call group is compensated at \$450 per weekday and \$650 for each Saturday, Sunday and statutory holiday (in addition to salary).
Call Back:	Compensation in addition to salary and up to 5 days off per year for being called back to the facility.
Travel Clinics:	For each day spent outside of Yellowknife for the purpose of providing clinic services, the Physician Specialist shall be paid, in addition to salary, \$450 per weekday and \$650 for each Saturday, Sunday and statutory holiday.
Recruitment Bonus:	1 year: \$7,000, 2 years: \$16,000, 3 years: \$28,000
Northern Allowance:	\$3,000 per fiscal year
Retention Bonus:	\$11,863 Paid after each year of completed service.
Professional Fees and Educational Material:	Up to \$3,000 per fiscal year
Canadian Medical Protective Association:	Paid in full by Stanton Territorial Health Authority
Continuing Medical Education (CME):	Year 1 & 2: 10 days off with pay and up to \$13,500 toward CME. After 2 years: 15 days off with pay and up to \$16,000 toward CME.
Vacation Leave:	Less than ten years of service: 26.5 days/year Ten to 14 years of service: 31.5 days/year Fifteen or more years of service: 35.0 days/year
Retirement Income Benefits:	PS contribution = 7.5% of base salary – CPP Contribution Employer contribution = 15% of base salary – CPP Contribution

Other Benefits:

- Moving Assistance
- Special Leave (Accumulates at 0.5 days/month to a maximum of 25 days)
- Self-funding leave plan
- Deferred Salary leave plan
- Sick Leave (Accumulates at 1.5 days/month)
- Maternity Leave
- Group Health Benefits
 - Life, accident, long-term disability, dental & extended health benefits

For further information: Contact Physician Recruitment Specialist by calling the toll-free number 1-877-241-9356 or by e-mailing physicians@gov.nt.ca.

