

# DEPARTMENT OF FAMILY MEDICINE POLICY

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**POLICY NUMBER:** MC001

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**REFERENCE:**

**ADOPTED BY:**

MC: 2006-09-07  
NAAFP AGM: 2009-02-24

**SUPERSEDES:**

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**PREPARED BY:** Management Committee

**DATE:** 2006-09-07

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**TITLE:** Leave

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**Policy Statement:**

A Participating Physician may take Leave from the provision of Academic Physician Services to NAAFP. Leave may comprise cessation of Clinical Services, cessation of academic activities, or both.

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**The purpose of this policy is to:**

Provide a framework for Participating Physicians wishing to take Leave.

# NAAFP PROCEDURE

POLICY NUMBER: MC001

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AUTHORITY: Management Committee

EFFECTIVE DATE: 2009-02-24

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TITLE: Leaves

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## 1. DEFINITIONS

- 1.1 **Academic Physician Services** – means the academic and clinical services provided by Participating Physicians as detailed in the Association Agreement dated June 15, 2005.
- 1.2 **AARP** – the academic alternate relationship plan entered into between the Participating Physicians, the University, Capital Health, and Alberta Health and Wellness.
- 1.3 **Clinical Services** – means those services defined in Section 1.1.14 of the Academic Alternate Relationship Plan contract dated July 1, 2005.
- 1.4 **Conditional Grant** – is the Academic Alternate Relationship Plan Conditional Grant Agreement, Department of Family Medicine, Faculty of Medicine and Dentistry, University of Alberta; dated July 1, 2006.
- 1.5 **Leave** – a period of time during which a Participating Physician does not provide Academic Physician Services to NAAFP.
- 1.6 **Management Committee** – refers to the standing committee of NAAFP charged with the responsibility and authority for all aspects of the management of the revenues accruing to the Participating Physicians.
- 1.7 **NAAFP** – the association of Northern Alberta Academic Family Physicians.
- 1.8 **Participating Physician** – means a physician who or whose professional corporation has signed a Letter of Participation in the Department of Family Medicine AARP.
- 1.9 **Physician Compensation** – is the amount payable to each Participating Physician by NAAFP, of the Alberta Health and Wellness payments received by NAAFP, following adjustments for costs, reserves, and trust monies as determined by the Management Committee.
- 1.10 **Physician Services Budget** – is the budget established and managed under the tri-lateral Master Agreement that funds Alberta physicians for the provision of clinical services.

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## **2. Procedures**

**2.1** NAAFP disburses Physician Compensation to Participating Physicians.

**2.2** NAAFP will provide Physician Compensation to a Participating Physician while he/she is on Leave if:

**2.2.1** He/she continues to provide clinical services in his/her usual place of work. The source of this remuneration will be through the AARP draw on the Physician Services Budget.

**2.2.2** He/she continues to pursue academic activities that meet the agenda of the AARP. The source of remuneration will be through the AARP budget allocated for academic pursuits.

**2.3** The Management Committee will determine any allocations from the Physician Services Budget draw as well as the Conditional Grant draw.

**2.4** While on Leave, the Participating Physician is not allowed to acquire professional earnings that may put him/her in conflict with the NAAFP draw on the Physician Services Budget.