

# Contract Negotiations

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# Objectives

1. To gain insight into how to approach negotiating a job contract
2. To gain insight into what is an appropriate job contract

# Firstly, know yourself!

What type practice do you want?

- Academic
  - Clinician-teacher
  - Clinician-scientist
- Community
  - Hospital vs Office-based
- Public Health

# Firstly, know yourself!

## What type practice?

- Mix
  - Community practice with academic appointment and teaching responsibilities
  - Still involved in research
  - Also links to Public Health, gov't initiatives etc.

# Firstly, know yourself!

- How many hours per week do you want to work?
- How much on call?
- How much do you want to make?

# Firstly, know yourself!

- Where do you want to live?
- Family issues
- Speak to people in various jobs



# Know Your Situation

- Demand for specialty
  - High demand
  - Post SARS
  - Pandemic planning

# Know Your Situation

- Demand in community
  - Only ID physician for 500 000 people
  - Particular expertise
  - Regionalization
  - New hospital coming?

# Make a wish list

- Everything is potentially negotiable

# What can you negotiate?

## Salary

- What does everyone else make?
- What do the Pathologists make?
- Is there an agreement with gov't
  - Ontario – Laboratory Medicine Funding Framework Agreement = \$300 000/yr

# What can you negotiate?

## Salary – Infectious diseases

- Guaranteed billings
- Infection control
  - Paid the same as Microbiologist
  - \$ 40 000 – 60 000/day
  - \$ 100 – 200/hr
- Committees
  - Pharmacy & Therapeutics
  - Antimicrobial Stewardship

# What can you negotiate?

## Office

- Office space
  - Furnished with desk, chair, filing cabinet, bookshelf, computer, printer, telephone/voicemail

# What can you negotiate?

## Office

- Secretary
  - Access to clerical support, office and clinical supplies
  - Hospital dictation system
  - Secretary to do dictation
  - Billings?

# What can you negotiate?

## Office

- Clinic time
  - A consultation/examination/treatment area and the appropriate clinical equipment for an Infectious Disease clinic

# What can you negotiate?

Hospital employee versus contract physician with hospital privileges

- Benefits
  - Dental, eye, drug plan
- Pension
  - Submitting to a pension plan

# What can you negotiate?

- CME
  - \$2 500 per year and two weeks unpaid
- Vacation
  - 6 weeks per year paid
- Relocation expenses
  - All expenses of moving
- Signing bonus

# What can you negotiate?

- Pager, cell phone, blackberry
- Parking
- Transportation

# What can you negotiate?

## Term

- Generally 2 – 3 years
- Think about what will be going on when you will be re-negotiating

What is expected of you?

Academic

Research

- Grants
- Peer-reviewed papers per year
- Students
- Amount of protected time

What is expected of you?

Academic

Teaching

- Time on service
- Hours teaching residents, medical students, undergraduates
- Administrative duties ie. Course organization, clerkship coordinator

# What is expected of you? Community

- Medicine
- ID
- Microbiology
- Infection Control

# What is expected of you? Community

- Committees, administrative
- Teaching
- Supporting the community
- On call
  - Who covers when you can't

# Rules of Thumb

- Assume everything is negotiable
- What can you live with and without?
  - Know your walk away point
- Let potential employer go first
- Never take the first offer even if you want to

# Rules of Thumb

- You have the power
  - Don't be afraid to negotiate or walk away
- Look for win-win situations
- Get everything in writing

# Contract Negotiation

- Know yourself
- Know your situation
- Make a wish list
- Know your walk away point

# Contract Negotiation

- Know what will be expected of you
- Assume everything is negotiable
- Look for win-win situations
- Get everything in writing (then show a lawyer)