



Connect Care Physician Compensation

Bottom Line

The Alberta Health Services (AHS) Connect Care initiative seeks to improve health outcomes through a continuum of care clinical information system (CIS) supporting health care decision-makers. Physicians need to learn how to use the CIS for safe, efficient and effective care. As with other Alberta medical record initiatives, compensation for indirect expenses (e.g., loss of clinic time) is not provided to physicians getting ready for CIS adoption. High-quality, CME-eligible, AMA-education-fund-eligible and certification-compatible training is provided at flexible times and locations, with no course fees or other direct expenses. While physicians are not paid for training, they are generously supported for learning how to take advantage of what the CIS has to offer.

Physician Direct Compensation

Connect Care resources are allocated to build informatics capacity in physician communities, helping physicians to help physicians, while ensuring recognition for attaining health informatics competencies. Investing in physician capacity-building means that resources are not available for direct financial compensation for time spent on physician training. Consideration include:

- **Political**
Alberta Health (AH) does not compensate physician time for participation in, training, or readiness for, health informatics initiatives including the physician office systems program (POSP).
- **Precedent**
AHS has not compensated physicians for mandated training in legacy health information system initiatives.
- **Equity**
There are many physician compensation models in play. Alternate relationship plans have frameworks that includes information management deliverables. If fee-for-service compensation is offered, differential treatment concerns may arise.
- **Parity**
Connect Care physicians are not expected to pay software license fees or course fees, unlike many contexts where Connect Care is not the record of care.
- **Professional**
Demonstrable information management competency is now is a professional expectation.
- **Credentialing**
The “CanMEDS 2015” framework expects that physicians acquire and demonstrate key health informatics competencies. Connect Care training qualifies.

Physician Indirect Compensation

Connect Care physician benefits include:

- access to a superlative CIS with state-of-the-science features and extensive personalization,
- no-fee access to secure communication, professional billing management, inquiry-support, research support and many other,
- no-fee training adapted to physician needs,
- satisfaction of professional and regulatory e-health competency and CME requirements,
- continuing professional development credits.

More Information

- [Key Messages: Connect Care Physician Training](#)
- [Backgrounder: Connect Care Physician Compensation](#)