

Please distribute to all physicians, dentists, oral & maxillofacial surgeons and/or podiatrists.

**Date:** October 18, 2016

**To:** AHS Medical Staff

**From:** Dr. Francois Belanger, Acting Vice President, Quality and Chief Medical Officer

**Re:** Compensation Disclosure Update – Physician Information

Dear Colleagues,

AHS, on June 30, 2016, publicly posted the names and compensation of all employees (including physician employees) who received total annual compensation of \$125,000 and higher in 2015 in keeping with the [Public Sector Compensation Transparency Act](#) (PSCTA).

AHS is required to disclose this information annually and will be doing so again for income earned in the 2016 calendar year. This next disclosure will occur on June 1, 2017. The disclosure will include medical leaders, pathologists, geriatricians, public health physicians, CancerControl Alberta physicians who are AHS employees, and possibly other AHS physician employee groups.

The PSCTA does allow individuals to apply to the Government of Alberta for exemption from the disclosure. **The deadline to apply for the exemption is November 1, 2016.** More information about the [guidelines and process for exemption](#) is available on the Government of Alberta website.

The June 2017 disclosure will include all AHS employees who earn more than \$126,375 in the calendar year 2016, as set by the Government of Alberta. For AHS employed physicians, all remuneration, including overtime and severance, will be included in the calculation.

You can get a sense of whether you may be included in this disclosure by looking at the year-to-date compensation information on your most current pay advice, understanding that the disclosure will include all compensation paid in 2016, up to the date of the last pay period, which ends on December 11, 2016 and will appear on your December 21, 2016 pay.

The PSCTA **also indicates that disclosure of fee-for-service and other payments made to physicians and medical practitioners who are not employees will also be required in the future.** However, details for the disclosure of these types of payments are still in development and will be determined following consultation with various stakeholders. AHS will provide you with updates on these regulations as they become available.

Regards,

Dr. Francois Belanger