

# President's Letter

March 8, 2022



**Susan  
MacDonald  
MD, CCFP PC  
FCFP  
President**

## Committee to Advance Gender Equity in Physician Compensation

Dear Colleagues,

On International Women's Day, the NLMA is pleased to announce it is launching a member engagement process with female physicians to gather their input that will guide the work of the Committee to Advance Gender Equity in Physician Compensation. The NLMA has established the committee to provide leadership and guidance to the NLMA Board of Directors to advance gender equity in physician compensation. The issue has been studied extensively in Canada (most recently in Ontario) and the world.

There are many ways physicians' compensation can be affected by systemic factors. For example, compensation may be affected by the number of OR days available, referral processes, scheduling, types of call, access to clinic space and administrative support, the amount of time spent on administrative responsibilities, and types of work assignments. The research clearly concludes female physicians are not compensated equitably compared to their male peers, even when multiple factors are included in the calculation.

To learn more about how female physicians in this province are affected by gender inequity, the NLMA has contracted Martha Muzychka, Praxis Communications, to prepare a literature review, develop a member engagement plan, and make recommendations for the committee's consideration. As part of this work, Martha is now seeking ideas and suggestions from female physicians practising in Newfoundland and Labrador.

Your participation will allow us to develop materials to work effectively on your behalf in addressing this issue. You can provide Martha with your ideas in one of three ways: by participating in a key informant interview (telephone or Zoom), by completing a survey, or by providing your responses to the questions in an email.

Regardless of the method you choose to share your insights, all your responses will be confidential, and the information collected will be used to establish themes and identify trends for future action and research.

You may contact Martha by writing to her at [Martha.muzychka@gmail.com](mailto:Martha.muzychka@gmail.com) to arrange an interview at your convenience or you may complete the survey by clicking on the following link: <https://www.surveymonkey.com/r/GECEMarch2022>

We appreciate your help in this process. Our goal is to present preliminary reports to the NLMA Board in April and May, and present recommendations for action in June at the annual general meeting. If you have any questions or comments about the research, please contact Martha at the email provided above.

Sincerely,

Susan MacDonald, MD, CCFP PC FCFP

President

**Newfoundland &  
Labrador Medical  
Association**  
164 MacDonald Dr.  
St. John's, NL  
A1A 4B3  
(709) 726-7424  
Or 1-800-563-2003  
Fax: (709) 726-7525  
[www.nlma.nl.ca](http://www.nlma.nl.ca)  
[president@nlma.nl.ca](mailto:president@nlma.nl.ca)