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## Gender Equity in Compensation Report; Member Input Invited

Dear Colleagues:

In 2021, the NLMA established a committee to provide advice and guidance to the NLMA Board of Directors to advance gender equity in physician compensation. The issue of physician compensation equity has been studied extensively in Canada (most recently in Ontario) and the world. After a comprehensive [member engagement process](#), consultation with the Ontario Medical Association (OMA), and a literature review, the NLMA is pleased to share with you the discussion paper [Mind the Gap: Gender Equity in Physician Compensation](#).

The paper's research methodology relied on two key activities: documenting conclusions from the research available on gender equity in physician compensation and documenting the experiences of physicians in this province with respect to gender inequities in compensation.

A significant amount of research has been done documenting the pay gap for female physicians. In 2021, the Ontario Medical Association reported there was an unexplained, or adjusted, daily pay gap of 13.5 per cent between male and female physicians (OMA News Release, September 21, 2021; Merali et al, 2021). The unadjusted daily pay gap was 22.5 per cent. The OMA research was preceded by other compensation research confirming the pay gap for female physicians in Canada and around the world.

Key findings from the literature review show female physicians experience inequities in compensation, much of which cannot be explained by other systemic factors. Three key areas have been identified for mitigation: payment models, fee code biases, and referral practices.

The release of this paper wraps up the work of the Gender Equity in Compensation Committee, so the NLMA would like to thank members Dr. Wendy Graham (Chair), Dr. Shelley Dalton, Dr. Angela Bussey, Dr. Celine Dawson, Dr. Alanna Husch, Dr. Erika Maxwell, and Dr. Gillian Sheppard, as well as NLMA staff members Lynn Barter (Associate Executive Director) and Aimee Letto (Health Policy Analyst & Legal Counsel). The NLMA would like to especially acknowledge Chair Dr. Wendy Graham for her dedication and leadership within the committee and toward this important issue.

We would value member input on this topic prior to the Board of Directors making final decisions on how the recommendations are implemented. We invite you to contact our consultant, Martha Muzychka of Praxis Communications at [Martha.muzychka@gmail.com](mailto:Martha.muzychka@gmail.com), to give your feedback.

Sincerely,

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