

GFT Supports List

Preamble: This document provides an overview of the potential areas of concern, issues or challenges that a GFT member may face and who best to contact if such an issue arises. The table outlines the individual to raise the concern with (in order of priority) to address or connect you with others to resolve. A link to resources has been provided where available. Please advise UMG if you experience any problems with these support systems.

NOTE 1: Legend of acronyms located at bottom.

NOTE 2: Doctors Manitoba (DRMB) is a resource for GFT physicians as their bargaining unit; GFT psychologists do not have a bargaining unit.


Issues that GFTs could face	Contacts	Comments	Resource Links
AGREEMENTS & CONTRACTS			
Employment Contract negotiations (Letter of Offers or Amendments)	1. Department Business Manager/Managing Director 2. Department Section Head 3. Department Head 4. Shared Health - PMAO or UM HRSS 5. Doctors Manitoba (DRMB) for physicians but N/A for psychologists		Administrative Services Templates (healthcareersmanitoba.ca) UM Human Resources Email: hris@umanitoba.ca Phone: 204-474-9400
Independent Contractor Agreement negotiations	1. Department Business Manager/Managing Director 2. Department Section Head 3. Department Head 4. Shared Health – PMAO or UM HRSS 5. DRMB for physicians but N/A for psychologists		Administrative Services Templates (healthcareersmanitoba.ca)
GFT Agreement terms or overhead	1. Department Business Manager/Managing Director 2. Department Head 3. DOAC 4. UM Dean's Office	UMG Executive Director, UM Faculty Advisor, or Doctors Manitoba available for support	RFHSFacultyAdvisor@umanitoba.ca
REMUNERATION			
Master Agreement Fee schedule	1. Advise DRMB (physicians) of issues to address in next round of bargaining. 2. Department Business Manager/Managing Director and Department Head can make note of issues and share with the Health System	N/A to GFT psychologists	

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Alternate Funding Agreement	1. Department Business Manager/Managing Director 2. Department Section Head 3. Department Head 4. Shared Health - PMAO 5. DRMB (physicians)	N/A to GFT psychologists	
Fee-for-service billing issues	1. Department Business Manager/Managing Director 2. MD Practice Solutions (or applicable billing office) 3. Department Section Head 4. Department Head 5. DRMB (physicians) or MPS (psychologists)		Doctors Manitoba Billing & Fees Manitoba Physician's Manual updated to January 1, 2023 (gov.mb.ca)
Specialist On-Call stipends	1. Department Business Manager/Managing Director 2. MD Practice Solutions (or applicable billing office) 3. Department Section Head 4. Department Head 5. DRMB (physicians)	N/A to GFT psychologists	Doctors Manitoba Billing & Fees Manitoba Physician's Manual updated to January 1, 2023 (gov.mb.ca)
INSURANCE & BENEFITS			
Leave of Absences (sick leave, maternity/parental leave, education leave, etc.)	1. Department Section Head 2. Department Business Manager/Managing Director 3. Department Head 4. DRMB for physicians but N/A for psychologists UM Human Resources Email: hريس@umanitoba.ca Phone: 204-474-9400 UM Faculty Advisor Email: RFHSFacultyAdvisor@umanitoba.ca	Doctors Manitoba may have some coverage	Sick Leave - Procedures - Reformatted.pdf (umanitoba.ca) Maternity and Parental Leave Procedure - 2018_10_30.pdf (umanitoba.ca) Leaves of Absence - Procedure - 2012-04-25 - Reformatted.pdf (umanitoba.ca) Doctors Manitoba Maternity/Parental Benefits Doctors Manitoba Insurance - Coverage for Child Birth

Issues that GFTs could face	Contacts	Comments	Resource Links
Short-Term Disability (UMG Insurance)	1. UMG Executive Director 2. UMG Executive Committee (Trustees) 3. Homewood Health (Adjudicator)		Email dbellehumeur@universitymedicalgroup.ca or info@universitymedicalgroup.ca
Long-Term Disability (Private Insurance)	Private Insurance (RBC/David Erenberg, Doctors Manitoba, etc.)		RBC insurance email David Erenberg at david@rdinsurance.ca Email Doctors Manitoba at insurance@doctorsmanitoba.ca Doctors Manitoba Disability Insurance
Life Insurance (UM, Doctors Manitoba, Private Insurance)	UM Benefits Office at Benefits@umanitoba.ca Doctors Manitoba at 204-985-5888 for physicians but N/A for psychologists		Staff-Benefits-Booklet-for-GFTs-October-2018.pdf (universitymedicalgroup.ca) Doctors Manitoba Life Insurance
Liability Protection	UM Legal for anything covered under the GFT Agreement/LOO/LOA as it relates to teaching and research (not clinical) Clinical for physicians: Canadian Medical Protective Association for physicians Clinical for psychologists: Psychology Practitioner Liability Insurance Program UMG Executive Director for UMG Directors & Officers Insurance (UMG board members only for board-related work)		Email raman.dhaliwal@umanitoba.ca CMPA - Home (cmpa-acpm.ca) Psychology Practitioner Liability Insurance Program (bmsgroup.com) Email dbellehumeur@universitymedicalgroup.ca
Pension (University of Manitoba)	UM Pension Office at Pension.Office@umanitoba.ca 204-474-6661 or 204-474-7640	UMG Executive Director available for support	University Medical Group - Pension & Benefits
Healthcare Benefits (University of Manitoba)	UM Benefits Office at Benefits@umanitoba.ca	UMG Business Office available for support: info@universitymedicalgroup.ca	Staff-Benefits-Booklet-for-GFTs-October-2018.pdf (universitymedicalgroup.ca) 09-Shepell-Employee-Assistance-Brochure.pdf (universitymedicalgroup.ca)

Issues that GFTs could face	Contacts	Comments	Resource Links
Healthcare Benefits (Doctors Manitoba)	Doctors Manitoba at 204-985-5888 for physicians but N/A for psychologists		Doctors Manitoba Benefits Doctors Manitoba – Extended Health Insurance Doctors Manitoba Physician Health - Counselling & Psychiatry
Travel Insurance (University of Manitoba OR Doctors Manitoba)	UM Benefits Office at Benefits@umanitoba.ca Doctors Manitoba at 204-985-5888 for physicians but N/A for psychologists	UMG Business Office available for support: info@universitymedicalgroup.ca	Staff-Benefits-Booklet-for-GFTs-October-2018.pdf (universitymedicalgroup.ca) 08-Travel-Assistance-Brochure.pdf (universitymedicalgroup.ca) Doctors Manitoba – Extended Health & Travel Insurance
Reduced Appointments (University of Manitoba)	1. Department Business Manager/Managing Director 2. Department Section Head 3. Department Head	UM Faculty Advisor or UMG Executive Director are available for support	UM-Reduced-Appointments-Procedure-2009-01-27.pdf (universitymedicalgroup.ca) RFHSFacultyAdvisor@umanitoba.ca
COMPLAINTS & CONFLICTS			
University Life (policies, teaching, research)	1. Department Business Manager/Managing Director 2. Department Section Head 3. Department Head 4. UM Dean's Office	UM Faculty Advisor or UMG Executive Director are available for support	RFHSFacultyAdvisor@umanitoba.ca
Intellectual property dispute with UM	1. Department Business Manager/Managing Director 2. Department Head 3. UM Technology Transfer Office 4. UM Legal 5. Personal lawyer	UMG Executive Director available for support	University of Manitoba - Research - Technology Transfer Office - About TTO (umanitoba.ca) RFHSFacultyAdvisor@umanitoba.ca

Issues that GFTs could face	Contacts	Comments	Resource Links
Conflict with Department Head (fulfillment of duties, performance, hospital privileges)	1. UM Office of Professionalism and/or Faculty Advisor 2. UM Dean's Office or Chief Medical Officer	UMG Executive Director or Doctors Manitoba available for support for physicians but N/A for psychologists	https://umanitoba.ca/human-rights-and-conflict-management/ RFHSFacultyAdvisor@umanitoba.ca
You are a subject of student complaint	1. Department Business Manager/Managing Director 2. Department Head 3. Office of Professionalism and/or Faculty Advisor 4. UM Lawyer 5. Personal lawyer	UMG Executive Director or Doctors Manitoba available for support for physicians but N/A for psychologists	https://umanitoba.ca/human-rights-and-conflict-management/ RFHSFacultyAdvisor@umanitoba.ca
You are subject of UM investigation	1. Department Business Manager/Managing Director 2. Department Head 3. UM Office of Professionalism and/or Faculty Advisor 5. Personal lawyer	UMG Executive Director or Doctors Manitoba available for support for physicians but N/A for psychologists	https://umanitoba.ca/human-rights-and-conflict-management/ RFHSFacultyAdvisor@umanitoba.ca
You are subject of College of Physicians & Surgeons of Manitoba (CPSM) complaint or investigation	1. CMPA for physicians 2. Department Section Head 3. Department Head/Medical Director 4. Personal Lawyer	Department Business Manager/Managing Director available for support	
You are subject of hospital complaint or investigation	1. CMPA for physicians 2. Department Section Head 3. Department Head/Medical Director 4. UM Dean's Office or Chief Medical Officer 5. Personal Lawyer	Department Business Manager/Managing Director available for support	
Your patient or their family threatens legal action or sues you	1. CMPA for physicians 2. Department Section Head 3. Department Head/Medical Director 4. UM Dean's Office or Chief Medical Officer 5. Personal Lawyer	Department Business Manager/Managing Director available for support	

Issues that GFTs could face	Contacts	Comments	Resource Links
Third-party (lawyer/police) requests patient's medical information	1. CMPA for physicians 2. Department Section Head 3. Department Head/Medical Director 4. UM Dean's Office or Chief Medical Officer 5. Personal Lawyer	Department Business Manager/Managing Director available for support	
Conflicts with patients or colleagues	1. CMPA for physicians 2. Department Section Head 3. Department Head/Medical Director 4. UM Dean's Office or Chief Medical Officer 5. Personal Lawyer	Department Business Manager/Managing Director available for support	CMPA - Help and advice (cmpa-acpm.ca)
Termination – Academic (with or without cause)	1. Department Section Head 2. Department Head 3. UM Dean's Office 4. DRMB for physicians for physicians but N/A for psychologists 5. Personal Lawyer	UM Faculty Advisor or UMG Executive Director are available for support	
Termination – Clinical (with or without cause)	1. Department Section Head 2. Medical Director 3. Chief Medical Officer 4. DRMB for physicians but N/A for psychologists 5. Personal Lawyer		
Fee-for-service billing audit by Manitoba Finance	1. MD Practice Solutions (or applicable billing office) AND DRMB for physicians)		https://doctorsmanitoba.ca/managing-your-practice/audits/audits-by-manitoba-health
OTHER			
Shared Health Access Card expired	1. Secretary/Admin support 2. Department Business Manager/Managing Director		 Facility Access Card Form - Template bla

Issues that GFTs could face	Contacts	Comments	Resource Links
Website Access Problems	<p>For clinical systems – Shared Health Service Desk</p> <p>For UM systems – UM IT Service Desk</p> <p>UMG Portal – UMG Business Office</p>	<p>Department Business Manager/Managing Director available for support</p> <p>UMG Executive Director available for support</p>	<p>Shared Health: servicedesk@sharedhealthmb.ca</p> <p>UM: Servicedesk@umanitoba.ca</p> <p>UMG: Info@universitymedicalgroup.ca</p>
Space, office, or environment issues	<p>1. Department Business Manager/Managing Director</p> <p>2. Department Head</p> <p>3. UM Faculty Advisor</p>	UMG Executive Director available for support	RFHSFacultyAdvisor@umanitoba.ca
Advocacy for better health systems, policies, physician wellness/safety, medical education	<p>UM - Can reach out to all Associate Deans/College Deans/Department Heads at all times. There are also multiple committees these can be brought to.</p> <p>GFTs can reach out to their UMG Board Representative.</p> <p>Doctors Manitoba: general@doctorsmanitoba.ca</p>		<p>Resources for Practising and Retired Physicians Member Resources (cma.ca)</p> <p>Doctors Manitoba Advocacy & Policy</p>

CMPA – Canadian Medical Protective Association [CMPA - Home \(cmcpa-acpm.ca\)](http://cmcpa-acpm.ca)

CPSM – The College of Physicians and Surgeons of Manitoba [The College of Physicians & Surgeons of Manitoba \(cpsm.mb.ca\)](http://cpsm.mb.ca)

CPA - Canadian Psychological Association [Canadian Psychological Association - Homepage \(cpa.ca\)](http://cpa.ca)

DOAC – Department Overhead Advisory Committee

DRMB – Doctors Manitoba [Doctors Manitoba | Every Step of the Way](#)

HRSS – Human Resources Shared Services

MPS – Manitoba Psychological Society for Psychologists <https://mps.ca/>

PMAO - Provincial Medical Administration Office (PMAO)

UM – University of Manitoba <https://umanitoba.ca/>

UMG – University Medical Group [University Medical Group](#)