

New

Ministry

Health

Describe: Basic Job Details

Position

Position ID

Position Name (30 characters)

Manager Compensat'n Engagement

Requested Class

Manager (Zone 2)

Job Focus

Policy

Supervisory Level

01 - Yes Supervisory

Agency (ministry) code

Cost Centre

Program Code: (enter if required)

Employee

Employee Name (or Vacant)

Organizational Structure

Division, Branch/Unit

Health Workforce, SECP Branch/SCE Unit



Current organizational chart attached?

Supervisor's Position ID

Supervisor's Position Name (30 characters)

Director, Strategic Compensa

Supervisor's Current Class

Senior Manager (Zone 2)

Design: Identify Job Duties and Value

Job Purpose and Organizational Context

Why the job exists:

The Strategic Engagement and Compensation Policy branch (SECP) role within the Health Workforce (HW) Division of Alberta Health (AH) supports and implements overarching government direction for innovation in health service provider compensation policy in the province of Alberta. The Branch is comprised of two Units: Budget and Analytics, and Strategic Compensation Engagement. Each unit has a specific focus of activities to support the branch's mandate.

The branch is responsible for overarching policy related to compensation for publicly funded health services provider in Alberta. This includes developing policy for various compensation approaches, reviewing compensation structures and agreements in other provinces and proposing new models or changes to existing models. Strategies will be developed and where required will be negotiated into stakeholder agreements that align with government strategic objectives. The branch will also be responsible for evaluating existing compensation structures to ensure they continue to meet expected outcomes for Albertans in a cost effective manner. Finally implementation and monitoring of various programs negotiated under stakeholder agreement will be an important function of the branch.

The Strategic Compensation Engagement unit will be responsible for providing a disciplined, collaborative, long-term approach to provider compensation policy and related negotiations with respective associations. This will include a strong understanding of negotiation outcomes in other provinces and the resulting

agreements and how those agreement and how those agreements and associated policies impacts the compensation expectations of health services providers in Alberta.

The Manager is responsible to lead a team of policy analysts in applying a disciplined, collaborative, long-term approach to provider compensation policy for publicly funded health services. This will include developing a strong understanding of compensation initiatives across Alberta in both health and non-health professions as well as an understanding of comparable compensation initiatives in other provinces and how these impact the compensation mandates for Alberta Health and the compensation expectations of health services providers in Alberta.

Responsibilities

Job outcomes (4-6 core results), and for each outcome, 4-6 corresponding activities:

Develop provincial level Physician and Allied Health provider compensation strategy and lead policy, standards and evaluation of provincial-wide physician and allied health compensation models.

- Develop strategic compensation policy for physicians, allied health providers and other health providers' compensation models including the development of innovative alternate compensation models for physicians and other providers.
- Lead a team of analysts to develop a framework for program monitoring and evaluations, including the development of performance measures and oversee their implementation and evaluation.
- Establish ongoing relationships with external stakeholders (AHS, AMA, ADA, AAO, APA, CPSA) and link as necessary and as appropriate regarding various policy issues.
- Develop and ensure appropriate policy, process and standards for programs and identify gaps in policy and programs
- Represent the ministry on committees that govern physician and Allied Health provider compensation programs; report on program results
- Work with the Director and the team of analysts to identify program issues and develop solutions that address multiple stakeholder needs and integrate a long-term program view, and implement approaches based on the agreed upon solution.

Provide support and leadership to the team to develop the new innovative collaborative concepts of health care provider compensation strategies in Alberta

- Lead and direct the development of FFS and alternate physician and Allied Health provider compensation models to support the provision of innovative health care in the province of Alberta. This includes consideration of provider compensation and funding, health care human resources in collaborative practices including allied health professions, and health system-wide governance structures.
- The development of these compensation models has the potential to set new standard for leveraging health service provision and delivery in both the province and at a national level.
- Actively participate in, and provide expert advice for, the development of strategic plans for existing and potential compensation programs
- Establish and maintain relationships with stakeholders and clients to facilitate and foster aligned support for compensation models and programs.
- Align short-term and long-term activities with overarching with compensation strategies and overall Alberta government objectives.
- Actively seek opportunities for linkages between existing programs, and identifying growth and development opportunities for new or existing programs and lead establishment of these opportunities where appropriate.

Develop and maintain sound collaboration and consultation with internal and external stakeholders to foster support and inputs into health service provider compensation policy

- Establish and maintain relationships with stakeholders both internal (IT, compliance, operations, legal services) and external stakeholders (AMA, AOO, ADA, NPAA, etc) to successfully develop and implement government's compensation policy.
- Represent and advocate Alberta Health's position on key committees to promote initiatives that support effective and sustainable system wide changes for the delivery of health care services in relation to health services provider compensation.
- Establish and coordinate linkages and communication with external partners regarding issues addressed at the

committees and/or working groups.

- Represent the unit, the branch and/or the division on Ministry, cross-government, and/or stakeholder working groups and committees with the diverse mandates and responsibilities for strategic and policy decisions.
- Represent the branch and division on key projects, initiatives, and problem resolution activities where the position's scope of responsibility or knowledge intersects or in some way impacts other Divisions' initiatives and interests.

Provide leadership for the team engaged in policy development and the achievement of the mandate, goals, and operations of the branch and the division

- Provide the Minister, Deputy Minister, Assistant Deputy Minister and Executive Director with policy advice, briefings, and responses to complex Action Requests related to budget and financial analysis.
- Direct the coordination and management of divisional strategic projects; including, the development of project plans and associated budgets, timelines and objectives.
- Provide financial and economic analysis to support strategic negotiations and relationships with the Alberta Medical Association.
- Direct the coordination of the operational and business planning for the branch and the division.
- Provide the Executive Director with support and recommendations relating to issues, opportunities, and challenges associated with financial analysis and reporting for the Ministry.
- Promote collaboration and strategic planning within the Ministry relating to funding and compensation models and programs.
- Represent the unit, the branch and/or the division on Ministry, cross-Government, and/or stakeholder working groups and committees with diverse mandates and responsibilities.
- Identify emergent issues and provide clients and stakeholders with support in problem resolution.
- Provide strategic leadership and oversight of the unit, specifically management of human resources (two managers, a team of policy analysts, administrators and an administrative assistant).
- Develop performance agreements, learning plans, and a review process for all employees as per guidelines established within government.
- Provide mentoring opportunities for employees.

Problem Solving

Typical problems solved:

The incumbent must have the ability to mediate, resolve disagreements, and manage conflict resolution in politically sensitive conditions. This could be with Health Service Delivery Organizations, AMA, physician section heads, universities, CPSA and other stakeholders. The Manager determines solutions for issues and applies judgment to determine when issues of significance should be elevated to senior and executive leadership levels.

The Manager will work in an environment of uncertainty, proposing solutions to complex financial problems that impact the provision of essential health services to Albertans with limited opportunity to test the efficacy of such solutions.

Types of guidance available for problem solving:

Broad direction is provided by the Director, as well as the priorities outlined in Minister mandate letters, ministry business plans, budgets, and agreements with health services provider associations. Existing strategy and policy development processes are also available to support the work of this position, as is consultation with multiple stakeholders. Practices and models in other jurisdictions can be applied, but may need to be tailored to meet Alberta's specific requirements. Creative and original thinking and solutions will be developed by the Manager.

Direct or indirect impacts of decisions:

The work of this position has a direct impact on the current management of the Physician Services Budget and its evolution consistent with ministry priorities. The PSB is a substantial portion of healthcare costs in Alberta and has a direct impact on physician and other healthcare provider compensation across the province. The work of this position also impacts the integrity of the PSB through policy and strategy recommendations that impact the compensation negotiations and the development of future compensation models. Changes to the PSB will also impact the SOMB and the AMA Agreement. These decisions will impact the availability of health services to Albertans.

Key Relationships

Major stakeholders and purpose of interactions:

Internal

Assistant Deputy Minister: respond to queries, present information, updates and/or recommendations
Other Branches and Divisions: Engage, seek input from, provide input to

External

Alberta Medical Association: Represent the Ministry; provide responses to questions related to the SOMB; sustain strong working relationships; work on joint initiatives as needed.

Alberta Health Services (Health Service Delivery Organizations): Build relationships and work on joint initiatives. Provide and retrieve information as needed.

Peers in other provinces and international jurisdictions: Environmental scans, international literature reviews, health economies, nationwide provincial compensation

All healthcare professional associations and Colleges: Share information; e-scanning, inter-provincial comparisons for compensation approaches.

Required Education, Experience and Technical Competencies

Education Level	Focus/Major	2nd Major/Minor if applicable	Designation
Bachelor's Degree (4 year)	Business	Public Administration	Other

If other, specify:

Health Professional

Job-specific experience, technical competencies, certification and/or training:

- Strong, broad knowledge of the health care system and provider compensation strategies in Alberta together with knowledge of funding models and options used in Alberta and other jurisdictions.
- Extensive knowledge and broad understanding of government and Alberta Health (AH) objectives, goals and strategies.
- an understanding of the structure of the health system and the roles and relationships of the key stakeholders.
- knowledge of the Canada Health Act, the Alberta Health Care Insurance Act, and associated regulations.
- a broad knowledge of economics, accounting, statistics and finance and the ability to apply them to physician compensation.
- An understanding of the rules and regulations governing the payment of physicians and allied health care providers
- General knowledge concerning the history of evolution of the health system in Alberta including Alberta Health's relationships with key stakeholders.
- Knowledge of and ability to apply, the principles and concepts of economics, qualitative and quantitative research and analysis techniques
- Financial analysis skills are also required for management of substantial budgets
- University graduate in a related field with experience in business or economics, public administration, health care, policy management, and negotiations. Bachelor's required, Master's preferred.

Behavioral Competencies

Pick 4-5 representative behavioral competencies and their level.

Competency	Level					Level Definition	Examples of how this level best represents the job
	A	B	C	D	E		
Systems Thinking	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<p>Takes a long-term view towards organization's objectives and how to achieve them:</p> <ul style="list-style-type: none"> • Takes holistic long-term view of challenges and opportunities • Anticipates outcomes and potential impacts, seeks stakeholder perspectives • Works towards actions and plans aligned with 	<p>Understanding the financial realities of the Ministry of Health and translating that into compensation policy which supports the provision of health services to Albertans in a fiscally responsible manner.</p>

		<p>APS values</p> <ul style="list-style-type: none"> • Works with others to identify areas for collaboration 	
Creative Problem Solving	○ ○ ● ○ ○	<p>Engages the community and resources at hand to address issues:</p> <ul style="list-style-type: none"> • Engages perspective to seek root causes • Finds ways to improve complex systems • Employs resources from other areas to solve problems • Engages others and encourages debate and idea generation to solve problems while addressing risks 	<p>Reviews current compensation structures in Alberta and compares with approaches in other jurisdictions. Collaborates with internal and external stakeholders to develop solutions that meet the needs of the health system.</p>
Drive for Results	○ ○ ● ○ ○	<p>Takes and delegates responsibility for outcomes:</p> <ul style="list-style-type: none"> • Uses variety of resources to monitor own performance standards • Acknowledges even indirect responsibility • Commits to what is good for Albertans even if not immediately accepted • Reaches goals consistent with APS direction 	<p>Understands the Minister's mandate and how health provider compensation can support. Leads the team in a process of continuous evaluation and improvement of compensation models.</p>
Develop Networks	○ ○ ● ○ ○	<p>Leverages relationships to build input and perspective:</p> <ul style="list-style-type: none"> • Looks broadly to engage stakeholders • Open to perspectives towards long-term goals • Actively seeks input into change initiatives • Maintains stakeholder relationships 	<p>Will work with jurisdictional partners using indirect influence to gather information on compensation policies and the impact they are having on the delivery of care and whether they would be suited for adoption within Alberta.</p>
Agility	○ ○ ● ○ ○	<p>Identifies and manages required change and the associated risks:</p> <ul style="list-style-type: none"> • Identifies alternative approaches and supports others to do the same • Proactively explains impact of changes • Anticipates and mitigates emotions of 	<p>Prepares and guides the team in the development of recommendations in a rapidly evolving health system with stakeholders that often have competing interests to government.</p>

		others <ul style="list-style-type: none"> • Anticipates obstacles and stays focused on goals • Makes decisions and takes action in uncertain situations and creates a backup plan 	
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Benchmarks

List 1-2 potential comparable Government of Alberta: [Benchmark](#)

Manager Insured Services Position (M2)

Manager Alternative Compensation Delivery (M2)

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