Title: Negotiations, Taxes, Incorporation & Financial Considerations in Surgical Practice
Date: December 16, 2015
Time: 9:30am – 12:30pm.
Location: Department of Surgery, 149 College Street, Unit 503 in our boardroom
Speaker: Dr. Barry Rubin

Note: This seminar is Mandatory for all PGY5 Residents

Items for discussion:

1. Negotiating your first staff position.
   A. Appreciating your market value.
   B. What to ask for and how to ask.
   C. Financial arrangement with the Hospital – who is being supported?
   D. Negotiating strategies and your BATNA.
   E. Research support.
   F. Protected time – what does that mean?
   G. Secretarial support.
   H. OR equipment, office furniture.
   I. Community vs. Academic practice.
   J. What determines if you get the job you are seeking?
   K. What determines if your surgical career will be successful?

2. Finances and tax planning.
   A. Quarterly installments and other tax realities.
   B. Choosing an accountant.
   D. Receivables.
   E. Group vs. solo practice.
   F. Tax installments and deferring taxes in your first year of practice.
   G. Incorporation and family trusts vs salary payments to spouses. Legal implications.
      i. Small business deduction – partnership vs. cost sharing arrangements.
      ii. Business vs. personal income tax rates.
      iii. Tax on dividends.
      iv. Income splitting and dependents.
      v. Salary vs. dividends - reasonableness test.
      vi. Voting and non-voting shareholders.
      viii. Expenses that can be run through a Medical Professional Corporation.
      ix. Individual Pension Plans.
      x. Employees vs. independent contractors.
      xi. Association – husband and wife both incorporated.
      xii. Disadvantages and risks of incorporation.
      xiv. Costs associated with incorporation.
      xv. Scientific Research and Experimental Development (SH&RD) tax credits.
3. Office expenses.
   A. Secretary – criteria for hiring and firing.
   B. Computers and dictation software.
   C. OHIP billing program.
   D. Fax, photocopy, scanner. Networked system. Lease / buy.
   E. Office rent.
   F. Car.

4. Insurance.
   A. Disability – through OMA or private. Rebates, limits, tax implications and riders (COLA, own occupation, HIV/Hepatitis, RRSP).
   B. Critical Illness. University, OMA and/or private.
   C. Life. OMA or private.
   D. Office overhead.
   E. Car.

5. Group Contracts.
   A. Legal document defining relationship between physicians.
   B. Defines criteria for joining, resignation and expulsion from the group.
   C. Should have dispute resolution and arbitration mechanisms.
   D. Defines:
      i. An income sharing formula.
      ii. The disposition of non-OHIP income.
      iii. What constitutes partial and full disability.
      iv. What constitutes allowable expenses (in a net income sharing model).
      v. Sabbatical and away time (academic and vacation).
      vi. Family and compassionate leave.
      vii. Settling of accounts.

6. Additional revenue streams.
   A. Billing patients for phone services and photocopying.
   B. Billing insurance companies for letter/forms/chart photocopying.
   C. Medico-legal reports.
   D. Consulting work – requirement for an HST number.

7. Alternate Funding Plans and Specialty Review Funds at AHSCs in Ontario:
   A. Source of funds.
   B. Percent conversion.
   C. Role of Governance Organizations and practice plans.
   D. Implications for academic practice.

8. Other issues.

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