

Remuneration of SDA Health Professionals

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“Through the sanctification of the truth, God gives to physicians and nurses wisdom and skill in treating the sick, and this work is opening the fast-closed door to many hearts. Men and women are led to understand the truth which is needed to save the soul as well as the body..



...The medical missionary work is right arm of the third angel's message which must be proclaimed to a fallen world; and physicians, managers, and workers in any line, in acting faithfully their part are doing the work of the message...In this work the heavenly angels bear a part." CH 331, E.G. White



Our urgent problem:

- Recruitment
- Retention
- Remuneration

Of physicians and nurses (all health professionals) – especially Nationals



ISE Budgets:

- Decreased availability, and looming cuts of ISE budgets
- Currently 16 % of ISE budgets allocated to health, and 33% to education
- Added urgency to recruit nationals



CAMEL Document on Remuneration:

Sacrificial wages: Sacrifice on the part of faculty members within an Adventist professional school is required. Such sacrifice must be equitably spread among the faculty members. Leaders must explain this to the faculty members in a transparent manner. It is anticipated that faculty compensation at an Adventist school will be less than compensation received by academic physicians and dentists in other schools in the country. Such “sacrifice” is abundantly compensated by the joys of serving in God’s vineyard and through His faithfulness.



Existent Remuneration Policy

Policy Y 05 45: “The governing board of healthcare institutions... whose viability rests on the success in the commercial environment and who do not receive denominational appropriations, and who derive a significant majority of their income from nondenominational sources may establish guidelines governing remuneration levels and/or compensation benefits (allowances) which to a limited extent reflect the prevailing remuneration level of the local environment. Each board/governing committee will exercise its judgment within the parameters set by the division or General conference...



Steps to be taken...

- Prayerfully review and confirm that CAMEL remuneration document.
- Carefully and responsibly live and equitably share the spirit of sacrifice
- Intentionally befriend, mentor, support and nurture young people into - and through their health professional training
- Break the current deadlock...rehabilitate the right arm



Personal Testimony...

I asked, “why are you perplexed?” You replied, “I am perplexed in regard to what is the best course for me to pursue.” Then One who has authority stepped up to you and said: “you are not your own. You have been bought with a price. More time, talents, every jot of your influence, is the Lords. You are his servant. Your part is to do His bidding, and learn daily of Him. You are not to set up in business for yourself. This is not the Lord’s plan...” MM p45



Whose task is it?

It truly takes a Church, a family, and yes, you, and me...

Let's move ahead – let's intentionally make meaningful changes, responsibly, and with God's leading.





If not now, when?



If not us as a team, who?

