



Compensation, Incentives, and Benefits

Transition into Practice Services (TiPS)

HealthForceOntario Marketing and Recruitment Agency

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This information is accurate at the time of printing. Changes may come into play at any time from the MOH.

Introduction

As you near the completion of your residency training and start to consider your career choices, physician compensation and income can be a key concern. Whether you are providing primary care or specialist services, there are a number of compensation models and incentives available to physicians practising in Ontario. TiPS *Compensation, Incentives and Benefits* module offers new graduates and established physicians an overview of the types of compensation and incentives available to Ontario physicians, along with links to additional resources to assist with your billing and remuneration.

Finding Your Ideal Practice

Offers medical residents, relocating physicians, and practising physicians information and resources to assist with the job search and employment process.

Teaching as Part of Your Practice

Offers information on how to integrate teaching and mentorship into your general or specialty practice in Ontario.

Providing Locum Coverage in Ontario

Offers physicians best practice tips and resources for providing locum coverage in Ontario.

Physician Well-Being

Offers medical residents, graduates, and practising physicians information on resources and strategies for maintaining work-life balance.

Countdown to Practice

Offers medical residents a step-by-step guide for transition into practice.

Physician Resources

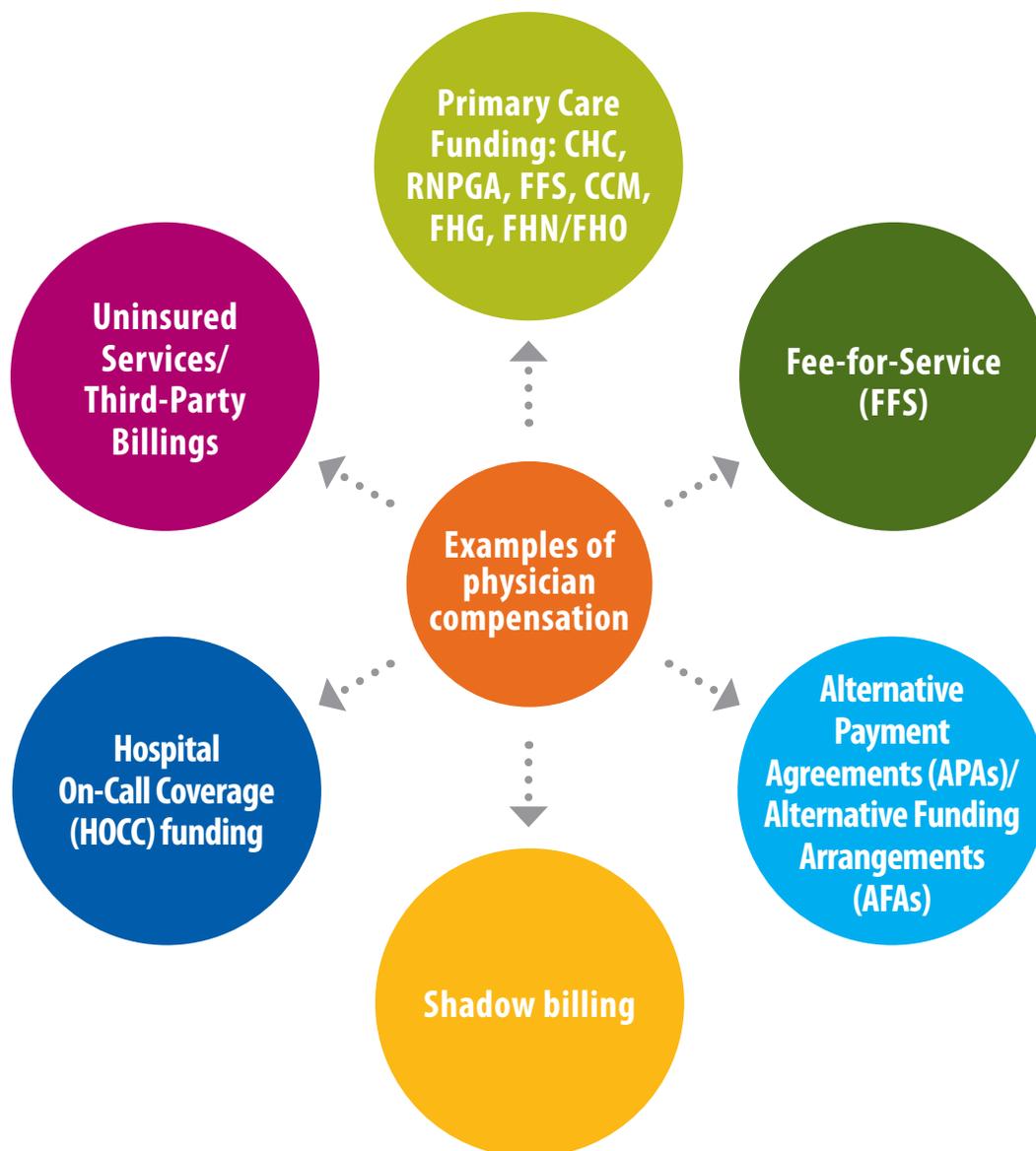
This module is a compilation of physician resources from a wide variety of topics that are relevant to practising medicine in Ontario.

The Business Side of Medicine

Offers medical residents and new graduates information on professional, practical, and personal considerations when setting up a practice in Ontario.

Compensation

The Ministry of Health and Long-Term Care (MOHLTC) is responsible for most physician payments in Ontario and emphasizes comprehensive care that encompasses health promotion and disease prevention as well as treatment and disease management. Ontario's health system accommodates a wide range of practice models and encourages group-based practice and interdisciplinary teams. Depending on whether you are a family physician or specialist, there are a number of different sources of income for physicians.



Primary Care Funding

In Ontario, multiple funding models are available to family physicians. The MOHLTC and the Ontario Medical Association (OMA) have developed innovative and attractive compensation models that support family physicians in providing comprehensive care to their patients. These types of compensation models are based on blended type payments, meaning that while a model may be predominantly one form of payment (e.g. capitation, which provides a base payment per enrolled patient), it can include a blend of financial incentives, premiums and other types of service-related payments for family physicians to access (e.g. Family Health Organization).

Fee-for-Service

Other family physicians are compensated through a fee-for-service (FFS) based funding model. This means the family physician bills for each individual service provided during a patient visit – although some FFS models may include additional bonuses and incentives (e.g. Family Health Group).

Learn more about [family practice compensation models](#) in Ontario.

Alternative Payment Agreements (APAs)/ Alternative Funding Arrangements (AFPs)

Specialists in Ontario may be compensated through FFS payments or through an Alternative Funding Plan (AFP) or Alternative Payment Plan (APP). AFPs/APPs are contractual arrangements between the MOHLTC, and a group of physicians, and may involve other organizations such as hospitals and universities where funding is provided to the physician group for teaching and research as part of the group's responsibilities.

Most funding agreements are blended models that combine a base rate and fee-for-service or shadow billings, with possible additional incentive/premium payments.



In Ontario there are currently several main agreement types available to physicians. They include:

Agreement Type	Description
Academic Agreements	Typically these AFP agreements are for Academic Health Sciences Centres and provide payment to recognize the teaching, research, and administrative responsibilities of physicians in addition to their regular clinical work. Physicians are still required to bill FFS or shadow bill as per the terms of their agreement.
Emergency Department Alternative Funding Arrangements (ED AFAs)	ED AFAs were established to ensure 24/7 emergency department coverage. Payments primarily consist of base funding, shadow billing and additional administrative funding. There are two types of models: the workload model for larger hospitals, where base funding is determined by annual patient volume and acuity; and the 24-hour model for smaller hospitals, which provides tiered base funding determined by annual patient volume. Emergency departments without an ED AFA bill FFS.
Northern Specialist Physicians	The Northern Specialist APP is a blended FFS model designed to promote the recruitment and retention of specialists in Northern Ontario. Physicians practising in more remote areas may be eligible for additional incentives.
Other	Other specialist APPs exist depending on specialty and community. Every APP has a physician group lead who you can speak to for details.

Learn more about [specialist compensation options](#) in Ontario.

Shadow Billing

In Ontario many non-FFS physicians practising under Alternative Payment Plans (APPs) or some types of primary care funding models are required to “shadow bill” as per the terms of their APP and in accordance with the Schedule of Benefits. Under most arrangements, shadow billing generates a premium that represents a percentage of the full value of a FFS claim. Speak with your physician group lead regarding your APP requirements.

Hospital On-Call Coverage (HOCC) Funding

The HOCC Program is administered by the MOHLTC and provides hospital on-call funding to eligible physicians to recognize their on-call responsibilities. Information on HOCC eligibility, guidelines and funding levels can be found on the [HOCC Program website](#).



Uninsured Services Billing

Uninsured services are those services provided by a physician to a patient that are not covered under OHIP. This includes services provided to uninsured individuals.

Organization	Resource	Description
OMA	<u>Physician's Guide to Uninsured Services</u>	A guide for Ontario physicians billing for uninsured services. It offers: guidance on uninsured and third-party requested services, suggested fees, relevant policies, and interpretation of relevant regulations applying to such services. Visit the members only OMA web site for further details or send your inquiry to info@oma.org .
The College of Physicians and Surgeons of Ontario (CPSO)	<u>Policies</u>	The CPSO has developed policies regarding charging for uninsured services and/or offering a block fee, including ethical guidelines regarding issues such as fee amount.

Third-Party Billing

Organization	Resource	Description
Workplace Safety and Insurance Board (WSIB)	<u>WSIB Claims</u>	The WSIB provides specific resources to physicians who treat injured and ill workers.

Billing Guides

The MOHLTC and various professional medical associations offer medical trainees and practising physicians a billing guide to help them navigate the physician billing landscape. Below is a list of some of the key billing resources available to physicians practising in Ontario:

Organization	Resource	Description
MOHLTC	<u><i>Resource Manual for Physicians</i></u>	<p>Designed to provide information on various ministry-insured services. The manual is comprised of the following information:</p> <ul style="list-style-type: none"> • How to register for an OHIP billing number • An overview of the Schedule of Benefits • An overview of the claims submission process • An overview of the monitoring of physician claims • Lists of applicable acts and regulations • Description of various inter-related programs.
	<u><i>Ontario Health Insurance Program (OHIP) Schedule of Benefits and Fees</i></u>	<p>The Schedule of Benefits lists all services insured by OHIP and includes: the General Preamble (which affects all physicians), Consultations and Visits section (which applies to all specialties), and specific system and/or specialty sections (including specialty preambles).</p> <p>The Schedule of Benefits and Fees requires knowledgeable interpretation and is intended primarily for members of the professional health-care community.</p>
OMA's Section on General and Family Practice (SGFP)	<u><i>Billing and Practice Guide</i></u> *Members-only website.	A resource guide for general and family doctors. The resource helps primary-care physicians identify the right codes and offers information on how to bill within the various payment models in Ontario.
	<u><i>Common Family Practice Codes List</i></u> *Members-only website.	The Billing Guide and Codes List work well together: the Billing Guide tells you <i>how</i> to bill and the Codes List tells you <i>what</i> to bill. SGFP members receive hard copies of both guides, which are updated periodically.
The Canadian Medical Association (CMA)	<u><i>Physician Remuneration Options</i></u>	The Canadian Medical Association's (CMA) module explains the various forms of physician payments across Canada by province and territory.

**TIPS**

If you have any questions or need help with joining the OMA and SGFP, contact OMA member services. Please contact the SGFP (sgfp@oma.org) for clarification or guidance in getting started in your practice with the SGFP practice support guides and lists.

Note: Newly graduated physicians who are OMA members are offered a resident membership rate, which includes the SGFP membership at no additional charge. Physicians practising outside of the province and considering a move to Ontario, should contact OMA membership (membership@oma.org) to help review their options.

Additional Compensation Resources

Ministry Programs and Services

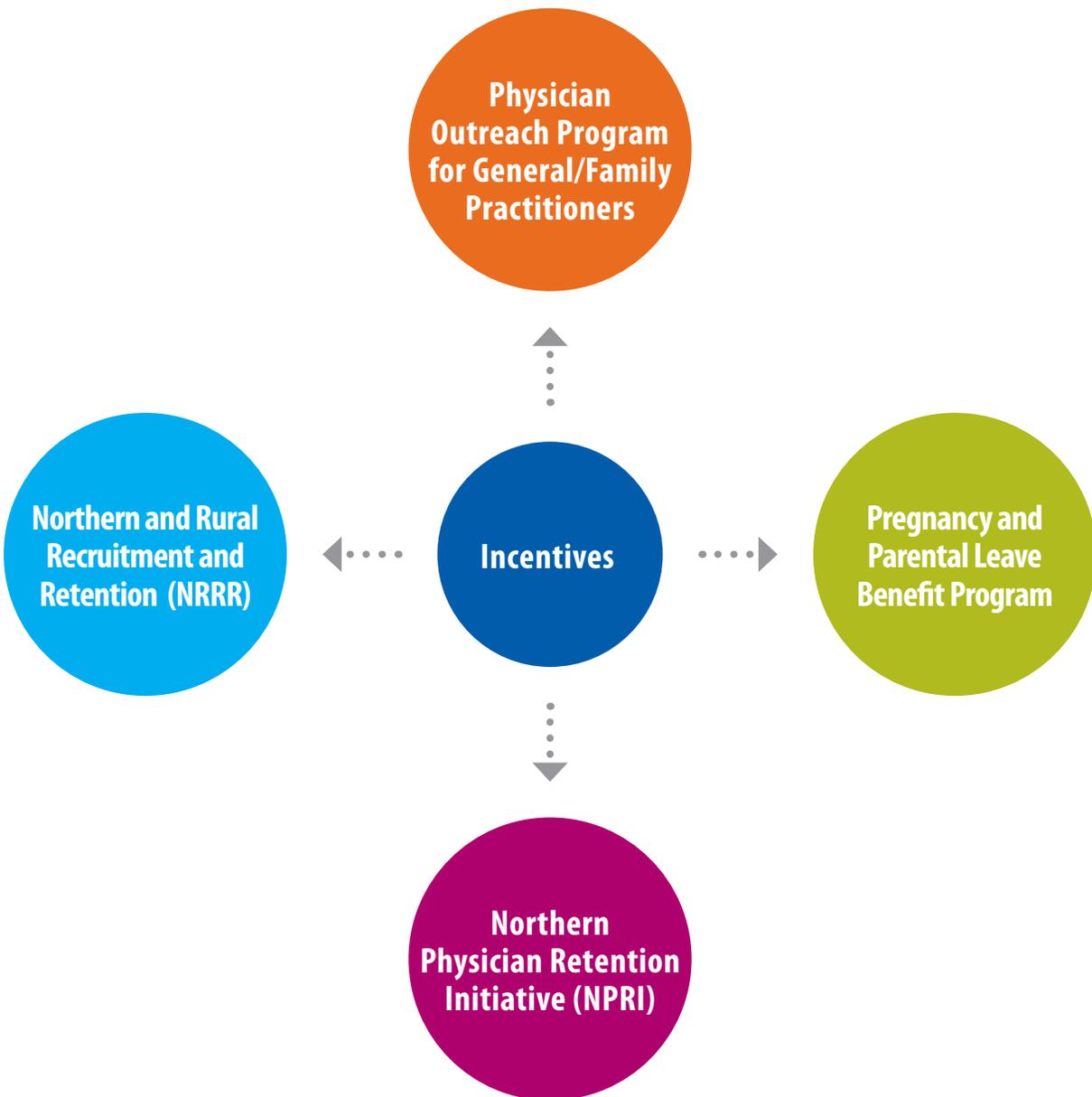
The MOHLTC also provides additional information on funding, such as:

- **OHIP Bulletins**
 - updates from MOHLTC on billing information
- **OHIP Forms and Applications**
- **OHIP Out-of-Country Services**
- **OHIP Payment Correction List**



Incentives and Benefits

Physicians practicing in Ontario may be eligible for additional incentives and benefits through a number of provincial incentive programs. In addition to the provincial programs, there may be regional incentives available to physicians setting up practice in a specific community. This section outlines the provincial incentives and programs available to physicians setting up practice in Ontario as well as a brief discussion of community/regional incentives.



Provincially Funded Incentives and Benefits

Resource	Description
<u>Pregnancy and Parental Leave Benefit Program</u>	Provides eligible physicians with a pregnancy leave benefit for nine weeks and a parental leave benefit for eight weeks, of up to a maximum of \$1,000 per week.
<u>The Northern Physician Retention Initiative (NPRI)</u>	Enables eligible physicians in Northern Ontario who have been practising in the North full-time for at least four continuous years to receive the equivalent of a \$7,000 retention incentive paid at the end of each fiscal year.
<u>Northern and Rural Recruitment and Retention (NRRR) Initiative</u>	<p>Offers financial incentives to each eligible physician who establishes a full-time practice in an <u>eligible community</u> of the province. The grants range between \$80,000 and \$117,600, paid over a four-year period.</p> <p>To apply for the grant, visit the MOHLTC website and submit the <u>application and corresponding documentation</u>.</p> <p>As well, your local <u>Regional Advisor</u> is always available to answer your NRRR questions.</p>
<u>Physician Outreach Program for General/Family Practitioners</u>	<ol style="list-style-type: none"> 1. Primary-Care Clinics: To provide regularly scheduled primary-care clinics to outlying communities with eligible nursing stations or medical clinics. Fee-for-service plus \$200 honorarium for each day of outreach service or stipend of \$500 plus \$200 honorarium for each day of outreach service. 2. Physician Telephone Back Up: To provide direct, 24-hour emergency physician back up to the nurse/nurse practitioner working in eligible nursing stations/clinics. \$300 per month per eligible nursing station/clinic covered. This amount may be shared between two or more physicians.

Community Funded Incentives

Some communities/clinics/hospitals in Ontario may offer incentives for physicians to practise medicine in their area. These incentives are often tied to some type of “return of service” obligation. Typically, the community or hiring organization will require a new physician to sign an agreement outlining the number of years he/she is to provide patient services in the community in order to receive the incentive. Incentives can range from cash to goods and services to accommodation assistance. Cash-based incentives vary widely and you need to research what is available by community. Many communities/clinics/hospitals that offered cash incentives in the past now offer a different type of assistance, such as office start-up costs or the purchasing of equipment.



TIPS

Treat incentives like “icing” on the cake. The “cake” needs to consist of a funding model and practice model you want; a collegial team with which to work; and a community you can see yourself living in for the long term. If all of those ingredients are included and the community/clinic/hospital also offers “icing,” that is a “sweet deal.”

Conclusion

Now that you have an understanding of physician compensation and incentives in Ontario, be sure to review our additional TiPS resources to assist you in your transition to practice:

- [Countdown to Practice](#): Offers medical residents a step-by-step guide for transition into practice.
- [Finding Your Ideal Practice](#): Offers medical residents, relocating physicians, and practising physicians information and resources to assist with the job search and employment process.
- [Providing Locum Coverage in Ontario](#): Offers physicians best practice tips and resources for providing locum coverage in Ontario.
- [Teaching as Part of Your Practice](#): Offers information on how to integrate teaching and mentorship into your general or specialty practice in Ontario.
- [The Business Side of Medicine](#): Offers medical residents and new graduates information on professional and personal considerations when setting up a practice in Ontario.
- [Physician Well-Being](#): Offers medical residents, graduates, and practising physicians information on resources and strategies for maintaining work-life balance.
- [Physician Resources](#): A compilation of important resources and links related to practising medicine in Ontario.



For more information, contact your **Regional Advisor** or email practiceontario@healthforceontario.ca.

Available in accessible format upon request: www.healthforceontario.ca/acs