



April 29, 2016

### Completion of On-Call Review

#### Highlights:

- **Four-tiered rate structure established.**
- **Based on “average intensity” of on-call work by discipline.**
- **Rates fixed between \$200 per day and \$300 per day.**

Dear Physician:

The on-call rate review process has been completed and the new rate structure established for inclusion as an appendix to the Memorandum of Agreement between Government and the NLMA. The four-tiered daily rate structure is as follows:

Level I	\$300.24
Level II	\$266.88
Level III	\$233.52
Level IV	\$200.16

As you may recall, a survey of on-call intensity was conducted in late 2014. The data provided a better picture of on-call work than any other source available, but our effort to use it for the precise and reliable tier assignment of every call group in every facility, province-wide, could not be achieved. The data quality at such a specific level of measurement was not adequate and an alternative approach was necessary. Therefore, the government and the NLMA used the survey data to establish average on-call intensity for disciplines on a province-wide basis. The final assignment of disciplines to the four-tiered rate structure treats all physicians in the same discipline, wherever they are located in the province, on the same tier.

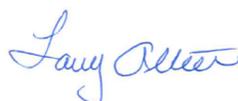
The key benefit of using this approach is that it will ensure doctors in the same specialty will receive the same on-call payment levels wherever they practice in the province. The additional advantage is simplicity of administration and clarity of communication.

Regardless of tier assignment, all groups going forward will be receiving more than the \$174 per on-call shift that had been previously available. This result also provides a solid foundation for future development.

The final tier assignments can be found on the NLMA website at [www.nlma.nl.ca/Physicians/Practice/](http://www.nlma.nl.ca/Physicians/Practice/). For billing purposes, the rates/tier assignments will become effective on **May 1, 2016**. These tier assignments have also been used to calculate the retroactive payments for 2015-16. The retroactive payments were paid on April 22, 2016.

Finally, for all of you who participated in this process, a heartfelt gratitude for your interest and efforts in this regard.

  
Robert Thompson  
Executive Director, NLMA

  
Larry Alteen, MD  
Director, Physician Services, DHCS