

---

# President's Letter

April 7, 2015



**Wendy Graham,  
MD, CCFP  
President**

## On-Call Data Collection Update/Retroactive Payments Announced

Dear Colleagues:

The on-call data collection exercise that was held between November 18 and December 2 was a great success. Over 95% of all rotas participated in the survey and about two-thirds of all call-days were captured. Thank you to all the physicians who participated. This achievement will result in an improved on-call payment system.

As promised, this data forms the basis of a new four-tiered payment scale that will compensate on-call physicians for two aspects of being on-call: 1) availability; and, 2) intensity.

The MOA on-call budget is currently \$14.996 million. About \$9.9 million compensates for availability. The Board and the Department agreed that the \$4 million that was added in the 2009-2013 MOA and any unallocated balance will be distributed at the end of each year according to the new intensity formula.

For the fiscal year just ending, 2014-15, the unallocated balance was about \$1.1 million. This means that the amount to be distributed according to intensity of call for 2014-15 is about \$5.1 million (i.e., \$4 million plus \$1.1 million). An unallocated balance is a routine part of our on-call payment system and will fluctuate in size from year-to-year based on a number of factors.

Your 2014-15 year-end payment from the \$5.1 million will be paid to you in the week of April 22. All 24/7 approved rotas can expect to receive a part of this distribution of funds.

Your rota coordinator will soon receive a letter indicating into which tier of the four-tier payment scale your rota has been placed, as well as a description of the data and methodology used to arrive at this placement.

Please note that the survey data is still undergoing audit to ensure that rota placements on the four-tier payment scale have been as accurate as possible. The letter to your rota coordinator will describe these audit procedures and provide contact information should your group have any questions about the process.

It is possible that the audit process will result in some reassignments of rotas to higher or lower payment tiers. Retroactive compensation adjustments associated with these reassignments may be necessary.

Once these audits and reassignments take place, the Department of Health and Community Services will authorize the setting of the payment rate for the four tiers on a go forward basis. These rates will be communicated to physicians through a follow-up *President's Letter* later this year.

Thank you for your cooperation and patience in recent months.

Regards,

A handwritten signature in blue ink that reads "Wendy Graham". The signature is written in a cursive, flowing style.

Wendy Graham, MD, CCFP  
President

The logo for the Newfoundland &amp; Labrador Medical Association (NLMA). It consists of the letters "NLMA" in a stylized, cursive font.

**Newfoundland &  
Labrador Medical  
Association**  
164 MacDonald Dr.  
St. John's, NL  
A1A 4B3  
(709) 726-7424  
or 1-800-563-2003  
Fax: (709) 726-7525  
or 726-7456  
[www.nlma.nl.ca](http://www.nlma.nl.ca)  
[president@nlma.nl.ca](mailto:president@nlma.nl.ca)