

Rural FFS Retention Bonus

Revised Policy

October 1, 2012

Background:

The Rural Fee for Service Retention Bonus program was introduced as part of the 2009-13 Memorandum of Agreement between the Newfoundland and Labrador Medical Association (NLMA) and the Government of Newfoundland and Labrador. It is based on a number of principles agreed upon by both parties, including:

- a) the FFS physician must be in active practice outside St. John's/Mount Pearl;
- b) the FFS physician has an "established relationship" with a Regional Health Authority (RHA);
- c) the responsibility for ensuring accessible and adequate medical care coverage is a joint obligation of both the physician community and the RHA;
- d) in the interest of fairness, only physicians contributing to the overall joint RHA/physician effort may benefit from this incentive program, and;
- e) the original criteria for the program will be subject to modifications that will be developed collaboratively based on the observations and experience of the initial couple of years.

In order for physicians to understand how they can best contribute to medical care coverage, the RHA will annually inform physicians from each clinical specialty for each respective location of the overall service needs and in particular as it relates to family medicine.

Process:

- The VP Medicine or designate will provide to physicians a list of services that need to be provided by each specialty group in a defined geographical area.
- The VP of Medicine, or designate, will meet annually with the physicians in each group to review the RHA list of needed services, presented in order of priority, so as to determine the level of interest of each physician group in providing the services.
- The physician group, in consultation with the RHA, will develop a cooperation plan to address the service needs of the RHA (individual participants may provide different types/levels of services with the consensus of other physicians in their group).
- A Medical Coverage Cooperation Agreement (see attached appendix A) will be used by the RHA to define each physician's responsibility in the context of the group thus establishing each physician's relationship with the RHA.

Eligible Services:**1. Family Medicine:**

- a. 24/7 Category A Emergency Department Coverage
 - i. Each physician would be an equal participant in a ED rota,
 - ii. Each physician would agree to assist the organization in the provision of service by participating in coverage beyond their individual normal work week when necessary.
- b. 24/7 Category B Emergency Department Coverage

- i. Each physician would agree to be an equal participant in an on call group to provide this service.
- c. 24/7 Inpatient Care
 - i. Each physician would agree to be an equal participant in on call group to provide this service.
- d. 24/7 Long Term Care Coverage
 - i. Each physician would agree to be an equal participant in on call group to provide this service.
- e. 24/7 Obstetrical Intra-partum and Inpatient Care
 - i. Each physician would agree to be an equal participant in on call group to provide this service.
- f. 24/7 Surgical assisting
 - i. Each physician would agree to be an equal participant in on call group to provide this service.
- g. Traveling Clinics
 - i. Each physician would agree to participate equally in the provision of clinical services to communities remote from their home base as identified by the RHA
- h. After Hours Ambulatory Services
 - i. Each physician agrees to participate equally with their colleagues in the provision of this after hours service
 - ii. Each physician must do a minimum of three evening clinics and one weekend clinic per calendar month.

2. Specialists:

- a. 24/7 on call for the provision of emergent and urgent care to patients referred from the Emergency Department
- b. 24/7 on call for emergent and urgent referrals for the RHA catchment area.
- c. 24/7 on call for telephone consultation from physicians within their RHA catchment area
- d. 24/7 on call for inpatient care both for their respective specialty inpatients and those referred from other physician colleagues.

3. Other Services:

- a. There may be other particular circumstances that may be deemed to meet additional requirements of the RHA. This will be identified by the RHA and forwarded to the Physician Services Division of the DHCS for consideration prior to the RHA entering into a Medical Coverage Agreement with the physician.

4. Solo Family Physicians:

- a. A solo family physician who establishes a FFS practice in a rural area at the request of the RHA may be considered eligible for this bonus. Each will require the RHA to seek pre-approval by the Physician Services Division of the DHCS.

This policy for the Rural FFS Retention Bonus will be subject to further revision and refinement based on the experience over the next two years and with consultation among the DHCS, RHA and NLMA.

Appendix A

Medical Coverage Cooperation Agreement

This agreement is in recognition of the commitment on the part of the RHA (specify) and the medical profession to collaborate in providing residents of Newfoundland and Labrador with adequate medical care coverage and accessibility to timely services. The parties hereto agree to the following:

Name of Physician: _____

Coverage Commitment:

Period Covered: _____

The DHCS on behalf of the RHA agrees to pay Name of Physician XXXX as per the Rural FFS Retention Policy upon satisfactory completion of the commitments specified above.

Physician Signature

Authorized RHA Signature

Date

Appendix B

Retention Bonuses – FFS Physicians (excluding physicians on Alternate Payment Plans (APPs))

FFS General Practitioners and Specialists, who practice outside St. John's/Mount Pearl and meet the criteria referenced in the Rural FFS Retention Bonus Policy, will be eligible to receive an annual retention bonus based on accumulated service time from October 1, 2009 onward, as follows:

	After 12 Eligible Months	After 24 Eligible Months	After 36 Eligible Months
FFS GPs	\$6,000	\$8,000	\$10,000
FFS Specialists	\$5,000	\$10,000	\$15,000