

mcp newsletter

April 21, 2023

23-07

TO: ALL FAMILY PHYSICIANS

RE: ONE-TIME RECOGNITION AND RETENTION BONUS

The Government of Newfoundland and Labrador, in consultation with the Newfoundland and Labrador Medical Association, is offering a one-time Recognition and Retention Bonus of up to \$25,000 to eligible family physicians in exchange for a one-year return-in-service agreement (from the date of signing).

This one-time bonus will be administered by Newfoundland and Labrador Health Services, the newly established Provincial Health Authority.

To be eligible for the bonus, family physicians must have been working in Newfoundland and Labrador for one full year as of March 1, 2023 (i.e., from March 1, 2022 – February 28, 2023). Those with less than one year can receive a prorated portion of the bonus. The \$25,000 bonus will also be prorated based on total service days with amounts as follows:

Physicians who work for a minimum of 175 days will qualify for the full \$25,000. For those physicians who do not meet the 175 day threshold, the bonus will be prorated based on the number of months in which a physician worked for a minimum of 15 days. Proration amounts are as follows:

Months in Service	Bonus Amount	Months in Service	Bonus Amount
1	\$2,083.33	7	\$14,583.33
2	\$4,166.67	8	\$16,666.67
3	\$6,250.00	9	\$18,750.00
4	\$8,333.33	10	\$20,833.33
5	\$10,416.67	11	\$22,916.67
6	\$12,500.00	12	\$25,000.00

Definitions:

- **Family Physician** is defined as any physician registered in the MCP Provider Registration System as a 001 (General Practitioner, GP).
- **Year of Service**, for the purposes of this bonus only, is defined as 175 days of service in the one year period.

- **Months of Service** is defined as:
 - the number of months whereby the physician has billed for services on a minimum of 15 days per month (Fee-for-Service and Fee-for-Service Locums payment modalities).
 - the number of months whereby the physician has received a locum payment on a minimum of 15 days per month (Salaried Locum and APP Locum payment modalities).
 - the number of months whereby physicians have fulfilled their RHA commitment (Salaried and Alternate Payment Plan payment modalities).

- **Days of Service** is defined as:
 - the number of days which a physician has billed a minimum of \$289.92 per day (Fee-for-Service and Fee-for-Service Locums payment modalities).
 - the number of days which a physician has received an external locum payment for a minimum of eight hours (Salaried Locum and APP Locum payment modalities)
 - the number of days which a physician has fulfilled their RHA commitment (Salaried and Alternate Payment Plan payment modalities).

Notes:

- Adjudication of applications for the Recognition and Retention Bonus will be based on the **total** days and months of service for any given physician **across all payment modalities**.

- Any valid extended period away from work, such as vacation or illness, etc., between March 1st, 2022 and Feb 28th, 2023, will be taken into account when calculating days per month. Space is provided on the application form for this to be noted.

- It is recognized that GPs working in Emergency Departments on a full-time basis may work a different type of shift schedule from their other full-time GP counterparts. This will be taken into consideration when calculating the bonus.

Family physicians wishing to apply for the Recognition and Retention Bonus should do so using the form below. **Please submit completed applications to the Medical Services Office in your Provincial Health Authority Zone:**

PHA Zone	Contact Name	Email
Eastern – Urban	Kim Adams	Kim.Adams@easternhealth.ca
Eastern – Rural	Dan Fitzgerald	Daniel.Fitzgerald@easternhealth.ca
Central	Sarah Randell	Sarah.Randell@centralhealth.nl.ca
Western	Janice Coleman	JaniceColeman@westernhealth.nl.ca
Labrador-Grenfell	Michael Jones	Michael.Jones@lghealth.ca

Questions relating to the content of this newsletter should be directed to
MedServicesPrograms@gov.nl.ca.

Recognition and Retention Bonus for Family Physicians Application Form

Physician Name (please print): _____

Provider Number: _____ Payee (if other than self): _____

Physician Contact Information (phone and email): _____

Pay Modality between March 1, 2022 – February 28, 2023 (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> Salaried | <input type="checkbox"/> Locum |
| <input type="checkbox"/> Fee-for-Service (including sessional work) | <input type="checkbox"/> Alternate Payment Plan |
| | <input type="checkbox"/> Other: _____ |

Did you take any extended period away from normal work, between March 1, 2022 – February 28, 2023 (Y/N): _____

If yes, please indicate which type and dates below (check all that apply):

Leave Type	Dates (start and end)
<input type="checkbox"/> Vacation	_____
<input type="checkbox"/> Parental Responsibilities	_____
<input type="checkbox"/> Illness	_____
<input type="checkbox"/> Education	_____
<input type="checkbox"/> Sabbatical	_____
<input type="checkbox"/> Other: _____	_____

I understand that eligibility of the Recognition and Retention Bonus for Family Physicians is contingent upon my signing of a one-year Return in Service Agreement with the Provincial Health Authority.

In the event that my Regional Health Authority does not have my banking information on file, I consent to having the Department of Health and Community Services provide my banking information to my Regional Health Authority so that I may receive this bonus.

Physician Signature: _____ Date: _____

For RHA Use Only:

FTE Calculation: _____ Date Reviewed: _____

Reviewed by: _____ Signature: _____