

President's Letter

September 5, 2025



Cynthia Slade, MD
FRCPC

NLMA Signs New MOA with Provincial Government

Dear Colleagues,

I am pleased to inform you that the NLMA and the Government of Newfoundland and Labrador have officially signed the new 2023-2027 Memorandum of Agreement (MOA).

This new MOA represents a significant achievement in our collective pursuit of ensuring that Newfoundland and Labrador is a highly competitive province. It lays a strong foundation for improved retention and positions Newfoundland and Labrador as a more attractive place for both Canadian and internationally trained physicians, as well as our own MUN medical graduates.

The signing marks the successful conclusion to a 15-month negotiation and mediation process, culminating in a ratification vote by our membership in April to accept the agreement. Our teams have now finalized the updated MOA, incorporating amendments that reflect the outcomes achieved through mediation.

The Agreement is effective from October 1, 2023, and shall remain in full force and effect until September 30, 2027.

The full text of the new MOA can be viewed [here](#).

Key Highlights

As noted in previous communications, key achievements of the new MOA include:

- Compensation increases in Year 2 (retroactive to Oct. 1, 2024) that bring all disciplines to competitive levels.
- Across-the-board increases in both Year 3 (2025–2026) and Year 4 (2026–2027) to maintain that competitiveness.
- Increased compensation for Category A ER, including after-hours premiums.
- A new payment model for Category B sites.
- Compensation for cancellation of surgical procedures for fee-for-service physicians.
- Dedicated funding for continuing professional development (CPD) for all physicians.
- Substantial increases to on-call rates.
- Increases to the eConsult program, the salaried physician RRSP, Physician Wellness Program, Parental Leave Program, and the Family Practice Renewal Program.
- A landmark clause enshrining binding arbitration to settle disputes over interpretation of the MOA during the term of the agreement, to avoid the need for lengthy legal proceedings.

Category B Contract Payment Model

As noted in the [August 26, 2025, President's Letter](#), one of the substantial outstanding issues to complete prior to signing the MOA was the Category B Contract Payment Model. While the model is suitable for most Category B sites, some locations are uniquely challenged and concerns were raised about potential income losses. NLMA engaged directly with affected physicians and submitted recommendations to the Department of Health and Community Services in July, while staying within the mediated funding envelope. The government did not accept the NLMA's proposals; however, following further discussions on August 27, the Government proposed measures to support implementation of the model through a side letter outside the MOA. The side letter includes a retention incentive for physicians currently working in Category B Emergency Departments and an increase to each tier of the Category B Emergency Medicine Daily Rate, effective until September 30, 2027. (The salary model will remain in place for physicians who do not wish to switch to the new Contract Payment Model.) While the side letter does not reflect the NLMA's original proposals, it represents a pragmatic compromise that enabled the signing of the MOA. We will continue to work with government to support the transition to the new model, which will take effect April 1, 2026.

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Next Steps

We will now work with government to implement the agreement. In accordance with the MOA, all rate changes are retroactive to October 1, 2024.

The Department has advised that calculating and distributing retroactive payments will take several weeks but has committed to making every reasonable effort to ensure payments are processed expeditiously.

The next round of negotiations may be triggered as early as April 1, 2027. We will initiate negotiations consultations as we approach that date. In the meantime, I look forward to connecting with you during the upcoming President's Tour this fall – details on the tour will be released next week.

Sincerely,



Cynthia Slade
President