

Schedule B

Facility Workload Disruption Payment Policy for Fee-For-Service Physicians

Definitions:

“Facility” means a publicly funded, PHA-operated hospital/site.

“Group” means any specialty or subspecialty working in a “Facility” that maintains a distinct on-call rota as per the Department of HCS *On-Call Payment Program* or a group that is unable to work due to the Emergencies Only Status.

“Daily salary rate of pay” (DSRP) means the top of the appropriate salary scale divided by 240.

Policy:

In the event that a Facility is forced to:

- a) adopt an Emergencies Only Status, which is any mandatory closure that results in the delivery of only essential and emergency service; or
- b) unexpectedly close all or a portion of a Facility (e.g., weather event, non-physician labour disruption, maintenance issue, etc.),

the following arrangement can be invoked which will provide an optional payment arrangement based on the DSRP for groups of facility-based, Fee-For-Service (FFS) physicians.

General:

1. To receive payment under this policy a physician must:
 - i. be part of a Group which has opted to invoke the DSRP in lieu of FFS payment; and
 - ii. be available to work as required by the VP Medical Services (or designate) during the Emergencies Only Status; and
 - iii. be willing to provide those services, as reasonably requested by the VP Medical Services (or designate), that may be outside of their normal scope of practice but within their competency.
2. Physicians may remain FFS at a facility where the remainder of the Group have invoked the DSRP, and to do so shall require the written authorization of the VP Medical Services (or designate).
3. Physicians who do not meet the requirements of this policy are not

eligible for payment under this policy.

Principles:

1. Any Group of physicians can invoke the DSRP in lieu of FFS. Specialties that provide city-wide on-call can be divided into groups by facility, provided the normal on-call rotation is maintained. To invoke the DSRP, it is necessary that all members of the Group who remain during either the Emergencies Only Status or “facility closure” period, accept the DSRP with the exception noted in Principle #2 below.
2. A physician who is part of a Group affected by b) above may apply to remain FFS in situations where the facility closure is partial, and some routine services are maintained or when start up is partial. When choosing to do so, it is for the duration of the partial or complete facility closure (see rules related to this outlined in Implementation #3 below).
3. It is understood that physician groups who accept DSRP will be on site during normal working hours. A physician who is receiving DSRP will not be eligible for education leave or vacation time.
4. Notwithstanding the requirement that a physician is required to be “physically present”, the VP Medical Services may authorize work off site via virtual care when appropriate and safe to do so.
5. Normal on-call coverage must continue to be provided during the Emergencies Only Status or the “facility closure” period.

Application:

Physician groups who invoke the DSRP will receive payments directly from MCP.

1. Payments will be bi-weekly, based on current MCP FFS payment dates, prorated for the applicable time period.
2. For those physicians who accept the agreement above, no FFS or sessional claims will be accepted for services rendered while this arrangement is in effect (except as permitted under Principles #4 above). Following termination of this arrangement, billings will be monitored to ensure that stockpiling of claims has not occurred.
3. If the work disruption event allows for the gradual restarting of services FFS and sessional claims may be permitted, at the discretion of the VP of Medical Services, in consultation with the Department of HCS. The DSRP amount paid will be adjusted to reflect billings received in such

cases. If a physician bills MCP an amount above the DSRP then no work disruption payment is necessary.

Implementation:

1. To initiate this policy, it is required that written notice be sent by the VP of Medical Services of the PHA to the HCS Director of Medical Services, stating the date the Emergencies Only Status or “facility closure” status was activated. Such notice is to normally be provided within 24-hours of the start of the event.
2. Written acceptance of the payment arrangement for the duration of the Emergencies Only Status or “facility closure” period must be received in writing from every member of any eligible physician group. The Chief of Staff/designate at the Facility will coordinate the collection of signatures and submit them to the VP of Medical Services of the PHA.
3. For a physician or physicians who apply to remain FFS but is/are part of a group that has chosen to accept the DSRP, such approval will only be granted when there is conclusive evidence that the work/on-call schedules have been maintained as would have occurred prior to the work disruption. The PHA’s VP of Medical Services will request such information and provide it to the HCS Director of Medical Services. The HCS Director of Medical Services will review the information and decide whether approval will be granted.
4. This arrangement will stay in effect for physicians who accept DSRP until written notice of the earlier of:
 - a. discontinuation of the Emergencies Only Status or “facility closure” by the administration of the Facility to the HCS Director of Medical Services; or
 - b. written agreement by all Group physicians to discontinue the arrangement.