



Health**Force**Ontario

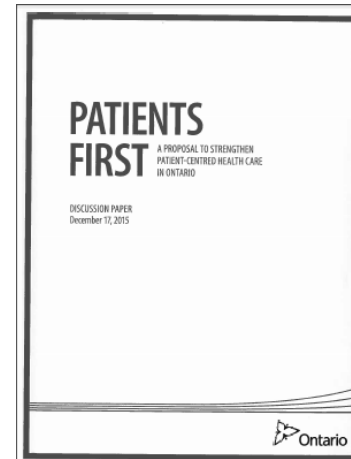
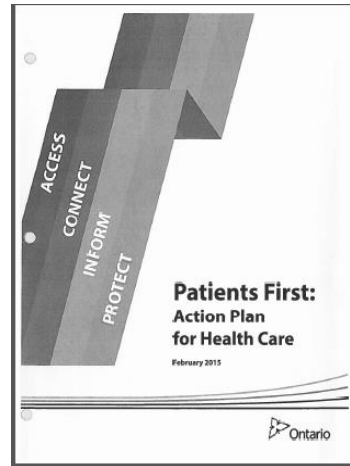
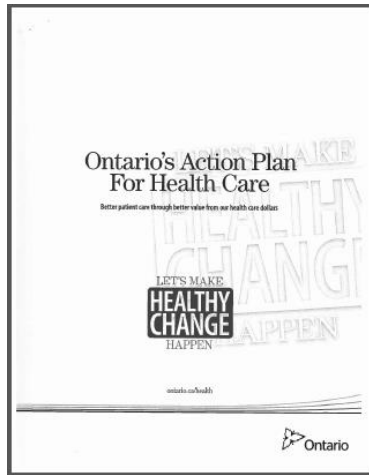
Transition into Practice

HealthForceOntario Marketing and Recruitment Agency

Laurie Nash
Regional Advisor



Health System Transformation in Ontario



2012 *Ontario's Action Plan for Health Care*

2015 *Patients First Action Plan for Health Care*

2015 *Patients First: A Proposal to Strengthen Patient-Centred Health Care*

2016 *Bill 41 Patients First Act - Proposed*

Primary Care Reform

Home & Community
Care

Public Health

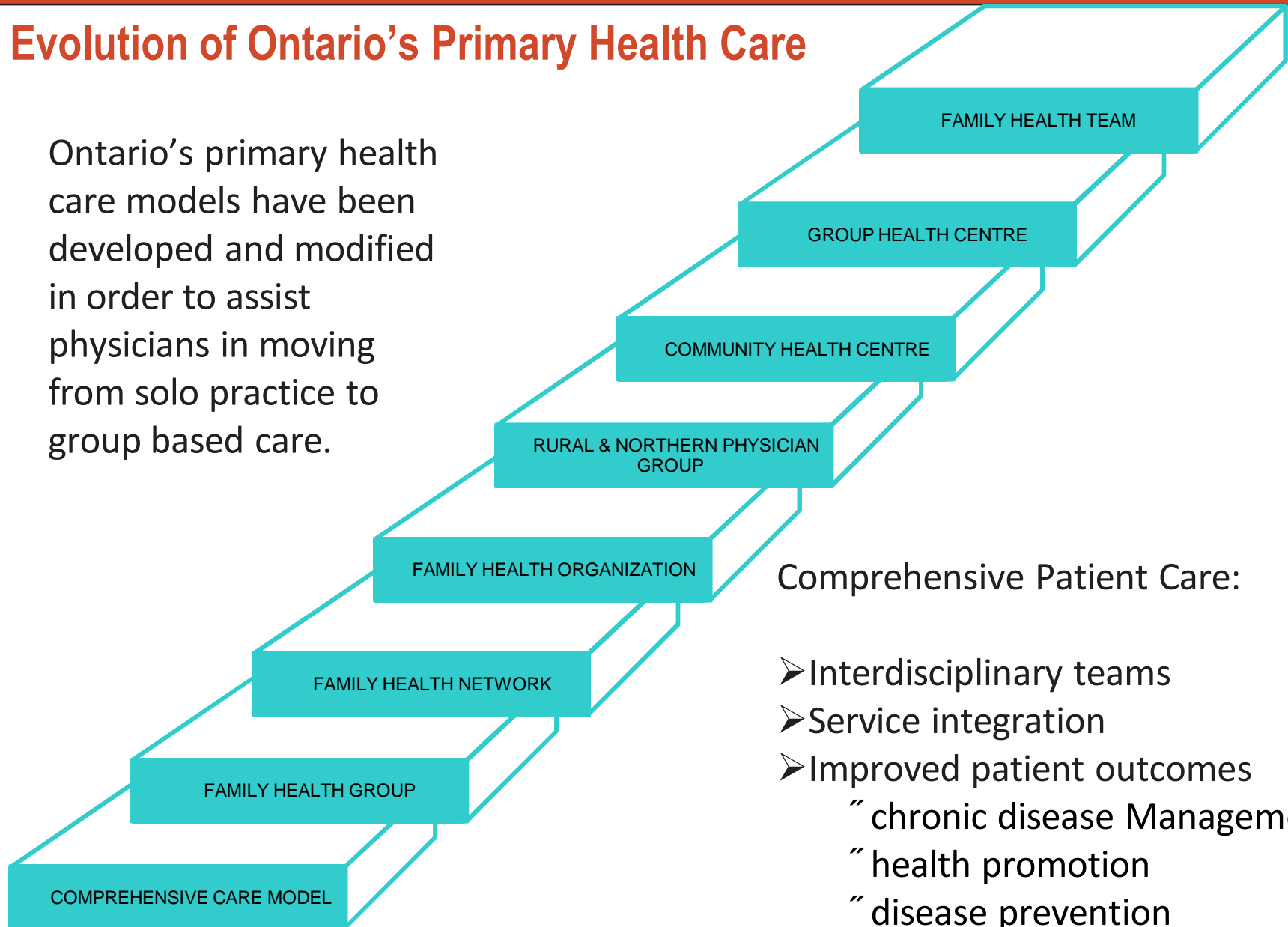
Expanded LHIN Role

Overview

- There are 22 different remuneration models in Ontario for Family Physicians
- Family Physicians can only belong to one type of model however they can practice fee-for-service outside of any agreement
- The fee schedule for each model is negotiated between the OMA and the Ministry of Health & Long-Term Care (MOHLTC)
- Once patients sign on with a particular physician they are considered “rostered” and the expectation is that the physician will provide all of the primary care for that patient
- Most clinical groups charge an overhead to the physicians. This is on average between 20% and 30% of the gross physician billings

Evolution of Ontario's Primary Health Care

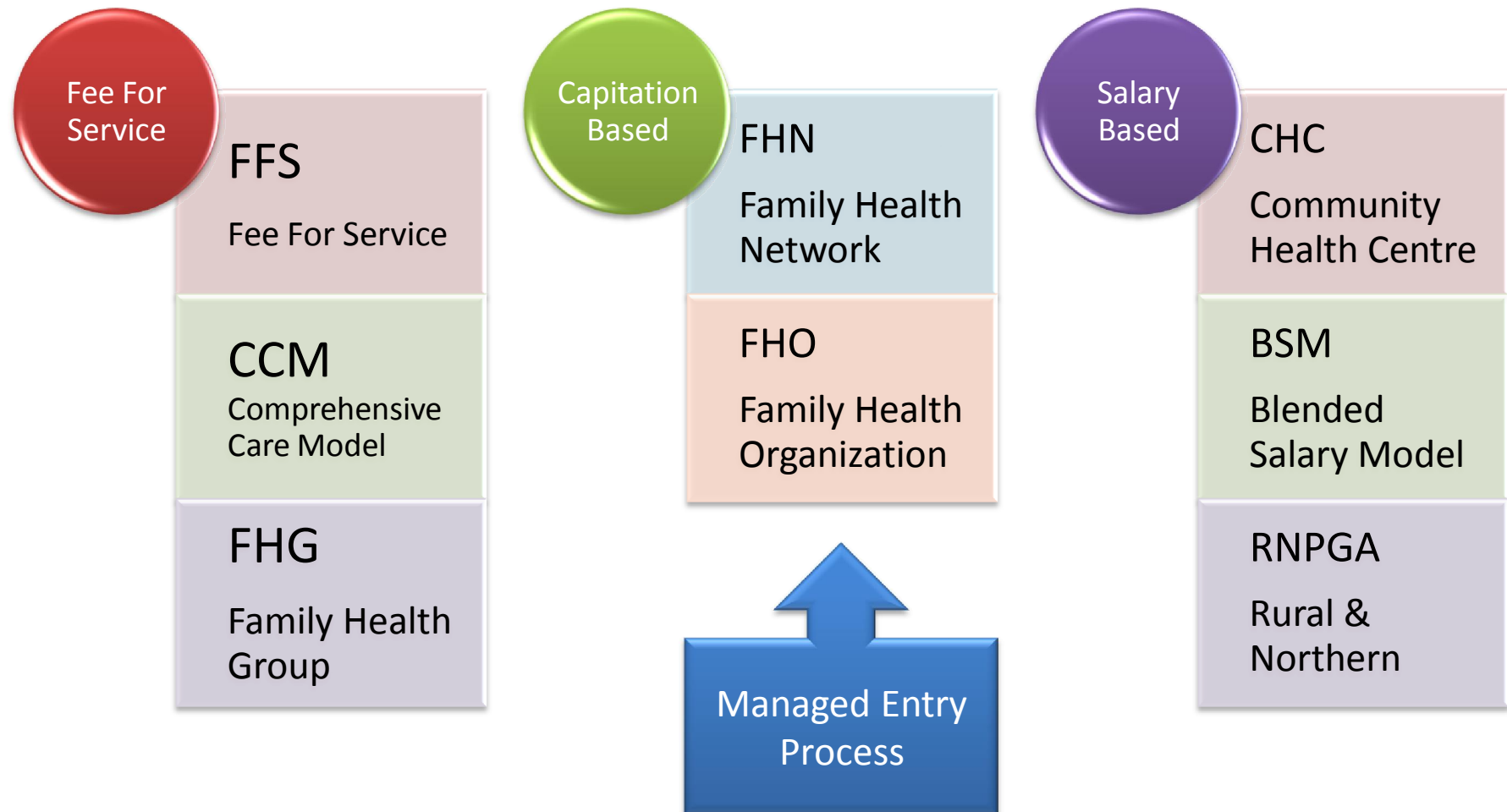
Ontario's primary health care models have been developed and modified in order to assist physicians in moving from solo practice to group based care.



Comprehensive Patient Care:

- Interdisciplinary teams
- Service integration
- Improved patient outcomes
 - " chronic disease Management
 - " health promotion
 - " disease prevention

Primary Care Models



Fee for Service (FFS)



Designed for solo physicians:

- ✓ Bill OHIP for each service or procedure performed
- ✓ Rewards high visit rate
- ✓ No income if sick/off
- ✓ No commitment to roster patients



Comprehensive Care Model (CCM)

Designed for solo physicians:

- ✓ Sign agreement to join
- ✓ No commitment to roster patients
- ✓ Regular hours and after-hours service
- ✓ FFS plus incentives

Family Health Group (FHG)

Designed for groups of physicians:

- ✓ Fee for service compensation (FFS)
- ✓ group of 3 or more
- ✓ Incentives/bonuses
- ✓ Patient enrolment strongly encouraged
- ✓ After Hours Service – dependent on size of group.



Community Health Centre (CHC)

Inter-disciplinary Group of Providers:

- ✓ Physicians are salaried, urban or rural rates
- ✓ Physicians are employees of the CHC
- ✓ Work as part of an inter-professional team
- ✓ CHCs often provide services to specific populations (low-income, high risk, complex, culturally-sensitive, LGBTQ+)
- ✓ Provide other programs and services to support patients (dental, nutrition, literacy)
- ✓ CHC's emphasize holistic approach

Model of Health and Wellbeing



Family Health Network (FHN)

Physician paid blended capitation/blended salary/complement base remuneration

- ✓ Physician group of 3 or more
- ✓ Incentives/bonuses/premiums
- ✓ Must roster patients

54 codes – lower base rate

Base Rate based on sex and age of patient

PLUS bill OHIP for each service or procedure performed but only paid “Shadow Billing” fee of 15%.



Family Health Organization (FHO)

Physician paid blended capitation/blended salary/complement based base remuneration

- ✓ Physician group of 3 or more
- ✓ Incentives/bonuses/premiums
- ✓ Must roster patients

158 codes – higher base rate

Base Rate based on sex and age of patient

PLUS bill OHIP for each service or procedure performed but only paid “Shadow Billing” fee of 15%

Capitation: Roster / Enrol – FHN & FHO



Enrolled Patients

- ✓ Sign a Consent to Release Information form
- ✓ Receive Base Rate per patient
 - + shadow billing
 - + access bonus
 - + other premiums
 - + FFS billings from the Basket of Codes

Non-Enrolled Patients

- ✓ No Base rate or access bonus
- ✓ Receive 100% FFS billing to a ceiling of \$48,500 x number of MD's

After hours / on call commitment for FHO/FHN groups

One 3-hr session in evening/weekend per MD per week up to 5 sessions for groups with a maximum of 9 physicians

Exemption – northern and rural FHN and FHO's who require active hospital privileges of 50% or more docs

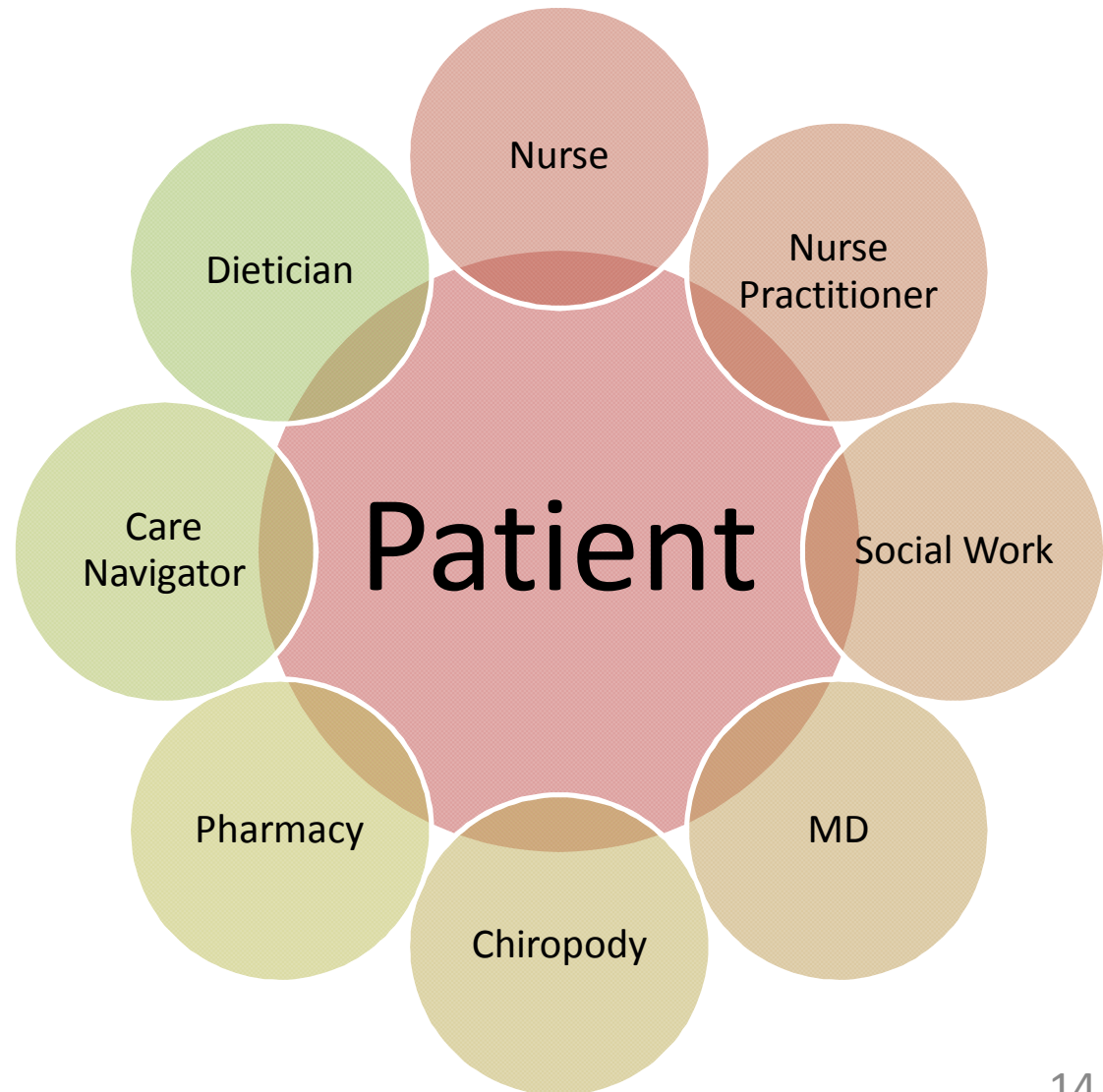
Group can request a waiver from MOHLTC for after hours if >50% provides (exemptions are not automatic):

- ✓ Hospital /In patient, hospital on call, nursing home/LTC including on call, are coroners, palliative care (incl. call) coverage



Family Health Team (FHT)

**Family Health
Teams are models
of care delivery,
NOT physician
funding models**



Family Health Team (FHT)

NOT A FUNDING MODEL FOR PHYSICIANS

- ” FHTs are a model of care delivery
- ” Provide programs and services for patients at no additional cost
- ” Governance
- ” FHN/FHO Groups are associated with FHTs – provide the primary care for patients
- ” 200 capitation models (FHN/FHO) applied and were accepted for FHT funding
- ” Funding:
 - ✓ Inter-professional health providers (IHP) salaries
 - ✓ Clerical Staff, Manager or ED
 - ✓ Operational expenses related to IHP (not MD)

Discussion - Each model has PRO's & CON's



PROS	CONS
① ~~~~~	1) ~~~~~
② ~~~~~	2) ~~~~~
③ ~~~~~	3) ~~~~~

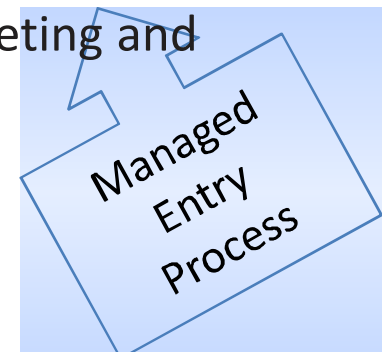
Primary Care Models – A “quick” Summary

Model	# of Physicians	Roster	Providers	Payment	After Hours
FFS	1	n/a	n/a	Billing	Not required.
CCM	1	✓	Physician	FFS + Incentives	✓
FHG	Min 3	✓	Physicians (Nurses, NP)	FFS + Incentives	✓
FHN	Min 3	✓	Physicians (Nurses, NP)	Capitation + FFS Billings, Bonus	✓
FHO	Min 3	✓	Physicians (Nurses, NP)	Capitation + FFS Billings, Bonus	✓
CHC	Based on \$ from LHIN	✓	Interdisciplinary Team	Salary + Incentives	✓
BSM	Community- Sponsored FHT \$	✓	Physicians Interdisciplinary Team	Salary + incentives	✓
RNPGA		✓ All Community	Physicians Nurses	Base + incentives	Reg. Office, On-Call, ED

Managed Entry into FHN/FHOs

June 1, 2015: New process for entry into Patient Enrollment Models (FHNs/FHOs) effective

- “ 20 Physician spots available/month for new registrations in FHN/FHO groups
- “ Entry into FHNs/FHOs as an additional member of the group or the creation of new groups is only permitted in **High Needs Community** list (www.health.gov.on.ca/en/pro/programs/highneed/)
- “ Income Stabilization program only available to physicians joining groups on High Needs Community list
- “ High Needs Community list is updated periodically throughout the year and includes communities across the province. Not restricted to rural & remote
- “ List is developed and updated by the MOHLTC and includes local priority communities as identified by Local Health Integration Networks (LHINs) in consultation with stakeholders, including HealthForceOntario Marketing and Recruitment Agency (HFOMRA) Regional Advisors



Vacancy / Replacement Entry into FHN/FHOs

June 1, 2015: New process for entry into Patient Enrollment Models (FHNs/FHOs) effective

- “ Unlimited physician spots available per month for vacancy replacement
- “ Possible to join a FHO/FHN group in any area if you are replacing a physician who has left the group due to retirement or relocation
- “ FHN/FHO groups can fill any vacancies in their complement as determined by their March 31, 2012 level or the highest complement level after March 31, 2012
- “ In some circumstances the Ministry may consider a 2:1 replacement if the physician being replaced has a large practice. To be determined on a case-by-case basis

New Graduate Entry Program (NGEP)

October 2015: MOHLTC introduces New Graduate Entry Program (NGEP)

Optional pathway to registrations in FHN/FHO groups in communities not on the High Needs list

- “ Minimum three years salary (FTE rate = Yr 1: \$162,000, Yr 2: \$178,000, Yr 3: \$207,000)
- “ Meet or exceed performance targets in terms of Access, Preventative Care, Patient Experience and Patient Enrollment to enter FHN/FHO
- “ Patient enrollment targets (FTE = Yr 1: 825, Yr 2: 1000, Yr 3: 1200)
- “ In year one, no additional OHIP billing beyond NGEP pay is permitted
- “ Program includes mentor component to support new physicians in transition into practice

The Locum Experience



Benefits of providing locum coverage:

- ✓ Diverse clinical experiences in different locations and an opportunity to pay off student debt
- ✓ Opportunity to explore new ways of practicing
- ✓ Could take a working vacation with the family or gain experience in various settings or build skills
- ✓ A way to transition into full-time practice

Opportunities:

- ✓ May be as short-term (day or # of hours) or long-term (6 months + for parental leave)
- ✓ Available in all areas across the province
- ✓ Available for any practice specialty

Locum Placements

Requirements for physicians doing locums:

- ✓ CPSO Independent Practice License
- ✓ OHIP Billing Number
- ✓ CMPA Insurance
- ✓ Hospital Privileges (depending on location)

Additional information that may be requested:

- ✓ CV
- ✓ References (typically 3)
- ✓ CCFP or RCPSC certification

Ensure you sign a locum contract.

Rural Family Medicine Locum Program (RFMLP)

Opportunity to explore communities and practices in eligible communities across the province.

Vacant shifts posted online – HFOJobs.ca

Eligibility: Locum Physician Requirements

- Valid independent CPSO license
- Active OHIP billing number
- Member of Canadian Medical Protective Association (CMPA)
- Valid ACLS and ATLS certification

Eligibility: Rural Physician

- Practice in a community with a RIO of 75 or over; or a RIO between 40 and 74 and with either 7 or fewer GP/FPs; or
- Signatory to a Rural Northern Physician Group Agreement (RNPGA)
- Must practice general/family medicine full-time in eligible community
- Must confirm eligibility with HealthForceOntario Marketing and Recruitment Agency (HFO MRA)

Transition into Practice Services



Preparing to Practice

Be Positive, Professional & Prepared

- “ **Network:** Talk to currently practicing physicians, senior residents, connections from med school & residency, recent graduates .
 - “ Share your interests & ask for advice.
 - “ Approach each opportunity with the desire to learn and contribute in a positive way.
 - “ Make a good impression.
 - “ Attend conferences & job fairs.

- “ **Get involved:** Leadership, committees, research, events.

- “ **Consider various settings and locations:** Electives or Locums.

- “ **Embrace the [CanMEDS Framework](#)** : Be a team player.

- “ **Create a job search plan:** Work with the [HFO MRA Regional Advisor](#) and search for jobs using [HFOJobs.ca](#)

HFOJobs Website: www.HFOJobs.ca

- Comprehensive job search portal
- Free for all users
- Search by specialty or community
- Create Job Alerts
- Bookmark favourite communities
- Apply for positions directly
- Currently over 1,000 physician postings

Refine Search Results:

Psychiatry ▼

Subspecialty ▼

Practice Type ▼

Location ▼

Distance ▼

Job Type ▼

Bilingual or francophone ☐

Supervision ☐

Teaching Opportunity ☐

Research Opportunity ☐

Reset

Create Your Job Alert

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☒ Create Job Alert



Newest First | [Oldest First](#)

76 jobs found

[Psychiatrist - Program for Traumatic Stress Recovery](#)

Homewood Health Centre - [Guelph](#) - Locum

Posted: June 25, 2015

[Psychiatrist - Eating Disorders Program](#)

Homewood Health Centre - [Guelph](#) - Locum

Posted: June 25, 2015

[NEW MODERN FAMILY PRACTICE OFFICE LOOKING FOR SPECIALISTS](#)

Westside Doctors - [Toronto](#) - Part Time

Posted: June 19, 2015

[Child and Adolescent Psychiatry](#)

Royal Victoria Regional Health Centre - [Barrie](#) - Full Time

Posted: June 15, 2015

[Psychiatrist](#)

Danforth Medical Centre - [Scarborough](#) - Part Time

Posted: June 12, 2015

[Psychiatrist \(Geriatric Permanent Full Time\)](#)

Waypoint Centre for Mental Health Care - [Penetanguishene](#) - Full Time

Posted: June 9, 2015

[Psychiatrist - Mood & Anxiety Division](#)

Centre for Addiction and Mental Health - [Toronto](#) - Full Time

Posted: June 9, 2015



Questions



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Key Links

[HFOJobs](#)

[Transition into Practice Service \(TiPS\) – Modules](#)

[Rural Family Medicine Locum Program](#)

[College of Physicians and Surgeons of Ontario \(CPSO\)](#)

[CPSO Practice Guide](#)

[The Canadian Medical Protective Association \(CMPA\)](#)

[CMA Practice Management Modules](#)

[New in Practice Guide](#)

[Resident Timeline Tool](#)

[OMA Practice Management Resources](#)

[OMA – Physician Health Program](#)

MOHLTC

[On-line Resource Manual for Physicians \(OHIP Billing #, Claims Process\)](#)

[Schedule of Benefits – Physician Services Under the Health Insurance Act](#)

[Medical Liability Protection \(MLP\) Reimbursement Program](#)

[Northern Rural Recruitment & Retention Initiative](#)



Key Links (Cont.'d)

[Professional Association of Residents of Ontario \(PARO\)](#)
[Career Counseling Handbook](#)

Resident Loan Interest Relieve Program

[Application \(Eng\)](#)

[Application \(FR\)](#)

Questions: rlirp@ontario.ca or 1-877-957-5747

Return of Service for IMG (Eligible Areas)

www.healthforceontario.ca/rosmap-en

www.healthforceontario.ca/rosmap-fr

Questions: teresa.cheung@ontario.ca or 416-327-8339

[Institute for Clinical Evaluative Sciences \(ICES\)](#)

[Local Health Integration Networks \(LHINs\)](#)

[Ontario Physician Human Resource Data Centre](#)

[OntarioMD](#)

[Health Quality Ontario](#)