

MINISTRY OF HEALTH AND LONG-TERM CARE
Primary Health Care Team

FACT SHEET

To: Family Health Teams

Title: Income Stabilization for Blended Salary Model Physicians

Date: June 7, 2007

Eligible Family Health Teams:

- Community-Sponsored Family Health Teams
 - Mixed-Governance Family Health Teams
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This fact sheet provides information on the income stabilization program for the Family Health Team Blended Salary Model, including its purpose, eligibility provisions, and application of payment.

Purpose

Income stabilization supports eligible full-time and part-time physicians as they develop patient rosters in a Family Health Team. Income Stabilization funding is available for a period of up to 12 months, at which time the physician is required to transition to the Blended Salary Model.

Eligibility

Income stabilization is available to physicians who wish to join the Blended Salary Model in exchange for service and a commitment to enroll patients within the Family Health Team.

The following physicians are eligible for income stabilization funding:

1. New graduates¹
2. Physicians without an Ontario fee-for-service billing history; or those participating in a non fee-for-service compensation model
3. Physicians with a minimum of 12-months of Ontario fee-for-service billing history

Please note, at the present time, physicians who are signatory to a primary care model with a current roster of enrolled patients are not eligible for income stabilization. However, if the physician relocates his/her roster to the Family Health Team, these physicians would be eligible to commence the Blended Salary Model and receive all the benefits of the model or may choose to continue to develop their roster as outlined in the *Family Health Team Blended Salary Model for Physicians Fact Sheet*.

¹ The phrase "new graduate" pertains to a physician who graduated no more than three years prior to the date that he/she signed the CS Family Health Team Template Agreement.

Payment and Enrolment

New graduates and physicians without an Ontario fee-for-service billing history are eligible for a guaranteed first year annual baseline income of \$155,000 inclusive of benefits.

Those with an Ontario fee-for-service billing history or who are participating in an alternate general practice payment model will be eligible for an income stabilization annual income between \$130,793.71 to a maximum of \$165,799.30 excluding benefits. Determination of income stabilization payment is calculated at 65% of the previous 12 consecutive months' of the physician's solo and group billings.

For physicians within an alternate payment model, an amount will be determined based on the range above. This payment excludes overhead as Family Health Teams will submit requests for physician overhead through their business and operational plans.

Physicians participating in the income stabilization program will also have the ability to bill the Ontario Health Insurance Plan [OHIP] for some services. Conditional on the physician(s) fulfilling their required hours of service to the team, there will be no limit on fee-for-service billings for services provided to non-enrolled patients at premises outside the Family Health Team.

Outside services refers to services provided to non-enrolled patients in locations other than Family Health Team premises, or utilizing any of the support staff or services of the Family Health Team.

Physicians may bill OHIP for services specific to emergency room unscheduled visits and obstetrical deliveries, and receive 100% of the fee-for-service value for their enrolled and non-enrolled patients. Applicable codes include:

K990, K991, K992, K993, K994, K995, K996, K997, H055, H065, H101, H102, H103, H104, H105, H112, H113, H121, H122, H123, H124, H131, H132, H133, H134, H151, H152, H153, H154, H400, H401, H402, H403, H404, H405, H406, H407, H408 and P006, P020, E502, P018, P041, P042, E500, P038, P009, P010, C989, E411, E414, P028, Z774, P036, P039, P029, P013, P014, P015, P016, E100, G224², Z776, Z734, P030, P022, P023, Z775, P031, P034, Z777, E409 and E410 for billable suffixes A, B and C.

(Note: fee codes billed in association with the above 'K' codes are considered eligible fee codes for fee-for-service billing).

Physicians are ineligible to submit claims to OHIP for services provided to patients within the Family Health Team.

For auditing purposes, physicians receiving income stabilization payments are required to save a record of shadow-billable services provided within their Family Health Team. The Ministry is currently developing claims and payment system capability to enable Blended Salary Model physicians receiving income stabilization to shadow-bill all services at the Family Health Team and will advise physicians when this forthcoming requirement has been implemented.

During the income stabilization period, physicians will retain all *Patient Enrolment and Consent to Release Personal Health Information* forms. The physician must notify the Ministry 60 days prior to their

² G224 needs to be billed in conjunction with one of the following obstetrical fee codes in order to be eligible for FFS billing: P006, E414, P009, P020, P022, P023, P028 and P030.

intent to commence the Blended Salary Model, and will be required to submit all *Patient Enrolment and Consent* forms for processing at this time.

Once a physician has officially commenced the Blended Salary Model they will be eligible to receive all the benefits under the Blended Salary Model including the Per Patient Rostering Fee (Q200), the New Patient Fee (Q013), the New Graduate-New Patient Fee (Q033) and the Unattached Patient Fee (Q023).

Income stabilization payments are flowed directly to the Family Health Team which will compensate the physician for services provided. Physicians are expected to use reasonable efforts to enroll the target roster size that reflects their FTE status during the income stabilization period.

For full-time physicians (1.0 FTE) the minimum target roster is 1,300 patients, and this baseline will be used to calculate the proportional target roster for part-time physicians. Upon request from the Ministry, Family Health Teams will supply information concerning enrolment activity of participating physicians during the 12 month income stabilization period.

The following table summarizes the Full-Time Income Stabilization options for Blended Salary Model physicians, outlining payment in relation to benefits and overhead:

Physician Status	Income Stabilization Payment (One year)	Benefits	Overhead
New graduates and Physicians without an Ontario FFS Billing History	\$155,000	Included within payment	Excluded from payment
Physicians with a 12 month Ontario FFS Billing History or participating in a Non-FFS Compensation Model	\$130,793.71 - \$165,799.30 ³	Excluded from payment	Excluded from payment

Part-Time Income Stabilization

Physicians may also choose to be compensated on a part-time basis in the Blended Salary Model Income Stabilization Program, at a minimum service commitment of one day per week to the Family Health Team. The physician's income stabilization payment will be pro-rated based upon their FTE status, and will be proportional to their full-time income stabilization entitlement, using 40 hours as the determinant for full-time. Enrolment targets for part-time physicians will also be proportional to the full-time equivalency requirements.

In addition to the standard terms and conditions noted above, the following will apply to the part-time Blended Salary Model Income Stabilization Program:

- Physicians must actively enrol patients during the income stabilization period.

³ Salary as of April 1, 2006, subject to change based on fee-for-services increases.

- Part-time physicians must communicate to their enrolled patients the days that they are available and that patients may access care from other members of the Family Health Team when necessary.
- The Family Health Team is responsible to ensure that the part-time physician participates in providing the required after hours service coverage, and that another member physician is available to care for the part-time physician's patients when he/she is not available.
- The Family Health Team will be responsible for ensuring all the requirements of the part-time income stabilization program are met, including the physician's required service commitment to the Family Health Team.

The following table has been adapted from the *Part-Time Blended Salary Model Fact Sheet* to illustrate the Part-Time Income Stabilization option in relation to suggested hours of service and target roster size:

FTE	Suggested Hours of Service per Week to the FHT	Target Roster Size
1.0	40	1,300
0.90	36	1,170
0.80	32	1,040
0.70	28	910
0.60	24	780
0.50	20	650
0.40	16	520
0.30	12	390
0.20	8	260

The Income Stabilization Undertaking and Acknowledgement pursuant to the terms of the Community Sponsored Family Health Team Template Agreement is currently in the process of being amended to reflect these additions.

Next Steps

If you are a family physician either setting up or contemplating practice in an eligible Family Health Team and require more information on the Income Stabilization Program for Blended Salary Model physicians you are encouraged to **contact the Ministry at 1-866-766-0266** for more information.