

# Family Medicine Compensation and Practice Models in Ontario

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## Compensation Models

Compensation	Applies To:	Joining the Model
<p><b>Fee for Service</b></p> <p><i>Income through fee for service billings</i></p>	<p><b>Fee for Service (FFS)</b></p>	<ul style="list-style-type: none"> <li>• Billing method used for physicians not in a patient enrollment or salary model</li> </ul>
<p><b>Enhanced Fee for Service</b></p> <p><i>Majority of income through fee for service billings</i></p> <p>Incentives, premiums and bonuses, chronic disease management and preventive care are paid for eligible services to enrolled patients.</p> <p>Additionally, physicians receive monthly comprehensive care capitation payments for all enrolled patients.</p>	<p><b>Comprehensive Care Model (CCM)</b></p>	<ul style="list-style-type: none"> <li>• Model for solo physicians</li> <li>• No restrictions</li> </ul>
	<p><b>Family Health Groups (FHG)</b></p>	<ul style="list-style-type: none"> <li>• Model for at least 3 physicians</li> <li>• No restrictions to join or start a FHG</li> </ul>
<p><b>Blended Capitation Model</b></p> <p><i>Majority of income through capitation fees</i></p> <p>Capitation based on a defined basket of primary care services provided to enrolled patients based on age/sex of each patient. Fee-for-service paid for other services. Additionally, physicians receive monthly comprehensive care capitation payments for all enrolled patients. Bonuses, premiums and special payments are paid for services such as chronic disease management, preventative care, prenatal care and home visits for enrolled patients, and for hospital visits, obstetrical care and palliative care for all patients.</p>	<p><b>Family Health Network (FHN)</b></p>	<ul style="list-style-type: none"> <li>• Model for at least 3 physicians</li> <li>• May replace a retiring or leaving physician anywhere in province</li> <li>• May start or add to existing models in areas of High Physician Need only</li> <li>• See "Joining a FHN or FHO" below for more details.</li> </ul>
	<p><b>Family Health Organization (FHO)</b></p>	

For more information, contact the ministry at 416-325-3575 or toll-free at 1-866-766-0266.

## Compensation Models

Compensation	Applies To:	Joining the Model
<p><b>Complement-based base remuneration plus bonuses and incentives</b></p> <p><i>Majority of income through base rate payments</i></p> <p>A base payment for a full-time equivalent "complement" in a given community/geographic area in addition to overhead payments, locum coverage, premiums and bonuses.</p>	<p><b>Rural-Northern Physician Group Agreement (RNPGA)</b></p> <p>Group 1: formerly Northern Group Funding Plans</p> <p>Group 2: formerly Community Sponsored Contracts</p>	<ul style="list-style-type: none"> <li>Join an existing approved group in one of the Northern Communities</li> </ul>
<p><b>Blended salary model (BSM)</b></p> <p><i>Majority of income from salary</i></p> <p>Physicians are salaried employees of Community or Mixed Governance Family Health Teams: salary based on number of enrolled patients, plus benefits, bonuses.</p>	<p><b>Community-Sponsored Family Health Teams (FHT)</b></p>	<ul style="list-style-type: none"> <li>Must be employed by one of the Community-Sponsored FHTs in Ontario</li> </ul>
<p><b>Salaried model</b></p> <p><i>All income from salary</i></p> <p>Salary, pension and benefits are included for full-time physicians.</p>	<p><b>Community Health Centres (CHC)</b></p>	<ul style="list-style-type: none"> <li>Must be employed by one of the CHCs in Ontario</li> </ul>

## Practice Models

Practice Model	Associated Billing Model	Description	How to Join
Family Health Team (FHT)	FHN/FHO	Physician groups affiliated with interprofessional teams funded by the MOHLTC	<ul style="list-style-type: none"> <li>Join a group (FHN/FHO) affiliated with a FHT</li> </ul>
	BSM	MOHLTC-funded interprofessional teams providing primary health care and governed by community members	<ul style="list-style-type: none"> <li>Apply for a position at a community-sponsored FHT</li> </ul>
Community Health Centre (CHC)	Salary	Primary care services alongside health promotion and community development programs for communities and individuals with complex needs	<ul style="list-style-type: none"> <li>Apply for a position at a CHC</li> </ul>
Independent Practice	FFS/CCM/FHG/FHO/FHN	Family practice in a solo or group practice with no associated interprofessional team	<ul style="list-style-type: none"> <li>Start your own practice or join an existing practice</li> </ul>
Walk in Clinic	FFS	Episodic care for patients	<ul style="list-style-type: none"> <li>Apply to an existing clinic or start a practice</li> </ul>
Rural-Northern Physician Group Agreement (RNPGA)	RNPGA	Comprehensive care for a community in Northern Ontario	<ul style="list-style-type: none"> <li>Apply for an opening in an RNPGA community practice</li> </ul>

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## Joining a FHN or FHO

The Ministry of Health and Long-Term Care has guidelines regarding joining a FHN or a FHO.

There are three main ways to join one of these groups:

- Practise in an area of high physician need;
- Replace an existing physician in a non high-need area; or
- Participate in the New Graduate Entry Program. These three options are described below.

### **Practise in an area of high physician need**

The easiest way to join a FHN or FHO is to practise in an area of high need. The [Areas of High Physician Need list](#) is available on the MOHLTC website and is based on rurality, physician-to-population ratios, and input from the Local Health Integration Networks (LHINs). In a process referred to as Managed Entry, up to 20 new physicians per month may join a FHN or FHO on this list, and are also eligible to participate in the ministry's [Income Stabilization program](#).

For a list of all physician groups in Ontario, including those located in areas eligible to participate in physician managed entry, [click here](#).

Physicians who are interested in forming a new FHN or FHO in an eligible area should also visit the ministry's [Areas of High Physician Need page](#) for contact information.

### **Become a replacement physician at an existing FHN or FHO**

By replacing a FHN or FHO physician in a non-high-need area, a new physician can assume another physician's practice without going through the managed entry process. A common example of a physician joining a FHN or FHO as a replacement physician is a new family physician graduate taking over the practice of a retiring physician.

### **Participate in the New Graduate Entry Program (NGEP) in a non-high-need area**

The MOHLTC also offers the New Graduate Entry Program (NGEP) to new family medicine graduate physicians who wish to join a FHN or FHO that is not located in an identified area of high physician need.

Eligible physicians who accept the terms of the NGEP are compensated at a graduated annual fixed rate of payment for a minimum of three years upon commencement with the FHN/FHO group.

For more information, contact the ministry at 416-325-3575 or toll-free at 1-866-766-0266.