

# OMA Practice Supports & Northern Incentives

Presentation to *Get Ready to  
Go and Make a Difference Job  
Fair*

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May 26, 2021

# Who is the OMA?

## 45,600 Members

- Physicians
- Residents
- Medical Students



# Practice & Professional Support



- Managing your Practice
- OHIP Billing
- Health Policies
- Learning and Development
- Physician Wellness

# OMA Resources



- Best Practice Resources
- Seminars/Webinars
- Online Learning:  
*Education Network at*  
*[learn.oma.org](https://learn.oma.org)*
- Media and Advocacy Training

# OMA Physician Health Program



- Information, advice and referrals
- Confidential
- Assessment services
- Monitoring & case management
- Health promotion

# Member Advantages



- Legal Affairs and Incorporation
- OMA Insurance
- *Advantages*, perks and discounts

# Incentives & Programs

# Programs Backgrounder

## Northern/Rural/Underserviced Initiatives

- Northern Physician Retention Initiative
- Return of Service Programs
  - International Medical Graduates
  - Physician Repatriation
  - Physician Re-entry
  - Resident Loan Interest Relief Program
- Northern Rural Recruitment and Retention Initiative
- Rural Medicine Investment Program
- Visiting Specialist Program


## Ontario Physician Locum Program

- Rural Family Medicine Locum Program
- Northern Specialist Locum Programs
- Emergency Department Locum Program

## All Ontario and Specialty Specific Programs

- Clerkship Travel Program
- Pregnancy and Parental Leave Benefit Program
- Hospital On-Call Coverage
- Hospital Pediatric Stabilization Program
- Mental Health Programs
  - Sessionals
  - Stipends
  - Ontario Psychiatric Outreach Program





# Northern / Rural / Underserviced Area Initiatives

# Northern Physician Retention Initiative

- \$7,267.46 retention incentive paid at the end of each fiscal year in which a physician continues to practice full-time in northern Ontario
- Available to eligible general/family practitioners and specialists
- Northern Ontario is defined as the Districts of Algoma, Cochrane, Kenora, Manitoulin, Nipissing, Parry Sound, Muskoka, Rainy River, Sudbury, Thunder Bay and Timiskaming.

# Return of Service Programs

These programs are part of Ontario's strategy to help ensure a stable physician supply; improve retention; and enhance physician distribution

- International Medical Graduates (IMGs) – 5 years ROS
- Physician Repatriation – 5 years ROS
- Physician Re-entry – 2 years ROS
- Resident Loan Interest Relief Program (RLIRP) – 5 years ROS

# Northern and Rural Recruitment and Retention Initiative (NRRRI)

- Initiative offers taxable financial incentives to each eligible physician who establishes a full-time practice in an eligible community of the province.
- Grants based on a progressive or sliding scale. The higher the community RIO score, the higher the value of the available grant.
- The grants range between \$80,000 and \$117,600 paid over a four-year period.
- Physicians are entitled to receive only one Initiative grant per career.

# Rural Medicine Investment Program (RMIP)

- The goal of the program was to address fee relativity within rural medicine. It is available to both GPs and specialists.
- The funding for the RMIP is a fixed amount (~\$4.5M per FY) divided by the number of physicians
- **GP/FP Payment Model**
  - GPs/FPs funded based upon the following variables:  
$$GP_{incentive} = (TIER_{base}) \times (PRACTICE_{breadth}) / (PRACTICE_{mean})$$
- **Specialists**
  - Remunerated based upon their RIO score only

# Visiting Specialist Program

- Funds physician specialists to provide medical specialist services on an outreach basis in smaller and remote Northern Ontario communities where the population base does not warrant a full-time specialist or where the recruitment has proved to be difficult.
- Provides 1 to 3 day clinics in a community that is more than 40 kilometres from the nearest health care professional in that specialty. Includes:
  - Sessional Rate
  - Travel Sessional
  - Honorarium

# Ontario Physician Locum Programs

- Rural Family Medicine Locum Program
- Northern Specialist Locum Program
- Emergency Department Locum Program

# Rural Family Medicine Locum Program

- Primary medical care in eligible communities in Ontario by providing temporary, short-term replacement coverage for practicing rural family physicians. The program serves rural physicians and locum physicians.
- Available to physicians working full time (providing 50% primary care services)
- The number of days of locum coverage a rural physician is entitled to vary according to his/her payment model
  - Daily stipends range from \$600 to \$800 depending on practice model
  - Rurality premium of up to \$100 per day for communities with RIO >60.
  - Travel stipend also available (max for round trip)



# Northern Specialist Locum Programs

- Provides replacement and vacancy specialist locum coverage to designated northern Ontario communities.
- NSLP consists of two programs:
  - Urgent Locum Tenens Program for Specialists
  - Respite Locum Tenens Program for Specialists
- The key factor differentiating between the two programs is community eligibility based on specialist complement, vacancies and active recruitment.
- Locum physicians may apply to participate in one of or both Programs – Eligibility is the same.

# Emergency Department Locum Program

- Provides urgent ED locum coverage as an interim measure of last resort to designated hospitals that are facing significant challenges covering ED shifts.
- Provides \$3000/month or about \$150/hr (generally for 60 hrs over 3-month period over and above regular hospital hours)
- Hourly travel reimbursement ~\$300 every 2 hours
- Program Cost \$4.9M



# All Ontario and Specialty Specific

# Clerkship Travel Program

- \$1,500 in travel and accommodation expense reimbursement for Ontario medical students in the final two years of their program
  - Up to one rotation per academic year at an AHSC in Ontario that is 100 kilometres or further from the clerk's home medical school.
  - The goal of the Clerkship Travel Program is to:
    - Improve distribution of physicians across Ontario by allowing exposure to a variety of practice settings;
    - Enhance the mix of specialties in communities by allowing clinical clerks to explore career choices outside of their local area;
    - Continue to promote Ontario as a preferred location for post-graduate education.
  - Program Cost ~\$9M
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# Pregnancy and Parental Leave Benefit Program

- Parental leave up to 8 weeks.
- Pregnancy leave up to 9 consecutive weeks. Birth mothers can take both pregnancy and parental leave for a total of 17 weeks.
- Benefit amount of up to \$1,000 a week.
- Average benefit of \$12,500
- Program Cost \$9.9M

# Mental Health Programs

- Mental Health Sessionals
- Mental Health Stipends
- Ontario Psychiatric Outreach Program

# Mental Health Sessionals

- Provided by the Ministry since the early 1960s
- Accommodates a variety of “indirect” psychiatric services.
- Provided by psychiatrists and general practitioners in the general hospital system, community mental health Centres, and addictions programs.
- A form of time-based compensation.
- Sessional Rates (3-4 hour period)

# Mental Health Stipends

- Established as an enhancement of remuneration to psychiatrists providing services in designated psychiatric facilities providing inpatient services (Schedule 1) and to attract psychiatrists to undertake hospital-based work.
- Stipend A: Established October 2005.
  - Allocated to Schedule 1 hospitals.
  - Priority given to those hospitals without existing mental health sessional funding or those that were comparably under funded.
  - Allocation determined by setting a minimum funding level per psychiatric bed (based on acute, children, and crisis beds).
- Stipend B: Established July 2006. Four types:
  1. Annual Minimum Funding Per Child Mental Health Bed, Acute Adult or Crisis Unit Mental Health Bed
  2. Mental Health Department Administrative Base Allocations - based on size of mental health department.
  3. Psychiatric Stabilization - Per Psychiatrist per year to a maximum of 8 Psychiatrists.
  4. Funding to Support Specialty Mental Health Clinics – per year/clinic type to a maximum of 5 clinics



# Ontario Psychiatric Outreach Program

- Network of academics and practitioners in the psychiatric field, sharing expertise and resources to deliver clinical services and education to Ontario's rural, remote and under-serviced areas contributing to their well-being. Includes:
  - Sessional Rate
  - Travel Sessional
  - Honorarium

# Hospital Pediatric Stabilization Program

- In recognition of the need to recruit and retain paediatricians who provide in-patient care at hospitals with Departments of Pediatrics.
- Base payment for the Hospital Pediatric stabilization program per month to a max of 7 physicians
- Program has both hospital eligibility criteria, as well as physician eligibility criteria

# Hospital On Call Coverage (HOCC)

- Provides funding for hospital on-call coverage to offset coverage expenditures previously borne by hospital operating budgets.
- Currently ~10, 500 physicians participating at 170 hospitals.
- Additions since inception:
  - Palliative On-Call Program
  - Increased funding to Long-Term Care On-Call Stipend
  - Level III HOCC funding for Infection Diseases
  - Stipends for Burns and Telestroke services
  - Stipends for Sexual Assault Clinics

# Relevant Links

Ontario Medical Association:

<https://www.oma.org/member/practice-professional-support/>

Ministry of Health:

<https://www.health.gov.on.ca/en/pro/programs/northernhealth/programs.aspx>

Health Force Ontario:

[https://www.healthforceontario.ca/en/Home/All\\_Programs](https://www.healthforceontario.ca/en/Home/All_Programs)

# Thank you.

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