

Family Medicine Compensation and Practice Models in Ontario

Compensation Models

| Compensation Model | Applies To | Joining the Model |
|--|--|---|
| <p>Fee for Service <i>Income through fee for service billings</i></p> | Fee for Service (FFS) | Billing method used for physicians not in a patient enrollment or salary model |
| <p>Enhanced Fee for Service <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> | Comprehensive Care Model (CCM) | Model for solo physicians No restrictions |
| | Family Health Groups (FHG) | Model for at least 3 physicians No restrictions to join or start a FHG |
| <p>Blended Capitation Model <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> | Family Health Network (FHN) | Model for at least 3 physicians May replace a retiring or leaving physician anywhere in province May start or add to existing models in areas of High Physician Need only |
| | Family Health Organization (FHO) | See "Joining a FHN or FHO" on p.3 for more details. |
| <p>Complement-based base remuneration plus bonuses and incentives <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> | Rural-Northern Physician Group Agreement (RNPGA) Group 1: formerly Northern Group Funding Plans Group 2: formerly Community Sponsored Contracts | Join an existing approved group in one of the Northern Communities |

Compensation Models (cont'd)

| Compensation Model | Applies To | Joining the Model |
|---|---|---|
| <p>Blended Salary Model (BSM) <i>Majority of income from salary</i> Physicians are salaried employees of Community or Mixed Governance Family Health Teams: salary based on number of enrolled patients, plus benefits, bonuses.</p> | <p>Community-Sponsored Family Health Teams (FHT)</p> | <p>Must be employed by one of the Community-Sponsored FHTs in Ontario</p> |
| <p>Salaried model <i>All income from salary</i> Salary, pension and benefits are included for full-time physicians.</p> | <p>Community Health Centres (CHC)</p> | <p>Must be employed by one of the CHCs in Ontario</p> |

Practice Models

| Practice Model | Associated Compensation Model | Description | How to Join |
|---|-------------------------------|--|--|
| Family Health Team (FHT) | FHN / FHO | Physician groups affiliated with inter-professional teams funded by the MOHLTC | Join a group (FHN/FHO) affiliated with a FHT |
| | BSM | MOHLTC-funded inter-professional teams providing primary health care and governed by community members | Apply for a position at a community-sponsored FHT |
| | RNPGA | Comprehensive care for a community in Northern Ontario | Apply for an opening in a RNPGA community practice |
| Community Health Centre (CHC) | Salary | Primary care services alongside health promotion and community development programs for communities and individuals with complex needs | Apply for a position at a CHC |
| Independent Practice | FFS / CCM / FHG / FHN / FHO | Family practice in a solo or group practice with no associated inter-professional team | Start your own practice or join an existing practice |
| Walk-in Clinic | FFS | Episodic care for patients | Apply to an existing clinic or start a practice |
| Rural-Northern Physician Group Agreement (RNPGA) | RNPGA | Comprehensive care for a community in Northern Ontario | Apply for an opening in a RNPGA community practice |

Joining a Family Health Network (FHN) or Family Health Organization (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:

1. 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](#).

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.

2. Become a replacement physician at an existing FHN or FHO in a non-high-need area

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.

3. 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, please contact the Ministry of Health and Long-Term Care (MOHLTC):

Email: PrimaryCareInquiries@ontario.ca

Telephone: 416-325-3575

Toll-Free: 1-866-766-0266

Learn more about [Primary Care Payment Models in Ontario](#).

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