FEB 25 2013

MEMORANDUM TO:

Chairs, Boards of Health
Medical Officers of Health
Associate Medical Officers of Health
Chief Executive Officers
Business Administrators

RE:

2012 Physician Services Agreement
2012/13 MOH/AMOH Compensation Initiative

I am writing to inform you about the continuation of the Medical Officer of Health (MOH)/Associate Medical Officer of Health (AMOH) Compensation Initiative under the 2012 Physician Services Agreement ["2012 Agreement"] between the province and the Ontario Medical Association (OMA).

As you know, a side letter to the previous 2008 Agreement directed that a salary grid and funding be established to “top-up” MOH and AMOH salaries to levels provided in the side letter effective from April 1, 2009 to March 31, 2012. As a result, MOH and AMOH physicians funded under the 2008 Agreement are currently receiving 100% additional funding for salaries and associated benefits via their boards of health based on levels established effective September 1, 2011. Effective with the 2012 Agreement, there will be changes to the MOH/AMOH salary grid and the “top-up” funding available under the MOH/AMOH Compensation Initiative.

The current 75%/25% cost shared arrangement between the province and boards of health will continue, with the Ministry of Health and Long-Term Care ("the ministry") paying 75% of MOH/AMOH base salaries and benefits as part of the grants that support mandatory public health programs and services under the Health Protection and Promotion Act (HPPA). This means that individual MOH/AMOH base salaries and benefits funded from board of health mandatory program base budgets are not affected due to the ratification of the 2012 Agreement.

Please note that, while the effective date of the 2012 Agreement begins October 1, 2012, “top-up” funding for new hires and other MOHs and AMOHs eligible to move up the salary grid will be considered retroactive to April 1, 2012. For those MOHs and AMOHs eligible to receive a “top-up” at any time between April 1, 2012 and December 31, 2012, funding will be based on the salary grid levels established effective September 1, 2011.

A 2.59% decrease will be applied to the MOH/AMOH salary grid and associated benefits, effective January 1, 2013 as per Appendix C of the 2012 Agreement.

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Please note that effective April 1, 2013, the “payment discount of 0.5%” will be applied as per sections 1.1 and 1.2 of the 2012 Physician Services Agreement. Similarly, potential savings as per section 1.4 of the 2012 Agreement will be applied to the amount of the payment discount effective October 1, 2013 if applicable. Further information regarding the application of the discount and potential savings will be provided in the Guidelines for Funding Year April 1, 2013 to March 31, 2014.

The additional funding through this initiative will assist boards of health in recruiting and retaining MOHs and AMOHs and will continue to be subject to the Public Health Accountability Agreements. Boards of health will add the additional funding to the eligible physician’s board of health annual base salary and benefits. This will enable the regular process of MOH/AMOH salaries and benefits to be managed by the employer, with any additional costs identified through the application of the salary grid (and incremental benefits) to be borne by the ministry.

All boards of health that wish to continue to receive funding or to be considered for funding under the 2012 Agreement must, with the consent of the eligible physician(s), complete and sign the 2012-13 Board of Health Application and Consent Form for Medical Officer of Health and Associate Medical Officer of Health Compensation (attached) and submit it to the ministry by March 4, 2013.

Similarly all eligible physicians that wish to continue to receive funding or be considered for funding under the 2012 Agreement, must complete and sign the 2012-13 Physician Application and Consent Form for Medical Officer of Health and Associate Medical Officer of Health Compensation (attached) and submit it separately to the ministry by March 4, 2013.

Once the ministry receives both Forms, it will review the Forms to determine eligibility and calculate the proposed amount of additional funding to be allocated to each eligible physician in accordance with the salary grid and the Guidelines for the Allocation of Additional Compensation for Medical Officers of Health and Associate Medical Officers of Health for Funding Years April 1, 2012 to March 31, 2013 (attached). These guidelines describe the principles for determining additional MOH/AMOH compensation under this initiative.

The Technical Working Group, formed with representatives from the ministry and the Public Health Physician Section of the OMA, will review allocation decisions and work through any issues related to unique situations on a case by case basis.

The ministry will then provide the board of health with a letter (copied to the individual physician) that indicates the proposed allocation and outlines the terms and conditions of the funding. The board will be asked to review the proposed allocation and sign-back the letter to the ministry. Upon receipt of the signed letter, the ministry will process the payments accordingly. As noted earlier, the funding for this Initiative will be retroactive to April 1, 2012 and a decrease will be applied to the MOH/AMOH salary grid effective January 1, 2013. Once the funding is reconciled, the “top-up” funding will continue at 2012-13 levels until the next application cycle begins or the physician is no longer eligible to receive these funds.

It is important to note that participation in this Initiative is voluntary; however, to be considered for additional MOH/AMOH compensation boards of health and eligible physicians must complete and submit the required Forms by March 4, 2013 and e-mail the Forms to Sheila Rennie, Public Health Practice Advisor at sheila.rennie@ontario.ca or by fax: 416-314-7078.
If you have any questions about these Forms or this Initiative in general, please refer to the Guidelines for the Allocation of Additional Compensation for Medical Officers of Health and Associate Medical Officers of Health for Funding Years April 1, 2012 to March 31, 2013 and the Frequently Asked Questions (attached) or feel free to contact Sheila Rennie at 416-314-1739 or by e-mail.

Thank you for your attention to this matter.

Yours truly,

Roselle Martino
Executive Director

Attachments:
1. 2012-13 Board of Health Application and Consent Form for Medical Officer of Health and Associate Medical Officer of Health Compensation
2. 2012-13 Physician Application and Consent Form for Medical Officer of Health and Associate Medical Officer of Health Compensation
3. Guidelines for the Allocation of Additional Compensation for Medical Officers of Health and Associate Medical Officers of Health for Funding Years April 1, 2012 to March 31, 2013 (includes Salary Grid)
4. Frequently Asked Questions
5. 2012-14 Supervision Stipend Application Form (Note: Deadline for Supervision Stipend Form is March 4, 2013 for the 2012-13 funding year)
6. What's New in the Guidelines for the Allocation of Additional Compensation for Medical Officers of Health (MOHs) and Associate Medical Officers of Health (AMOHs) for Funding Years April 1, 2012 to March 31, 2013

c: Dr. Howard Shapiro, Co-Chair, Technical Working Group
Dr. Arlene King, Chief Medical Officer of Health, Ministry of Health and Long-Term Care
Sylvia Shedden, Director, Public Health Standards Practice and Accountability Branch, Public Health Division, Ministry of Health and Long-Term Care