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

RE: 2008 Physician Services Agreement
Year 3 - 2011/12 MOH/AMOH Compensation Initiative

This is Year Three (3) of the Medical Officer of Health (MOH)/Associate Medical Officer of Health (AMOH) Compensation Initiative developed by the province and the Ontario Medical Association (OMA) to implement the provisions in a side letter ["the Letter"] (attached) to the 2008 Physician Services Agreement ["the Agreement"] to increase the compensation levels for eligible MOHs and AMOHs. These provisions were established to bring MOHs and AMOHs up to salary levels that are competitive with other physician specialists and are effective from April 1, 2009 to March 31, 2012.

The current 75%/25% cost shared arrangement between the province and boards of health will continue, with the ministry paying 75% of MOH/AMOH base salary and benefits as part of the grants that support mandatory public health programs and services under the Health Protection and Promotion Act (HPPA). The province will respect the terms of the Letter and continue to provide 100% additional funds to implement the provisions for Year 3 (2011/12) of this initiative to minimize the impact on the non-provincial portion of the budgets for boards of health.

This additional funding will assist boards of health in recruiting and retaining MOHs and AMOHs. Also, this additional funding continues to be subject to the ministry's current Program-Based Grants Terms and Conditions and, when signed, the Public Health Accountability Agreements. Boards of health will apply the additional compensation to the eligible physician's board of health annual base salary and benefits. This will enable the regular process of MOH/AMOH salary 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.

Physicians who were eligible to receive funding for Year 2 of this initiative currently receive additional compensation at the 2010/11 funding level. This level of funding will continue into the April 1, 2011 to March 31, 2012 funding year. To continue to receive funding or to be considered for funding at the 2011/12 funding level all eligible physicians must complete and sign the 2011 Physician Application and Consent Form for Medical Officer of Health and Associate Medical Officer of Health Compensation (attached) and send it separately to the ministry.
All boards of health that wish to continue to receive funding or to be considered for funding at the 2011/12 funding level or wish to have newly hired physicians considered for funding must, with the consent of the eligible physician(s), complete and sign the 2011 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.

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 Year April 1, 2011 to March 31, 2012 (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 payments accordingly. The funding for the third year of the Letter will be retroactive to April 1, 2011 and will continue into 2012.

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 mail, e-mail or fax by Thursday, July 7, 2011 to:

MAIL TO:
Sheila Rennie, Public Health Practice Advisor
Public Health Practice Branch
Public Health Division
Ministry of Health and Long-Term Care
393 University Avenue, Suite 2100
Toronto, Ontario M7A 2S1

OR

SCAN AND EMAIL TO (preferred option to expedite process): sheila.rennie@ontario.ca

OR

FAX TO: 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 Year April 1, 2011 to March 31, 2012 and the Frequently Asked Questions (attached) or feel free to contact Sheila Rennie at 416-314-1739 or by e-mail at sheila.rennie@ontario.ca.

Thank you for your attention to this matter.

Yours truly,

Sylvia Shedden
Assistant Deputy Minister (A)

Attachments:
1. Side Letter to the 2008 Physician Services Agreement
2. 2011 Board of Health Application and Consent Form for Medical Officer of Health and Associate Medical Officer of Health Compensation
3. 2011 Physician Application and Consent Form for Medical Officer of Health and Associate Medical Officer of Health Compensation
4. Guidelines for the Allocation of Additional Compensation for Medical Officers of Health and Associate Medical Officers of Health for Funding Year April 1, 2011 to March 31, 2012 (includes Salary Grid)
5. Frequently Asked Questions
6. 2011 Supervision Stipend Application Form (Note: Deadline for Supervision Stipend Form is February 15, 2012)
7. 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 Year April 1, 2011 to March 31, 2012

c: Dr. Howard Shapiro, Co-Chair, Technical Working Group and Associate Medical Officer of Health, Toronto Public Health
Dr. Arlene King, Chief Medical Officer of Health
Michèle Harding, Director (A), Public Health Practice Branch