

## mcp newsletter

November 2, 2023

23-19

**TO: ALL FAMILY PHYSICIANS**

**RE: (1) CLARIFICATION ON VALID LEAVE CONSIDERATIONS AND (2) ADJUDICATION OF PRORATED BONUSES FOR THE ONE-TIME FAMILY PHYSICIAN RECOGNITION AND RETENTION BONUS**

Please be aware that the Department of Health and Community Services' Medical Services Division is reassessing applications for the Family Physician One-Time Recognition and Retention Bonus as some applications may have been erroneously interpreted to the detriment of the physician. During the adjudication stage there was a misunderstanding regarding how valid periods away from work factored into the bonus (e.g. illness, parental responsibilities, sabbatical leave, or education leave). Affected applications are being revisited.

For this bonus initiative, periods of leave noted on the application (refer to MCP Newsletter 23-07 below) were not meant to be deducted from the physicians' entitlement for the bonus. Such periods will be recognized for this bonus only.

**As per MCP Newsletter 23-07 (dated April 21, 2023):**

To be eligible for the bonus, family physicians must have been working in Newfoundland and Labrador for one full year as of March 1, 2023 (i.e., from March 1, 2022 – February 28, 2023). Those with less than one year can receive a prorated portion of the bonus. The \$25,000 bonus will also be prorated based on total service days with amounts as follows.

Physicians who work for a minimum of 175 days will qualify for the full \$25,000. For those physicians who do not meet the 175 day threshold, the bonus will be prorated based on the number of months in which a physician worked for a minimum of 15 days. Proration amounts are as follows:

Months In Service	Bonus Amount	Months In Service	Bonus Amount
1	\$2,083.33	7	\$14,583.33
2	\$4,166.67	8	\$16,666.67
3	\$6,250.00	9	\$18,750.00
4	\$8,333.33	10	\$20,833.33
5	\$10,416.67	11	\$22,916.67
6	\$12,500.00	12	\$25,000.00

**Definitions:**

- **Family Physician** is defined as any physician registered in the MCP Provider Registration System as a 001 (General Practitioner, GP).
- **Year of Service**, for the purposes of this bonus only, is defined as 175 days of service in the one-year period.
- **Months of Service** is defined as:
  - the number of months whereby the physician has billed for services on a minimum of 15 days per month (Fee-for-Service and Fee-for-Service Locums payment modalities).
  - the number of months whereby the physician has received a locum payment on a minimum of 15 days per month (Salaried Locum and APP Locum payment modalities).
  - the number of months whereby physicians have fulfilled their RHA commitment (Salaried and Alternate Payment Plan payment modalities).
- **Days of Service** is defined as:
  - the number of days which a physician has billed a minimum of \$289.92 per day (Fee-for-Service and Fee-for-Service Locums payment modalities).
  - the number of days which a physician has received an external locum payment for a minimum of eight hours (Salaried Locum and APP Locum payment modalities).
  - the number of days which a physician has fulfilled their RHA commitment (Salaried and Alternate Payment Plan payment modalities).

For greater clarity a month of service is 11 days and a year of service is 132 days for an **emergency physician** who is coded in the provider registration system as “001 (General Practitioner, GP).” If this provision relates to your application please advise Enaam El-Amassi ([EnaamElAmassi@gov.nl.ca](mailto:EnaamElAmassi@gov.nl.ca)).

**Related Newsletters:**

- MCP Newsletter 23-07: <https://www.gov.nl.ca/hcs/files/23-07-MCP-Newsletter-One-Time-Recognition-and-Retention-Bonus.pdf>
- MCP Newsletter 23-18: <https://www.gov.nl.ca/hcs/files/23-18-REMINDER-TO-APPLY-FOR-ONE-TIME-RECOGNITION-AND-RETENTION-BONUS-AND-CLARIFICATION-OF-RETURN-IN-SERVICE-EFFECTIVE-DATE.pdf>

Questions about the proration or adjudication of your application should be directed to Enaam El-Amassi ([EnaamElAmassi@gov.nl.ca](mailto:EnaamElAmassi@gov.nl.ca)).