The Ministry of Health and Long-Term Care (ministry) has developed a new physician compensation program for new graduate physicians wishing to join a Family Health Network (FHN) or Family Health Organization (FHO) outside of areas that are designated as High Needs. This new program, the New Graduate Entry Program (NGEP), will ensure that new graduate physicians have more options when beginning their careers and will have the option of practicing in team-based, comprehensive care practices in Ontario – regardless of where in the province they choose to practice.

A new graduate physician, for the purpose of the NGEP program, is defined as any newly registered family medicine physician in Ontario in practice during the first three years following such physician’s OHIP registration date.

Ontario has made considerable progress in improving access to comprehensive primary care for Ontario’s patients by increasing the number of family medicine graduates, creating and expanding inter-professional teams, designing innovative comprehensive care models and other initiatives. We have heard from both patients and physicians about the many advantages that these unique practice models offer. The NGEP will enable more physicians to practice in these models and more patients to benefit from their care.

The NGEP is a voluntary model for new family medicine graduates in Ontario who wish to practice in Family Health Networks (FHNs) and Family Health Organizations (FHOs) in areas not designated as High Needs under the new managed entry policy, while still maintaining incentives for physicians who choose to practice in areas of greater need. The program is reflective of the manner in which medical schools are training family medicine students and to
reflect the needs of Ontarians to receive high-quality, comprehensive and accessible primary care. Benefits of these models include:

- They bring together different medical disciplines to coordinate the highest possible care in a convenient and accessible way for patients;
- Because every community has different needs, practice composition can vary based on the needs of their patients;
- Patient records and health history are safely shared amongst a patient’s primary care providers to ensure that information is available for everyone involved in providing patient care; and
- Patients can access timely access to care, which leads to better outcomes.

The program involves a three-year commitment to practice in the FHN or FHO under the NGEP prior to receiving compensation under the terms of the FHO agreement. At the end of the three-year term, and subject to achieving specific performance metrics, the NGEP physician would transition to compensation under the respective FHN or FHO agreement. A new graduate physician could join the program at any time in the first three years following OHIP registration, and could withdraw from the program on notice at any time.

New graduates will continue to have access to the managed entry process and are encouraged to consider the opportunities associated with opening their practices in Ontario communities with a high need for physicians.

The ministry is launching this new program effective immediately. Further details regarding the program and the process through which physicians may apply for the program are available on the ministry’s INFOBulletin website: