

INFOBulletin

Keeping health care providers informed of payment, policy or program changes

To: New Graduate Physicians

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Re: New Graduate Entry Program (NGEP)

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Program Overview

The Ministry of Health and Long-Term Care (“ministry”) is offering a voluntary New Graduate Entry Program (NGEP) to new family medicine graduate physicians who wish to join a Family Health Network (“FHN”) or Family Health Organization (“FHO”) that is **not** located in a ministry-identified high physician needs area.

A “New Graduate Physician” is defined as any newly registered physician in Ontario during the first three years of practice following such physician’s OHIP registration date (i.e. the effective date of the physician’s assigned OHIP billing number).

Eligible physicians who accept the terms and conditions of the NGEP are compensated at a graduated annual fixed rate of payment (paid monthly) for a minimum of 3 years upon commencement with the FHN/FHO group.

Eligibility

A New Graduate Physician who agrees to provide comprehensive care services in accordance with the terms and conditions of the FHN or FHO agreements, shall be eligible to participate in the NGEP if the New Graduate Physician:

- Is entering into the NGEP within 3 years of becoming a New Graduate Physician; and
- Is joining an existing FHO/FHN group or is forming a new FHO/FHN group with other New Graduate Physicians, and in both cases, the practice is in a location that is **not** a ministry-identified high physician needs area.

General Requirements

To join the NGEP program, eligible New Graduate Physicians must sign and deliver to the ministry:

- an “NGEP Application” (see How to Apply); and
- an application to join an existing FHN/FHO group or form a new FHN/FHO group; and
- all other necessary documentation required to register in a FHN/FHO group.

Eligible New Graduate Physicians may participate in the NGEP for a minimum term of 3 years (36 months) and until such time that performance expectations have been met (“NGEP Period”).

At the end of the NGEP period, the New Graduate Physician must meet the following conditions to transition to compensation under the FHN/FHO agreement:

- Minimum of 36 months in the NGEP; and
- Meeting or exceeding performance improvement targets.

Eligible New Graduate Physicians participating in the NGEP who do not achieve the above noted conditions will continue in the NGEP until such time as the conditions are met, and will continue to be compensated at the Year 3 level.

Eligible New Graduate Physicians participating in the NGEP may request the NGEP Period to be temporarily suspended due to an absence from their practice. The ministry will consider such request on a case-by-case basis. A New Graduate Physician making this request shall provide the ministry with a minimum notice of 30 days prior to the requested effective date of the NGEP Period suspension.

New Graduate Physicians participating in the NGEP must provide a minimum of 30 days prior written notice to the ministry of their intention to terminate their participation in the NGEP. New Graduate Physicians who end their participation in the NGEP prior to completing the minimum 3-year term and the exit requirements, will also terminate their affiliation as a signatory physician with the FHN/FHO group.

New Graduate Physicians participating in the NGEP are required to adopt an approved Electronic Medical Record.

The NGEP is available to both full time and part time physicians. A full time equivalent (FTE) position will be based on a 40 hours per week commitment to the FHN/FHO group. The New Graduate Physician must declare their FTE commitment as part of the application process (allowable commitments range from 0.5 to 1.0 FTE in 0.1 FTE increments. Changes in the FTE level will be approved during the NGEP period at the discretion of the ministry.

Patient Enrolment Requirements

Participating New Graduate Physicians will be required to commit to enrolling new patients who have not been enrolled to any other physician in the FHN/FHO group or to the FHN/FHO group itself (New Patients) during the NGEF Period.

Participating New Graduate Physicians are required to complete and retain *Patient Enrolment and Consent to Release Personal Health Information* forms and to submit the Per Patient Rostering Fee code to the ministry through the Medical Claims Payment System (MCPS) to trigger enrolment on the ministry's patient enrolment database.

Monthly patient enrolment targets are set out in Table 1. Enrolment targets are prorated based on the New Graduate Physician's FTE commitment. Consistent failure to achieve cumulative monthly enrolment targets may result in termination from the NGEF and the FHN/FHO group.

Practice Improvement Plans

Participating New Graduate Physicians will be required to register to receive Health Quality Ontario ("HQO")/Institute of Clinical Evaluative Sciences ("ICES") Primary Care Practice Reports in the form, content and timing prescribed by the ministry.

Participating New Graduate Physicians will also be required to submit annual Practice Improvement Plans in the form prescribed by the ministry with a focus on the following metrics:

Access - % of patients provided with same day, next day appointments

Preventive Care - % of target patient populations compliant with preventive care requirements

Patient Experience - through implementation of patient surveys

New Graduate Physicians must achieve or exceed all performance improvement targets by the end of year 3 of the NGEF period in order to transition to compensation under the standard terms of the FHN/FHO agreement. New Graduate Physicians who do not achieve performance improvement targets will remain in the NGEF at the Year 3 salary level.

Mentorship

Eligible New Graduate Physicians are required to participate in a mentorship program during the NGEF Period under the direction of the Lead Physician or the Lead Physician's designate in the case of an existing FHN/FHO group, or, in the case of a new FHN/FHO group comprised completely of New Graduates, under the direction of a physician from another FHN/FHO group who has at least 3 years of FHN/FHO experience and who has agreed to act as mentor to the New Graduate Physician applicant.

Physicians who have agreed to act as mentors to New Graduate Physicians should be prepared to provide the formal sharing of knowledge, experience and ideals to provide New

Graduate Physicians with the opportunity to obtain advice and support with the goal of transitioning proficiently to a full signatory FHN/FHO physician.

Annual Compensation

Participating New Graduate Physicians will be eligible to receive average monthly payments equivalent to 1/12th of the annual compensation level up to the maximum applicable to each year of the NGEF Period. Annual compensation levels will be prorated based on the New Graduate Physician's FTE commitment (between 0.5 and 1.0). Annual compensation levels for a 1.0 FTE position are as follows:

- 1st Year – Up to a maximum of \$162,000 (average monthly payment of \$12,833)
- 2nd Year – Up to a maximum of \$178,000 (average monthly payment of \$14,333)
- 3rd Year – Up to a maximum of \$207,000 (average monthly payment of \$17,250)

Monthly compensation amounts will be prorated based on based on the percentage of the monthly enrolment target achieved. This calculation will be conducted monthly. Exceeding monthly enrolment targets will not result in payment above the maximum monthly rate.

OHIP Billing

In Year 1, eligible New Graduate Physicians participating in the NGEF must provide comprehensive care services exclusively for the FHN/FHO group that they have joined and may not participate in any other ministry-funded physician services model, including fee-for-service. The only source of funding for the provision of insured services in Year 1 is the NGEF compensation.

Participating New Graduate Physicians are not eligible to receive any other premiums, bonuses and incentives otherwise available through the FHN/FHO agreement or through the Schedule of Benefits.

Participating New Graduate Physicians will be required to submit service encounter data (shadow bill) for both enrolled and non-enrolled patients through the ministry's Medical Claims Payment System (MCPS) using the FHN/FHO group ID number. Participating New Graduate Physicians will receive a Blended Fee For Service Premium (5% of approved fee value) for shadow billed claims.

All claims submitted through the FHN/FHO group, for both enrolled and non-enrolled patients, will be paid at \$0.

Claims for services performed outside the FHN/FHO and billed not using the FHN/FHO group will be subject to the following Permissible Fee-for-Service Cap:

- 1st Year – \$0
- 2nd Year – \$28,000
- 3rd Year – \$28,000

Services billed outside of the FHN/FHO group in excess of the Permissible Fee-for-Service Cap will be paid through the source in which they were billed, but will be recovered by the ministry from the monthly NGEF Remittance Advice at the full approved fee value for the service.

If enrolled patients of the participating New Graduate Physician receive care from a physician outside of the FHN/FHO group, the FHN/FHO group will have their Access Bonus negated by the approved value of the included service(s) in accordance with the existing provisions of the FHN/FHO agreement.

How to Apply

To obtain a copy of the NGEF Application please contact the Ministry of Health and Long-Term Care, Primary Health Care Branch.

By Mail: Ministry of Health and Long-Term Care
Primary Health Care Branch
Blended Models Unit
1075 Bay Street, 9th Floor
Toronto ON M5S 2B1

By Phone: 416-325-3575 or 1-866-766-0266

Table 1 – Monthly Enrolment Targets

	Month	Minimum Monthly Enrolment Targets	Minimum Cumulative Enrolment Targets
Year 1			
	1	50	50
	2	50	100
	3	50	150
	4	75	225
	5	75	300
	6	75	375
	7	75	450
	8	75	525
	9	75	600
	10	75	675
	11	75	750
	12	75	825
	Total	825	
Year 2			
	1	15	840
	2	15	855
	3	15	870
	4	15	885
	5	15	900
	6	15	915
	7	15	930
	8	14	944
	9	14	958
	10	14	972
	11	14	986
	12	14	1000
	Total	175	
Year 3			
	1	17	1017
	2	17	1034
	3	17	1051
	4	17	1068
	5	17	1085
	6	17	1102
	7	17	1119
	8	17	1136
	9	16	1152
	10	16	1168
	11	16	1184
	12	16	1200
	Total	200	