

Schedule W
Medical Pay Plan and
Addendum to Medical Pay Plan

Medical Officer - Clinical
Bi-weekly Rates: April 1, 2020
Medical Pay Plan

	LEVEL	BI-WEEKLY & ANNUAL RATES						
		1	2	A	B	C	D	E
6231 3 01	General Practitioner	6,684	6,980	7,177	7,504	7,834		
		173,784	181,480	186,602	195,104	203,684		
6233 3 01	Non-Certified Specialist			9,026	9,363	9,714		
				234,676	243,438	252,564		
6241 1 01	Medical Officer of Health I			9,026	9,363	9,714		
				234,676	243,438	252,564		
6234 3 01	Certified Specialist			9,928	10,299	10,972		
				258,128	267,774	285,272		
6242 1 01	Medical Officer of Health II			9,928	10,299	10,972		
				258,128	267,774	285,272		
6235 3 01	Clinical Program Department Head**			10,756	11,167	11,736		
				279,656	290,342	305,136		
6243 1 01	Chief Medical Officer of Health			10,756	11,167	11,736		
				279,656	290,342	305,136		
6236 1 01	Deputy Chief Medical Health Officer			9,566	9,924	10,296	10,709 *	11,134 *
				248,716	258,024	267,696	278,434	289,484

Market adjustment for Oncologists of 22.5% in addition to the general economic increases

Market adjustment for Psychiatry of 22.5% in addition to the general economic increases

Market adjustment for Pathologists of 22.5% in addition to the general economic increases

Steps 1 and 2 are rates of pay only applicable for those employees who are uncertified general practitioners.

*Steps D and E are rates of pay only applicable for those employees who are Certified Medical Specialists.

**NOTE: Employees currently remunerated for the Department Head or Supervisory duties receiving 4%, under the Medical Pay Plan, will continue to be paid on a "Present Incumbent Only" basis.

Medical Officer - Clinical
Bi-weekly & Annual Rates: April 1, 2021
Medical Pay Plan

	LEVEL	BI-WEEKLY & ANNUAL RATES						
		1	2	A	B	C	D	E
6231 3 01	General Practitioner	6,784	7,085	7,285	7,617	7,952		
		176,384	184,210	189,410	198,042	206,752		
6233 3 01	Non-Certified Specialist			9,161	9,503	9,860		
				238,186	247,078	256,360		
6241 1 01	Medical Officer of Health I			9,161	9,503	9,860		
				238,186	247,078	256,360		
6234 3 01	Certified Specialist			10,077	10,453	11,137		
				262,002	271,778	289,562		
6242 1 01	Medical Officer of Health II			10,077	10,453	11,137		
				262,002	271,778	289,562		
6235 3 01	Clinical Program Department Head**			10,917	11,335	11,912		
				283,842	294,710	309,712		
6243 1 01	Chief Medical Officer of Health			10,917	11,335	11,912		
				283,842	294,710	309,712		
6236 1 01	Deputy Chief Medical Health Officer			9,709	10,073	10,450	10,870 *	11,301 *
				252,434	261,898	271,700	282,620	293,826

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**Medical Officer - Clinical
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Medical Pay Plan**

	LEVEL	BI-WEEKLY & ANNUAL RATES						
		1	2	A	B	C	D	E
6231 3 01	General Practitioner	6,886	7,191	7,394	7,731	8,071		
		179,086	186,966	192,244	201,006	209,846		
6233 3 01	Non-Certified Specialist			9,298	9,646	10,008		
				241,748	250,796	260,208		
6241 1 01	Medical Officer of Health I			9,298	9,646	10,008		
				241,748	250,796	260,208		
6234 3 01	Certified Specialist			10,228	10,610	11,304		
				265,928	275,860	293,904		
6242 1 01	Medical Officer of Health II			10,228	10,610	11,304		
				265,928	275,860	293,904		
6235 3 01	Clinical Program Department Head**			11,081	11,505	12,091		
				288,106	299,130	314,366		
6243 1 01	Chief Medical Officer of Health			11,081	11,505	12,091		
				288,106	299,130	314,366		
6236 1 01	Deputy Chief Medical Health Officer			9,855	10,224	10,607	11,033 *	11,471 *
				256,230	265,824	275,782	286,858	298,246

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	LEVEL	BI-WEEKLY & ANNUAL RATES						
		1	2	A	B	C	D	E
6231 3 01	General Practitioner	6,989	7,299	7,505	7,847	8,192		
		181,714	189,774	195,130	204,022	212,992		
6233 3 01	Non-Certified Specialist			9,437	9,791	10,158		
				245,362	254,566	264,108		
6241 1 01	Medical Officer of Health I			9,437	9,791	10,158		
				245,362	254,566	264,108		
6234 3 01	Certified Specialist			10,381	10,769	11,474		
				269,906	279,994	298,324		
6242 1 01	Medical Officer of Health II			10,381	10,769	11,474		
				269,906	279,994	298,324		
6235 3 01	Clinical Program Department Head**			11,247	11,678	12,272		
				292,422	303,628	319,072		
6243 1 01	Chief Medical Officer of Health			11,247	11,678	12,272		
				292,422	303,628	319,072		
6236 1 01	Deputy Chief Medical Health Officer			10,003	10,377	10,766	11,198 *	11,643 *
				260,078	269,802	279,916	291,148	302,718

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		1	2	A	B	C	D	E
6231 3 01	General Practitioner	7,094	7,408	7,618	7,965	8,315		
		184,444	192,608	198,068	207,090	216,190		
6233 3 01	Non-Certified Specialist			9,579	9,938	10,310		
				249,054	258,388	268,060		
6241 1 01	Medical Officer of Health I			9,579	9,938	10,310		
				249,054	258,388	268,060		
6234 3 01	Certified Specialist			10,537	10,931	11,646		
				273,962	284,206	302,796		
6242 1 01	Medical Officer of Health II			10,537	10,931	11,646		
				273,962	284,206	302,796		
6235 3 01	Clinical Program Department Head**			11,416	11,853	12,456		
				296,816	308,178	323,856		
6243 1 01	Chief Medical Officer of Health			11,416	11,853	12,456		
				296,816	308,178	323,856		
6236 1 01	Deputy Chief Medical Health Officer			10,153	10,533	10,927	11,366	11,818
				263,978	273,858	284,102	295,516	307,268

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Addenda du Régime de rémunération du personnel médical	Addendum to the Medical Pay Plan																																																																																																		
<p>HONORAIRES D'AUTOPSIE : Type I : Mort subite et inattendue</p> <table border="1"> <thead> <tr> <th colspan="2">Taux applicable aux autopsies</th> </tr> <tr> <th></th> <th>Type 1</th> </tr> </thead> <tbody> <tr> <td>2020-2021</td> <td>790,33 \$</td> </tr> <tr> <td>2021-2022</td> <td>802,19 \$</td> </tr> <tr> <td>2022-2023</td> <td>814,22 \$</td> </tr> <tr> <td>2023-2024</td> <td>826,43 \$</td> </tr> <tr> <td>2024-2025</td> <td>838,83 \$</td> </tr> </tbody> </table> <p>Type II : Autopsie judiciaire</p> <table border="1"> <thead> <tr> <th colspan="2">Taux applicables aux autopsies</th> </tr> <tr> <th></th> <th>Type 2</th> </tr> </thead> <tbody> <tr> <td>2020-2021</td> <td>1 292,68 \$</td> </tr> <tr> <td>2021-2022</td> <td>1 312,07 \$</td> </tr> <tr> <td>2022-2023</td> <td>1 331,75 \$</td> </tr> <tr> <td>2023-2024</td> <td>1 351,72 \$</td> </tr> <tr> <td>2024-2025</td> <td>1 372,00 \$</td> </tr> </tbody> </table> <p>De plus, une prime de 35 % est accordée pour toutes les autopsies entreprises après 18 h les jours de la semaine, ainsi que pour les autopsies réalisées durant les fins de semaine et les jours fériés.</p> <p><u>PLAFOND DES REVENUS EN HONORAIRES À L'ACTE</u></p> <p>Les revenus en honoraires à l'acte permis aux termes du régime d'assurance-maladie pour le revenu tiré d'une pratique privée sont limités aux montants énumérés ci-dessous. Une fois le plafond annuel atteint, la rémunération s'établit à 50 % du barème des honoraires.</p> <table border="1"> <thead> <tr> <th colspan="3">Plafond des revenus en honoraires à l'acte (PRHA)</th> </tr> <tr> <th></th> <th>AEG</th> <th>PRHA</th> </tr> </thead> <tbody> <tr> <td>2020-2021</td> <td>2,00 %</td> <td>55 517,44 \$</td> </tr> <tr> <td>2021-2022</td> <td>1,50 %</td> <td>56 350,20 \$</td> </tr> <tr> <td>2022-2023</td> <td>1,50 %</td> <td>57 195,46 \$</td> </tr> <tr> <td>2023-2024</td> <td>1,50 %</td> <td>58 053,39 \$</td> </tr> <tr> <td>2024-2025</td> <td>1,50 %</td> <td>58 924,19 \$</td> </tr> </tbody> </table>	Taux applicable aux autopsies			Type 1	2020-2021	790,33 \$	2021-2022	802,19 \$	2022-2023	814,22 \$	2023-2024	826,43 \$	2024-2025	838,83 \$	Taux applicables aux autopsies			Type 2	2020-2021	1 292,68 \$	2021-2022	1 312,07 \$	2022-2023	1 331,75 \$	2023-2024	1 351,72 \$	2024-2025	1 372,00 \$	Plafond des revenus en honoraires à l'acte (PRHA)				AEG	PRHA	2020-2021	2,00 %	55 517,44 \$	2021-2022	1,50 %	56 350,20 \$	2022-2023	1,50 %	57 195,46 \$	2023-2024	1,50 %	58 053,39 \$	2024-2025	1,50 %	58 924,19 \$	<p>AUTOPSY FEES: Type I: Sudden and unexpected death</p> <table border="1"> <thead> <tr> <th colspan="2">Autopsy Rates</th> </tr> <tr> <th></th> <th>Type 1</th> </tr> </thead> <tbody> <tr> <td>2020-21</td> <td>\$790.33</td> </tr> <tr> <td>2021-22</td> <td>\$802.19</td> </tr> <tr> <td>2022-23</td> <td>\$814.22</td> </tr> <tr> <td>2023-24</td> <td>\$826.43</td> </tr> <tr> <td>2024-25</td> <td>\$838.83</td> </tr> </tbody> </table> <p>Type II: Forensic</p> <table border="1"> <thead> <tr> <th colspan="2">Autopsy Rates</th> </tr> <tr> <th></th> <th>Type 2</th> </tr> </thead> <tbody> <tr> <td>2020-21</td> <td>\$1,292.68</td> </tr> <tr> <td>2021-22</td> <td>\$1,312.07</td> </tr> <tr> <td>2022-23</td> <td>\$1,331.75</td> </tr> <tr> <td>2023-24</td> <td>\$1,351.72</td> </tr> <tr> <td>2024-25</td> <td>\$1,372.00</td> </tr> </tbody> </table> <p>In addition, a 35 % premium is allocated for all autopsies, initiated after 6 p.m. on weekdays, as well as for autopsies performed on weekends and holidays.</p> <p><u>FEE FOR SERVICE INCOME THRESHOLD:</u></p> <p>The allowable fee-for-service earnings under Medicare for private practice income are limited to the amounts listed below. Once the annual income ceiling has been reached for that year, earnings are paid at 50% of the Fee Schedule.</p> <table border="1"> <thead> <tr> <th colspan="3">Fee for Service Income Threshold (FIT)</th> </tr> <tr> <th></th> <th>GEI</th> <th>FIT</th> </tr> </thead> <tbody> <tr> <td>2020-21</td> <td>2,00 %</td> <td>\$55,517.44</td> </tr> <tr> <td>2021-22</td> <td>1,50 %</td> <td>\$56,350.20</td> </tr> <tr> <td>2022-23</td> <td>1,50 %</td> <td>\$57,195.46</td> </tr> <tr> <td>2023-24</td> <td>1,50 %</td> <td>\$58,053.39</td> </tr> <tr> <td>2024-25</td> <td>1,50 %</td> <td>\$58,924.19</td> </tr> </tbody> </table>	Autopsy Rates			Type 1	2020-21	\$790.33	2021-22	\$802.19	2022-23	\$814.22	2023-24	\$826.43	2024-25	\$838.83	Autopsy Rates			Type 2	2020-21	\$1,292.68	2021-22	\$1,312.07	2022-23	\$1,331.75	2023-24	\$1,351.72	2024-25	\$1,372.00	Fee for Service Income Threshold (FIT)				GEI	FIT	2020-21	2,00 %	\$55,517.44	2021-22	1,50 %	\$56,350.20	2022-23	1,50 %	\$57,195.46	2023-24	1,50 %	\$58,053.39	2024-25	1,50 %	\$58,924.19
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SERVICE DE GARDE :

À compter du 1^{er} octobre 2005, les médecins salariés qui prennent part à la rotation d'un service de garde peuvent facturer à l'acte quand on fait appel à leurs services urgents et émergents en dehors des heures normales de travail. Les honoraires pour les services de garde rémunérés à l'acte ne seront pas appliqués au plafond annuel des revenus de pratique provenant de toutes les sources de l'Assurance-maladie.

SERVICE SUR PLACE AUX ÉTABLISSEMENTS PSYCHIATRIQUES CENTRACARE ET DU RESTIGOUCHE :

Nuit	160 \$
Fin de semaine et jour férié	240 \$

Le tarif unique indiqué ci-dessus est global et s'applique à toute visite, quel qu'en soit le nombre ou à tout service sur place effectué en dehors des heures régulières de jour.

ASSURANCE RESPONSABILITÉ PROFESSIONNELLE DE L'ASSOCIATION CANADIENNE DE PROTECTION MÉDICALE (ACPM) POUR MÉDECINS SALARIÉS (à compter du 1^{er} janvier 2005)

Veuillez consulter l'annexe B de l'Entente-cadre sur les services de médecin.

FORMATION MÉDICALE CONTINUE :

- a) Les médecins salariés à temps plein ont droit à un nombre maximal de dix jours par exercice financier pour assister aux activités approuvées de formation médicale continue (FMC). Il est possible d'accumuler ces jours sur une période de deux ans.
- b) Les médecins salariés à temps partiel ont droit à des jours de FMC calculés au prorata.

ON-CALL:

Effective October 1, 2005, salaried physicians who take part in an on-call rotation may bill fee-for-service when called in to render urgent and emergent services outside normal working hours. Fee-for-service earnings related to on-call will not be applied against the annual threshold for additional practice income from all Medicare sources.

ON SITE COVERAGE IN THE PSYCHIATRIC FACILITIES OF CENTRACARE AND RESTIGOUCHE:

Night	\$160
Weekend and Holiday	\$240

The above single fee is all inclusive and applies to any number of visits or to on-site coverage beyond the regular daytime hours.

PROFESSIONAL LIABILITY COVERAGE (CMPA) FOR SALARIED PHYSICIANS (effective January 1, 2005):

Refer to Schedule B of the Physician Services Master Agreement.

CONTINUING MEDICAL EDUCATION:

- a) Full time salaried physicians are allowed up to ten days per fiscal year for the purpose of attending approved CME events. These days can be accumulated over a two-year period.
- b) Part time salaried physicians are entitled to CME days on prorated basis.

CONGÉS :

À compter du 1^{er} avril 2009, le cumul des crédits de congé sera calculé au taux suivant :

- a) 1 jour $\frac{2}{3}$ par mois, soit quatre (4) semaines par année à compter de la date d'embauche;
- b) 2 jours $\frac{1}{12}$ par mois, soit cinq (5) semaines par année à compter du 181^e mois d'emploi continu.

Remarque : Les médecins salariés ayant le statut d'employé sont protégés par les *Directives en matière de ressources humaines applicables au personnel de gestion et aux employés non syndiqués* (Partie I ou III des services publics), selon l'employeur (ministère de la Santé ou une régie régionale de la santé).

VACATION LEAVE:

The accumulation of vacation credits, effective April 1, 2009, shall be at a rate of:

- a) 1 $\frac{2}{3}$ days per month, 4 weeks per annum from date of hiring;
- b) 2 $\frac{1}{12}$ days per month, 5 weeks per annum, commencing with the 181st month of continuous employment.

Note: The salaried physicians with employee status are covered by the Human Resources Policies for Management and Non-Union Employees, Parts I or III, depending on the employer (Department of Health or Regional Health Authorities).