

Appendix: Ensuring Physician Human Resources to Support COVID-19 Response

The COVID-19 pandemic is causing unprecedented challenges to the health care system. It is critical that Ontario hospitals have the necessary physician human resources in place to treat the unparalleled number of patients that will require acute care hospitalization.

To respond to this situation, the Government and the Ontario Medical Association have agreed to temporarily implement a time-based compensation model that is intended to:

- a) Provide additional hours of in-hospital physician care for patients with COVID19;
- b) Replace fee-for-service payment models in certain circumstances; and
- c) Promote the recruitment and flexible deployment of physicians and physician skills where they are needed, including with dedicated COVID-19 response teams.

The Government of Ontario and Ontario's Doctors remain committed to working together throughout this crisis to ensure Ontario has a sustainable health care system now and in the future. This includes a joint commitment to continue urgent discussions aimed at identifying measures to mitigate against front-line physician staffing reductions and address fixed expenses, in order to ensure an ongoing state of physician operational readiness to serve Ontarians.

The OMA and MOHLTC have agreed to the following:

1. Hourly Rates for In-Hospital Services
 - No concurrent fee-for-service billing will be permitted while receiving any of the following hourly rates
 - Physicians must be in-hospital to receive these payments
 - Hospital CEO or delegates will confirm that the services have been provided
 - (a) Rate for in-hospital in-patient attending physician services:
 - \$250 per hour from 7am to midnight
 - \$300 per hour from midnight to 7am
 - (b) In-hospital Protected Code Blue or Pre-Emptive Protected Code Blue physician services:
 - \$275 per hour from 7 am to midnight
 - \$325 per hour from midnight to 7 am
 - (c) In-hospital intensive care physician services:
 - \$385 per hour 7am to midnight
 - \$450 per hour from midnight to 7am
2. Expansion of EDAFAs – additional 50% funding to EDAFAs (to expand the capacity to provide care for the expected surge of COVID19 patients).

3. Recognizing the complexity of the following AGMP procedures performed by physicians, the temporary fees relating to the procedures set out in below, as specified in Appendix A, will apply from the hours of 7 am to 5 pm.

- General anesthesia
- Procedures on the nasal, nasopharyngeal, sinus and pulmonary tract

These fees apply only for patients who are COVID19 positive or who are treated as at risk of COVID19 positive under local hospital policy.

The fees cannot be received by physicians concurrently receiving any hourly rates listed in paragraph 1 above.

4. Physicians performing temporary non-clinical assignments approved by hospital CEO or their delegate for COVID19 related work will be paid \$165 per hour.
5. Residents on CPSO restricted registration certificates will be paid \$125 per hour when working outside of their residency training programs.
6. Given the variable level of COVID19 patients in hospitals across the province over time, the OMA and Ministry recognize that the emergency compensation framework set in #1 and #2 above will not be universally needed by hospitals simultaneously. While discretion and flexibility to apply these models will reside locally with hospital and medical leadership, the Ministry of Health will, with guidance from provincial expert tables and the input of the OMA, establish guidelines for the initiation and cessation of the application of these COVID19 related compensation models. The rates established in #3,4,5 above will commence upon approval, and cease no later than July 31st unless otherwise agreed to by the parties.
7. Infectious disease hospital-based specialists will be paid on the basis of 1.0 FTE equivalent, where the hospital has an existing hospital-based infectious disease specialist who is not already at 1.0 FTE equivalent and the Ministry will provide sufficient funding for such purpose.
8. Building on the existing Manual Advance Payments (MAP) and Automated Estimated Payment (AEP) programs, the government and OMA mutually commit to discussing, on an urgent basis, the creation of a COVID19 specific advance payment plan against future billings, or some other mechanism, to specifically address the short-term need to maintain health system sustainability. It is contemplated that such a plan would be focussed on the ability to mitigate against front-line physician staffing reductions (funding office staff CERB or Sub Plan top up payments), address items such as commercial rent or advance partial payment for a percentage of any other agreed fixed costs associated with maintaining a state of operational readiness.

	Descriptor	April 2020 price	Covid patient surge price
-	Anaesthesia unit fee	\$15.29	\$19.88
E600	Larynx - Endoscopy- Laryngoscopy- Using operating microscope - To charges fo	\$33.60	\$43.68
M012	Nose - Reconstruction - Septoplasty	\$293.95	\$382.14
M054	Accessory Nasal Sinuses - Endoscopic approach - Intranasal maxillary antrostom	\$123.70	\$160.81
M055	Accessory Nasal Sinuses - External Or Endonasal Approach - Maxillary - Caldwe	\$247.35	\$321.56
M056	Accessory Nasal Sinuses - Maxillectomy - Partial or complete	\$971.75	\$1,263.28
M061	Accessory Nasal Sinuses - External Or Endonasal Approach - Sphenoid - Trans- S	\$355.65	\$462.35
M081	Larynx - Excision - Laryngectomy - Total	\$838.90	\$1,090.57
M083	Accessory Nasal Sinuses - Ethmoidectomy/antroscopy - Intranasal ethmoidect	\$350.00	\$455.00
M084	Larynx - Excision - Laryngectomy - Segmental, including reconstruction	\$888.85	\$1,155.51
M086	Accessory Nasal Sinuses - Ethmoidectomy/antroscopy - Trans- Nasal endoscop	\$822.45	\$1,069.19
M105	Chest Wall and Mediastinum - Excision - Chest wall tumour, resection of 2 or 3	\$650.00	\$845.00
M135	Lungs and Pleura - Incision - Major decortication of lung for empyema or tumo	\$800.00	\$1,040.00
M137	Respiratory /Cardiovascular Surgical Procedures - Lungs and pleura - Incision - I	\$390.65	\$507.85
M142	Lungs and Pleura - Excision - Pneumonectomy, may include radical mediastinal	\$1,400.00	\$1,820.00
M143	Lungs and Pleura - Excision - Lobectomy, may include radical mediastinal node	\$1,285.00	\$1,670.50
M145	Lungs and Pleura - Excision - Wedge resection of lung	\$818.45	\$1,063.99
M149	Lungs and Pleura - Excision - Pleurectomy, and/or apical bullectomy for pneum	\$525.00	\$682.50
M151	Lungs and Pleura - Excision - Bullectomy for major bullous disease	\$725.00	\$942.50
N111	Cranial - Skull Base Surgery - Resection of lesion(s) - Endonasal Approach - Pitu	\$1,879.00	\$2,442.70
N112	Cranial - Brain - Skull Base Surgery -Surgical Access - Endonasal Approach - Surg	\$1,360.00	\$1,768.00
N114	Cranial - Skull Base Surgery - Resection of lesion(s) - Endonasal Approach - Pitu	\$1,742.45	\$2,265.19
N116	Cranial - Skull Base Surgery - Resection of lesion(s) - Endonasal Approach - Non	\$2,243.45	\$2,916.49
R181	Respiratory Surgical Procedures - Nose - Excision of nasopharyngeal or orophar	\$508.20	\$660.66
S018	Oral Cavity and Pharynx - Excision - Glossectomy - Partial	\$197.45	\$256.69
S043	Salivary Glands and Ducts - Excision - Parotid gland - Total (with preservation o	\$885.75	\$1,151.48
S063	Oral Cavity and Pharynx - Excision - Branchial - Tonsillectomy and may include	\$178.35	\$231.86
S065	Oral Cavity and Pharynx - Excision - Branchial - Adenoidectomy	\$101.25	\$131.63
S068	Oral Cavity and Pharynx - Excision - Closure of fistula - Pharyngo- Laryngectom	\$1,155.45	\$1,502.09
Z292	Laryngoscopy Direct without biopsy	\$61.30	\$79.69
Z293	Laryngoscopy Direct with biopsy	\$61.30	\$79.69
Z296	Nose - Endoscopy - Fiberoptic endoscopy of upper airway (nose, hypopharynx o	\$20.10	\$26.13
Z299	Nose - Endoscopy - Fiberoptic endoscopy of upper airway (nose, hypopharynx o	\$8.55	\$11.12
Z301	Nose - Incision - Drainage of abscess or haematoma	\$55.60	\$72.28
Z305	Nose - Excision - Nasal polyp - Multiple or involving general anaesthetic - Unila	\$55.60	\$72.28
Z311	Nose - Excision - Removal of foreign body - Local anaesthetic	\$10.55	\$13.72
Z312	Nose - Excision - Removal of foreign body - General anaesthetic	\$50.90	\$66.17
Z314	Nose - Treatment of epistaxis (nasal Haemorrhage) - Cauterization - Unilateral	\$11.50	\$14.95
Z315	Nose - Treatment of epistaxis (nasal Haemorrhage) - Anterior packing - Unilate	\$15.35	\$19.96
Z316	Nose - Treatment of epistaxis (nasal Haemorrhage) - Posterior packing - Unilat	\$35.50	\$46.15
Z317	Nose - Endoscopy - Fiberoptic endoscopy of upper airway (nose, hypopharynx o	\$112.05	\$145.67
Z322	Larynx - Endoscopy - Direct - With removal of foreign body	\$106.45	\$138.39
Z323	Larynx - Endoscopy - Direct - With removal of lesion(s)	\$226.35	\$294.26
Z324	Larynx - Endoscopy - Indirect - With biopsy or removal of foreign body	\$44.70	\$58.11
Z325	Trachea and Bronchi - Incision - Emergency tracheotomy	\$474.65	\$617.05
Z326	Trachea and Bronchi - Tracheo - Bronchial aspiration - Change of tracheostomy	\$12.50	\$16.25
Z327	Trachea and Bronchi - Endoscopy - Bronchoscopy - Flexible or rigid, with or wit	\$124.90	\$162.37
Z329	Chest Wall and Mediastinum - Endoscopy - Mediastinoscopy	\$380.00	\$494.00
Z331	Lungs and Pleura - Introduction - Thoracentesis - Aspiration for Diagnostic sam	\$32.45	\$42.19
Z332	Lungs and Pleura - Introduction - Thoracentesis - Aspiration with therapeutic d	\$59.15	\$76.90
Z334	Lungs and Pleura - Introduction - Thoracentesis - Total unilateral lung lavage w	\$304.60	\$395.98
Z335	Thoracoscopy (pleuroscopy) with or without pleuralBiopsy , suction, etc.	\$242.35	\$315.06
Z336	Lungs and Pleura - Incision - Biopsy of pleura, needle - Including Diagnostic asp	\$59.15	\$76.90
Z338	Lungs and Pleura - Excision - Biopsy of pleura or lung - With limited thoracotom	\$202.80	\$263.64
Z340	Lungs and Pleura - Incision - biopsy of lung, needle	\$137.85	\$179.21
Z341	Lungs and Pleura - Incision - Closed drainage effusion or pneumothorax	\$76.80	\$99.84
Z342	Trachea and Bronchi - Limited bronchoscopy with placement of endobronchial	\$112.55	\$146.32
Z343	Larynx - Endoscopy - Direct - With dilatation of larynx, to include bronchoscopy	\$202.35	\$263.06
Z344	Trachea and Bronchi - Tracheo - Bronchial aspiration - First procedure	\$45.95	\$59.74
Z345	Trachea and Bronchi - Tracheo - Bronchial aspiration - Subsequent procedures	\$18.60	\$24.18
Z346	Trachea and Bronchi - Tracheo - Bronchial aspiration - Transtracheal aspiration	\$22.35	\$29.06
Z355	Trachea and Bronchi - Quadroscope or panendoscopy - With or without biopsy	\$321.45	\$417.89
Z356	Trachea and Bronchi - Tracheo - Bronchial aspiration - Closure of persistent tra	\$133.95	\$174.14
Z359	Trachea and Bronchi - Repeat bronchoscopy for tracheobronchial toilet when p	\$56.65	\$73.65
Z360	Trachea and Bronchi - Endoscopy - Bronchoscopy - Emergency rigid bronchosco	\$474.65	\$617.05
Z361	Lungs and Pleura - Incision - Chronic indwelling pleural catheter for palliative r	\$200.00	\$260.00
Z524	Oral Cavity and Pharynx - Incision - Drainage of haematoma or deep neck absce	\$271.05	\$352.37
Z738	Trachea and Bronchi - Incision - Insertion of Montgomery "T" Tube or similar la	\$216.10	\$280.93
Z741	Trachea and Bronchi - Incision - Tracheotomy	\$273.15	\$355.10