



Summer 2007 ED Staffing Support Programs

Summer Flexibility for Coverage Hours in Workload Hospitals

Version 2, August 17, 2007

Description:

- In July and August 2007, workload physician groups that are unable to schedule all contracted hours may reduce their total hours as long as the ED remains open 24/7. No funding recovery will occur for this period.

Benefits:

- Allows for flexible use of funds by the physicians – physician can choose when and how to use the excess funding (i.e. they can determine their most urgent shift needs and support hard-to-fill ED shifts)

Pre-requisites or Restrictions:

- EDs must stay open 24/7 without the help of HFO's ED coverage program.
- Coverage must not fall below the minimum Workload threshold (40% of the hours over 24 hours per day), as per the contract
- Go-forward funding will continue to be calculated based on actual patients seen, so this initiative should be used judiciously. The ministry will also review left-without-being-seen rates when evaluating the program at the end of the summer.

Process:

- Physician groups should do some initial planning: determine when they will reduce their shift coverage, and how they can use their funding to maintain 24/7 coverage
- Contact APPB for further information.

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Summer Shift Premiums

Version 2, August 17, 2007

(for recruitment vacancies)

Description:

- In July and August 2007, the MOHLTC will provide additional funding to Tier 1 hospitals to compensate full time physicians who commit to working additional hours to cover vacant shifts in their home hospitals.

Benefits:

- Provides \$100/hour above regular base funding
- Compensates ED physicians for working extra hours to ensure coverage during ED staffing shortages.

Pre-requisites or Restrictions:

- Hospitals approved for recruitment funding through the APPB are designated Tier 1 and eligible
- Funding is available for up to 28 hours/week (over the month) for each Tier I recruitment position
- Single coverage hours are to be provided first
- Only physicians who are already working at least 28 hours/week over the month are eligible to receive this premium payment. These shift premiums will be applied above the 28 hours/week
- If the group has been getting assistance from HFO it will still be eligible to continue but must attempt to fill shifts using the summer shift premiums first.
- If the ED Group recruits during this period the eligibility for summer shift premiums will end on the recruit's start date.
- Best practices are followed in developing the schedule

Process:

- Groups apply to HFO
- The ED Chief sends the ED call schedule to HFO. For hospitals that have not previously used HFO, two previous months' schedules must also be submitted.
- The ED Chief offers the premium shifts to the full time physicians. At the end of the month, the ED Chief/Chief of Staff signs off on the hours worked. HFO verifies the shifts and MOHLTC provides the additional funding for those shifts to the ED group in the subsequent month.

Communication Point of Contact: emerg@healthforceontario.ca

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Summer Regional Group Locums

Version 2, August 17, 2007

Description:

- ED groups, including those from academic health science centers, who are not experiencing physician shortages are encouraged to assist hospitals experiencing difficulty by participating as a group in the HFO program.
- The ED group commits to 20 hours/month at \$2400 and the shifts are scheduled through HFO.
- Contracts are for 1-3 months

Benefits:

- Shift coverage is shared amongst a group of physicians.
- The group will be paid a \$2400 monthly stipend.
- Encourages strengthened relationships amongst physician groups and hospitals

Pre-requisites or Restrictions:

- Participating physicians must have CCFP (EM) qualifications or FRCP with certification in EM and American Board Emergency Medicine and/or 1 year of full-time ED experience within the last 3 years and current ATLS and ACLS training
- Participating ED groups must not reduce coverage at their home hospital and must ensure that their current ED remains fully covered.
- The Group must commit to an additional 20 hours per month, in addition to existing commitments at the home hospital.

Process:

- Interested groups apply to HFO and make a contractual commitment to ED coverage via the HFO program
- HFO will coordinate the shift coverage

Communication Point of Contact: emerg@healthforceontario.ca

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Description:

- Primary care groups (Family Health Networks, Family Health Organizations, Family Health Groups etc) and Family Health Teams with qualified, ED trained physicians are encouraged to support local EDs experiencing staffing shortages by participating as a group in the HFO program.
- The FHT commit to 20 hours/month at \$2400 and the shifts are scheduled through HFO.
- Contracts are for 1-3 months

Benefits:

- Strengthens community relationships between primary care groups and ED physician groups
- Shift coverage is shared amongst a group of physicians.
- The group will be paid a \$2400 monthly stipend.

Pre-requisites or Restrictions:

- Qualifying groups must commit to 20 hours of coverage per month.
- Family physicians should have ED experience and/or ACLS, ATLS and PALS

Process:

- Hospitals contact interested primary care organizations to determine interest and initiate the process
- Interested primary care groups apply to HFO to participate in program.
- HFO will coordinate the shift coverage with the hospital and the primary care group

Communication Points of Contact: emerg@healthforceontario.ca

Summer HFO ED Stipend Physicians

Version 2, August 17, 2007

Description:

- HFO has expanded its ED stipend physician pool to focus on short-term contracts for summer ED coverage of one to three months.

Benefits:

- Opportunity for more physicians to participate in the HFO ED program.
- Participants will be paid a \$2400 monthly stipend
- Direct costs for travel and accommodation are covered by the hospital: travel beyond 2 hours is compensated at \$300/half day to a maximum of 2 days per round trip.

Pre-requisites or Restrictions:

- Participants must commit to 20 hours of ED coverage per month in designated HFO hospitals.
- Participants must not reduce coverage at their home hospital(s) and must ensure that their current ED(s) remain fully covered.
- Physician candidates must have CCFP (EM) qualifications or FRCP with certification in EM and American Board Emergency Medicine and/or 1 year of full-time ED experience within the last 3 years and current ATLS and ACLS training

Process:

- Interested physicians contact HFO to apply for the stipend program
- Successful stipend physicians make a contracted commitment with HFO
- HFO obtains and posts the available shifts
- Physicians have access to password protected website to fill shifts

Communication Point of Contact: emerg@healthforceontario.ca

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Summer Variation Coverage

Version 2, August 17, 2007

Description:

- A 25% premium on service encounters during July and August, 2007 for all hospitals with a volume of less than 30,000 patients/year.

Benefits:

- Increased payment for services performed by ED physicians in summer.
- The ED physician group determines how to apply the additional funding.

Pre-requisites or Restrictions:

- Excludes statutory holidays that are already eligible for the Holiday Coverage Premium.

Process:

- Hospital volumes based on previous calendar year.

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