

Family Health Teams

Advancing Family Health Care

Guide to Interdisciplinary Provider Compensation

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Purpose

This compensation guide and accompanying appendices are part of a set of Family Health Team implementation and planning guides. This guide sets out eligibility, funding criteria and guidelines for the compensation of non-physician interdisciplinary health care providers (interdisciplinary health providers). Family Health Teams should use this guide as a reference when preparing to make a request for interdisciplinary health providers through the annual operating budget submission process or in their *Business and Operational Plan*.

Objective of Interdisciplinary Provider Compensation Funding

The Ministry of Health and Long-Term Care (the ministry) provides Family Health Teams with funding to compensate eligible interdisciplinary health providers.

Who is Eligible?

- Family Health Teams approved by the Ministry of Health and Long-Term Care.

What is Eligible?¹

- Family Health Team interdisciplinary health providers are compensated by salary², and the ministry will provide an allowance for benefits (see Appendix B) of up to 20% of the salary.
- Compensation for interdisciplinary health providers who are currently remunerated by a physician who will become employees of the Family Health Team.
- Compensation for interdisciplinary health providers already on staff who are currently funded by other ministry programs who will become employees of the Family Health Team.
- Costs associated with integrating interdisciplinary health providers into the clinical setting such as space, equipment, furnishing and associated supplies.

What is Not Eligible?

- Compensation for interdisciplinary health providers already on staff who are currently funded by other sources (sponsors or community partners).

This list is not exhaustive. For questions on specific items not noted here, please call your ministry contact.

¹ For more information on salaries of interdisciplinary health providers, see Appendix A. Eligibility for all interdisciplinary health providers depends on compliance with the ministry's funding criteria, such as patient roster size (see "Funding Criteria" on page 4).

² The salary includes statutory benefits (i.e. 10 paid vacation days and 8 paid holidays – as per the Employment Standards Act, 2000). For more information on benefits for interdisciplinary health providers and administrators, see Appendix B.

Application Submission

Applications for funding are to be submitted as part of the *Business and Operational Plan* and/or annual operating budget submission.

Application Requirements

In order to receive interdisciplinary compensation support, eligible applicants must specify the following in their *Business and Operational Plan* and/or annual operational budget submission:

1. A list of existing interdisciplinary health providers, their complement (full-time equivalency), salary and funding source;
2. A detailed proposed/new staffing plan, which includes:
 - a. a list of proposed interdisciplinary health providers [expressed as Full-Time Equivalents (FTEs)],
 - b. a description of positions (roles and qualifications), and
 - c. the rationale as to how the proposed providers will support Family Health Team programming, service delivery, and address identified community needs;
3. Timelines and key milestones for implementing the staffing/recruitment plans (for those providers already committed to working with the Family Health Team, attach a letter of commitment);
4. A description of financial and/or in-kind contributions from sponsors and community partners, and any conditions attached to each contribution; and
5. The total estimated funding requested per fiscal year, per provider.

Funding Criteria

For new Family Health Teams, the number of interdisciplinary health providers funded by the ministry is based on a combination of patient need, local demographics, established benchmarks and existing (or predicted) physician roster size.

In following years, applications for interdisciplinary health providers are assessed in accordance with the following criteria:

- Funding is limited to the incremental costs associated with the number of approved human resources (FTEs), and to the eligible positions and salary benchmarks as per Appendix A;
- Patient enrolment (the Family Health Team has surpassed its annual patient enrolment target);
- Demonstrate how the interdisciplinary health provider will improve access to family health care through new unattached patients;
- Demonstrate how the interdisciplinary health provider will serve the unique needs of the community; and
- Show how the interdisciplinary health provider will be an integral part of Family Health Team programming.

Funding Process

Funding will be provided as part of the Family Health Team operational funding.

All interdisciplinary health providers that are governed by the *Regulated Health Professions Act, 1991* or similar profession-specific legislation must be eligible to work in Ontario and be registered with the appropriate regulatory college/body prior to being offered employment in a Family Health Team.

Where to Get More Information

All Family Health Teams are assigned a FHT Senior Program Consultant. This ministry contact is your guide to assist you and work through the details of submitting a complete application.

For more information on FHTs in general, please refer to the Family Health Team guides or the Ministry of Health and Long-Term Care website at: <http://www.health.gov.on.ca/en/pro/programs/fht/>

Appendix A – Salary Benchmarks for Interdisciplinary Health Care Providers

Interdisciplinary Health Care Provider	Salary	
	Minimum	Maximum
Case Worker/Manager	49,546	59,137
Chiropodist/Podiatrist	55,251	66,568
Chiropractor	Consult with Ministry Contact	Consult with Ministry Contact
Counsellor	44,516	53,633
Health Educator/Promoter	51,641	62,219
Nurse Practitioner (Registered Nurses-Extended Class)	78,054	89,203
Occupational Therapist	55,251	66,568
Pharmacist	61,685	88,869
Physician Assistant	N/A	75,000
Physiotherapist	55,251	66,568
Psychologist/Psychological Associate	103,322	135,916
Registered Dietitian	51,641	62,219
Registered Nurse	55,251	66,568
Registered Practical Nurse	39,034	47,117
Respiratory Therapist	55,251	66,568
Social Worker/ Mental Health Worker	55,251	66,568
Senior Social Worker (Masters of Social Work and three (3) years work experience)	55,251	69,003

- All figures are expressed in dollars per annum, per FTE.
- The interdisciplinary health provider must present to the Family Health Team proof of registration with the respective regulatory college or agency as a condition of hiring.
- Salaries do not include applicable benefits and overhead compensation.
- Part-time rates must be derived from the salary ranges provided above.

Appendix B – Benefit Guidelines for Family Health Teams

Benefit Components	Purpose of Benefit Funding
<i>Statutory Employer Premiums and Taxes:</i>	To make employer (Family Health Team) contributions to statutory premiums and taxes, as detailed below.
Canada Pension Plan	Contribution rate is based on a Family Health Team employee's salary, as per statute. For current rates, please consult the Canada Revenue Agency (www.cra-arc.gc.ca or 1-800-959-5525)
Employment Insurance	Premium rate is based on a Family Health Team employee's salary, as per statute. For current rates, please consult the Canada Revenue Agency (www.cra-arc.gc.ca or 1-800-959-5525)
Workplace Safety and Insurance Board	For current rates, please consult the Workplace Safety and Insurance Board (www.wsib.on.ca or 1-800-387-0750)
Employer Health Tax	For current rates and eligibility, please consult the Ministry of Revenue (www.rev.gov.on.ca or 1-800-263-7965)
<i>Discretionary Benefit</i>	To create a benefit package for employees, which may include (but is not limited to) extended health and dental care, accidental death and disability, vision care, and/or a registered pension plan

- Benefit Funding cannot be used to supplement or top up employee salaries.
- Family Health Teams must pay for the employer's portion of statutory premiums. Employing interdisciplinary health providers as independent contractors is strongly discouraged. If Family Health Teams wish to do so, they should seek independent legal and financial advice, and consult with the Canada Revenue Agency.
- Family Health Teams can offer their employees Registered Pension Plans, as defined by the Income Tax Act, 1985.
- Previously-Approved Collective Bargaining Agreement (CBA) salary and benefits override those detailed in Appendices A and B only if employees of an entity other than a Family Health Team, whose position is governed by a CBA, are seconded to the Family Health Team.