

Nova Scotia Physician Incentive: One Year Postgraduate Training (GP+1) Specialty Stream Guidelines

The One-year Postgraduate Training (GP+1) Specialty Stream Physician Incentive is intended to support the recruitment of physicians with a minimum of one-year postgraduate certification in specialty services, (e.g., Care of the Elderly, Emergency Medicine, FP Anaesthesia, Palliative Care) but who are not Royal College of Canada certified specialists.

Eligibility Criteria:

Communities of practice that are eligible for the incentive	<p>Western Zone – all communities</p> <p>Eastern Zone – all communities</p> <p>Northern Zone – all communities</p> <p>Central Zone – not eligible</p>				
ELIGIBILITY CRITERIA 1	<p>Have you previously entered into a Return of Service agreement for a financial or educational incentive either with the Province, the Minister and/or the Department of Health and Wellness or another party (either current or past)?</p> <table border="1"> <tr> <td style="text-align: center;">No</td> <td>Please proceed to Eligibility Criteria 2.</td> </tr> <tr> <td style="text-align: center;">Yes</td> <td>You do not qualify.</td> </tr> </table>	No	Please proceed to Eligibility Criteria 2.	Yes	You do not qualify.
No	Please proceed to Eligibility Criteria 2.				
Yes	You do not qualify.				
ELIGIBILITY CRITERIA 2(A)	<p>Do the following conditions apply to your situation?</p> <ul style="list-style-type: none"> • You have a minimum of one-year postgraduate certification in one of the following specialty services: Anaesthesia, Care of the Elderly, Emergency Medicine, Palliative Care, or • You are currently enrolled in a Canadian family medicine residency (or postgraduate program), and working towards one of the above mentioned specialty services. <table border="1"> <tr> <td style="text-align: center;">Yes</td> <td>Please proceed to Eligibility Criteria 2(B).</td> </tr> <tr> <td style="text-align: center;">No</td> <td>You do not qualify.</td> </tr> </table>	Yes	Please proceed to Eligibility Criteria 2(B).	No	You do not qualify.
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ELIGIBILITY CRITERIA 2(B)	<p>Do the following apply to your situation?</p> <ul style="list-style-type: none"> • It has been 10 years or less since you <u>first</u> entered into independent practice; and • You are currently licensed with a medical regulatory authority in Canada. <table border="1"> <tr> <td style="text-align: center;">Yes</td> <td>Please proceed to Eligibility Criteria 3.</td> </tr> <tr> <td style="text-align: center;">No</td> <td>You do not qualify.</td> </tr> </table>	Yes	Please proceed to Eligibility Criteria 3.	No	You do not qualify.
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ELIGIBILITY CRITERIA 3	<p>Have you practiced in Nova Scotia before in a community that is eligible for the incentive, other than during a residency or locum?</p> <table border="1"> <tr> <td style="text-align: center;">No</td> <td>Please proceed to Eligibility Criteria 4.</td> </tr> <tr> <td style="text-align: center;">Yes</td> <td>You do not qualify.</td> </tr> </table>	No	Please proceed to Eligibility Criteria 4.	Yes	You do not qualify.
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ELIGIBILITY CRITERIA 4	<p>Have you signed a letter of offer with the NSHA, which specifies a community or communities of practice?</p> <table border="1"> <tr> <td style="text-align: center;">Yes</td> <td>Please review the approved zones / communities for eligibility</td> </tr> <tr> <td style="text-align: center;">No</td> <td>You do not qualify.</td> </tr> </table>	Yes	Please review the approved zones / communities for eligibility	No	You do not qualify.
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Return of Service (ROS) Agreement:

Approved incentive recipients will be required to enter into a Return of Service agreement with the Province of Nova Scotia before receiving any funds. Among other things, the agreement will require you to:

- practice for five years in the community or communities specified in your Letter of Offer,
- meet fee-for-service and/or shadow billing targets, or minimum hourly threshold (for Emergency Medicine, Geriatric Care, and Palliative Care).

Value of Incentive:

For **full-time** physicians (1.0 FTE), the incentive is valued at \$125,000:

- Initial payment of \$25,000 will be paid upon signing a Return of Service agreement.
- Five annual payments of \$20,000 each are paid at the end of each year of service (provided conditions are met as outlined within the Return of Service agreement).

Physicians practicing on a **part-time** basis (less than 1.0 FTE) will receive a prorated portion of these payments.

Alternative Payment Plans (APPs):

Physicians receiving this incentive and remunerated with an Alternative Payment Plan (APP) must have a minimum 0.5 FTE APP agreement.

Annual Payment Conditions:

Annual billings will be calculated no sooner than 90 days following the end of each year of service, to allow for calculation of all relevant billings.

Billings and payments for non-clinical services will be excluded from the billing data analysis. They include, but are not necessarily limited to:

- a. Master Agreement incentive programs
- b. Leadership/administrative stipends
- c. Facility on-call stipends
- d. Workers' compensation billings
- e. Payments for C/AFP entitlements
- f. Teaching stipend
- g. Locum payments for anything other than clinical services (i.e., expenses)

Though not all, those listed above are typically payable in addition to a physician's shadow billing or fee-for-service claims.

For APP physicians, the incentive shadow billing target is 50% of the APP contract value.¹

For fee-for-service physicians, the incentive billing threshold will be 50% of the Canadian Institute for Health Information (CIHI) average gross clinical payment for 2019-2020 adjusted for the current Master Agreement annual increases² and FTE identified in the NSHA Letter of Offer.

Where remuneration for services is based on days/hours (e.g., ED, sessional), the incentive threshold is based on minimum annual hours.

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Physicians remunerated from multiple sources (e.g., part-time APP, part-time fee-for-service, part-time sessional) will have a weighted average target applied comprising the individual targets (i.e., APP target + FFS target + sessional target).

In all instances:

- The target will be pro-rated for the FTE identified in the NSHA Letter of Offer, and

If a physician leaves mid-year, the final payment will not be prorated.

Moving Return of Service Location:

If a recipient wishes to change their Return of Service location, the incentive may only be transferred with Department of Health and Wellness approval and if the new location is in an eligible community of practice. In each instance, the physician and health authority must present an extenuating reason for the request to be considered.

Please note this is a taxable benefit. Upon request, a T4A will be provided.

For further detail about this incentive, please refer to the accompanying *Question & Answer (Q&A)* document.

¹ APP shadow billing thresholds are independent of the Return of Service billing threshold. When issuing a contract to a physician, DHW will advise the applicable thresholds (i.e., shadow billing, FFS billing, hours) of the services being provided for the incentive.

² Source: CIHI National Physician Database – Payments Data, 2019-2020. [npdb-payments-data-tables-2019-en.xlsx \(live.com\)](#). Nova Scotia Physician Services Master Agreement rate increases are applied (e.g., 2% per annum for the 2019-23 agreement). GP+1 specialities available for licensure in Nova Scotia are relatively few and the billing thresholds may not be attainable in certain communities. When issuing a contract to a physician, DHW will advise the applicable thresholds (i.e., shadow billing, FFS billing, hours) for the services being provided for the Return of Service.