

**METHOD FOR THE IMPLEMENTATION OF 2025/26 FFS COMPENSATION INCREASES IN
THE MINISTRY OF HEALTH (MINISTRY) AND ONTARIO MEDICAL ASSOCIATION (OMA)
YEAR 3 2021 PHYSICIAN SERVICES AGREEMENT AND YEAR 1 2024 PHYSICIAN
SERVICES AGREEMENT**

The interim relativity-adjusted increase to physician payments for FY 2025/26 as set out in the OMA and Ministry of Health 2021-24 PSA Year 3 Implementation and 2024-28 Procedural Agreement dated February 22, 2024 (the “Year 3 Agreement”), and the Binding Interest Arbitration Award dated September 12, 2024 (the “Award”), and the Supplementary Year 3 and Year 1 Implementation Agreement between the Ministry and OMA dated October 25, 2024 (with respect to the implementation of relativity-adjusted payment increases) were arrived at by:

1. Identifying insured Fee-For-Service (FFS) payments that are eligible to receive the 9.96 percent compensation increase arising from the Year 3 Agreement and the Award for FY 2025/26 (the compounded value of 2.8% from the Year 3 Agreement and 6.965% representing 70% of the 9.95% increase from the Award);
2. Determining the derived specialty of each physician; and
3. Determining the relativity increase rate.

(1) Eligible payments in FY2025/26

- a) Increases shall be applied to the basic fee payable for an insured service, as set out in the schedule of benefits, except hospital technical fees.
- b) Increases will be applied based on service date and will apply to services rendered on or after April 1, 2025 and before April 1, 2026.

(2) Assigning a derived specialty for each physician

- a) A derived specialty is assigned based on physician billings for FY 2024/25. Derived specialty is the billing specialty associated with the claims for insured services submitted by the physician that had the highest total billings (paid and shadow billed) unless the exception listed below applies. NOTE: Physicians who did not have claims in FY 2024/25 will initially be assigned the 9.96 percent global rate until a derived specialty can be determined based on their 2025/26 claims.
- b) Family & General Practice has three different derived specialties: 00_1 Capitation, 00_2 FFS, 00_3 Salary and Contracts.
 - (1) The 00_1 specialty is applied to ‘00’ physicians who are affiliated to a capitated model. (see Table 2 for additional details)
 - (2) The 00_2 specialty is applied to ‘00’ physicians who receive fee for service (FFS) payments including Family Health Group (FHG), Comprehensive Care Model (CCM) and other FFS payment models. Additionally, the 00_2 specialty is applied to ‘00’ physicians who receive payments from contract models (e.g. Academic Comprehensive, Academic Specialty, AHSC, Community, Northern Specialists, and Family Medicine programs such as Locum, UAP, and Physician Collaboration). (see Table 2 for additional details)

- (3) The 00_3 specialty is assigned to '00' physicians who receive payments from primary care salary and contract models. (see Table 2 for additional details)
- c) The Emergency Medicine specialty is applied to physicians who have:
- (1) a derived specialty of '12' (Emergency Medicine),
 - (2) a derived specialty of '00' (Family & General Practice), are not in a primary care model (PCM) (relevant PCMs: FHN, FHO, GHC, CCM, FHG, BSM, RNPGE, STJHC, GPFCOE, GPHIV, WAHA, AFHT, CHC, GPFPC, IPHCO, TPCA, HSA, or SIOUX) and are affiliated with an Emergency Department Alternative Funding Agreement (EDAFA) group (excluding GP Experts and Second On-call) and received payment for at least one claim under their affiliated group,
 - (3) a derived specialty of '00' (Family & General Practice), are not in a PCM (as above), are not affiliated with an EDAFA group (excluding GP Experts and Second On-call), and whose FFS is predominantly (>50 percent) for emergency department services (relevant H-prefix codes: 'H065', 'H100', 'H101', 'H102', 'H103', 'H104', 'H105', 'H112', 'H113', 'H121', 'H122', 'H123', 'H124', 'H131', 'H132', 'H133', 'H134', 'H151', 'H152', 'H153', 'H154', 'H960', 'H962', 'H963', 'H964', 'H980', 'H981', 'H984', 'H985', 'H986', 'H987', 'H988', 'H989').
- d) The Critical Care Medicine specialty is applied to physicians who have:
- (1) a derived specialty of '11' (Critical Care Medicine),
 - (2) whose FFS is predominantly (> 50 percent) in critical care per diem fee codes (relevant G-prefix codes: 'G400', 'G401', 'G402', 'G405', 'G406', 'G407', 'G557', 'G558', 'G559').
- e) Physicians with new Palliative Medicine derived specialty will be assigned the 9.96 percent global rate.
- f) A physician may only be assigned one derived specialty. For '00' physicians who receive payments through various payment models, the following is the order of assignment of derived specialty: 00_1, 00_2 CCM/FHG, 00_3, Emergency Medicine, 00_2 contract models, Critical Care Medicine, 00_2 FFS.

(3) Determining relativity increase rate for each payment category

- a) The relativity increase rates are set out in **Table 1** and will be applied as set out below. These rates are cumulative, taking into account the 2.8 percent increase from Year 3 of the 2021 PSA and the 6.965 percent increase from Year 1 of the 2024 PSA.
- (1) The basic fee payable for an insured service, as set out in the schedule of benefits (excluding hospital-based technical and office-based technical fees) will receive an increase based on the individual physician's derived specialty.
 - (2) Office-based technical fees will receive the global increase rate, regardless of the individual physician's derived specialty.
 - (3) Hospital-based technical fees are excluded and will not receive an increase.

(4) Calculate payments

- a) The basic fee payable for an insured service, as set out in the schedule of benefits, will be multiplied by the appropriate relativity increase rate [set out at 3 and as

detailed in Table 1 and Table 2] for services rendered on or after April 1, 2025 and before April 1, 2026.

- b) Increases will be applied to all eligible payments [set out at 1 and 3] on a monthly basis, except hospital technical fees, and will be flowed to the recipient in the usual manner (e.g. to individual physicians, group, contract, or institution).

Table 1 – Specialty Based Cumulative Relativity Increase Rates

Specialty Code	Specialty	2025/26
00_1	Family: Capitation (defined above at 2b)	11.7513%
00_2	Family: FFS(defined above at 2b)	12.7535%
00_3	Family: Salary and Contracts (defined above at 2b)	13.5477%
1	Anaesthesiology	5.3331%
2	Dermatology	8.1960%
3	General Surgery	9.2411%
4	Neurosurgery	7.4047%
5	Public Health	9.8960%
6	Orthopaedic Surgery	7.4239%
7	Geriatrics	11.2451%
8	Plastic Surgery	9.7380%
9	Cardiac Surgery	7.8741%
11	Critical Care Medicine (defined above at 2d)	8.1424%
12/EM	Emergency Medicine (defined above at 2c)	10.4906%
13	Internal Medicine	10.3762%
15	Endocrinology	10.2968%
16	Nephrology	8.3127%
17	Vascular Surgery	7.6012%
18	Neurology	13.3872%
19	Psychiatry	13.8528%
20	Obstetrics & Gynaecology	12.7694%
22	Genetics	11.1254%
23	Ophthalmology	2.4515%
24	Otolaryngology	7.3770%
26	Paediatrics	12.1539%
28	Laboratory Medicine	8.2592%
31	Physical Medicine	9.9917%
33	Diagnostic Radiology	4.7486%
34	Radiation Oncology	6.0435%
35	Urology	7.7448%
41	Gastroenterology	4.1563%
44	Medical Oncology	7.8176%
46	Infectious Disease	13.5728%
47	Respiratory Disease	11.2990%
48	Rheumatology	12.7047%
60	Cardiology	6.5709%
61	Haematology	11.7661%
62	Clinical Immunology	7.4692%
63	Nuclear Medicine	8.7053%
64	General Thoracic Surgery	10.4981%
GB	Global Rate	9.9600%

Table 2 – '00' Physician Derived Specialty by Program/Payment Type

Programs/Payments Description	FY2025/26	Specialty
Family Health Organization (FHO)	11.7513%	00_1
Family Health Network (FHN)	11.7513%	00_1
Group Health Centre (GHC)	11.7513%	00_1
New Graduate Entry Program	11.7513%	00_1
Family Health Group (FHG)	12.7535%	00_2
Comprehensive Care Model (CCM)	12.7535%	00_2
Fee For Service Family Practice & Practice in General (FFS)	12.7535%	00_2
Academic Comprehensive : HSC AFA	12.7535%	00_2
Academic Speciality : The Donwood Institute	12.7535%	00_2
Community : Dryden Anaesthesia	12.7535%	00_2
Community : Fort Frances Anaesthesia	12.7535%	00_2
Community : Kenora Anaesthesia	12.7535%	00_2
Community : Kenora Internal Medicine Physician Group	12.7535%	00_2
Community : Sioux Lookout Anaesthesia	12.7535%	00_2
Community : St. Thomas-Elgin Paediatric Group	12.7535%	00_2
Community : West Park Health Care Ctr	12.7535%	00_2
Northern Specialists : Cochrane Northern Specialists	12.7535%	00_2
Northern Specialists : Elliot Lake Specialist Group	12.7535%	00_2
Northern Specialists : Kenora Medical Specialists	12.7535%	00_2
Northern Specialists : Parry Sound Specialist Group	12.7535%	00_2
Northern Specialists : Sault Area Hospital Anaesthesia Group	12.7535%	00_2
Northern Specialists : Temiskaming Specialists Group	12.7535%	00_2
Northern Specialists : The Kirkland Lake Specialty Group	12.7535%	00_2
Northern Specialists : Thunder Bay Anaesthesia Associates	12.7535%	00_2
Academic Speciality : Surrey Place	12.7535%	00_2
AHSC : Academic Medical Organization of Southern Ontario-London Health Sciences Centre	12.7535%	00_2
AHSC : Baycrest Centre for Geriatric Care	12.7535%	00_2
AHSC : Bloorview Kids Rehab	12.7535%	00_2
AHSC : Bruyere Academic Medical Organization	12.7535%	00_2
AHSC : Centre for Addiction and Mental Health	12.7535%	00_2
AHSC : CHAMO	12.7535%	00_2
AHSC : Hamilton Academic Health Sciences Organization - Hamilton Health Sciences Centre	12.7535%	00_2
AHSC : Montfort Hospital	12.7535%	00_2
AHSC : MSH-UHN	12.7535%	00_2
AHSC : Northern Ontario School of Medicine	12.7535%	00_2
AHSC : Royal Ottawa Health Care Group	12.7535%	00_2
AHSC : SEAMO	12.7535%	00_2
AHSC : St. Michael's Hospital Medical Services Association - St. Michael's Hospital	12.7535%	00_2
AHSC : Sunnybrook Health Sciences Centre	12.7535%	00_2
AHSC : The Ottawa Hospital Academic Medical Organization - The Ottawa Hospital	12.7535%	00_2

Programs/Payments Description	FY2025/26	Specialty
AHSC : University of Ottawa Heart Institute	12.7535%	00_2
AHSC : University of Ottawa, Department of Family Medicine	12.7535%	00_2
AHSC : University of Toronto Department of Family and Community Medicine	12.7535%	00_2
AHSC : University of Western Ontario - Department of Family Medicine and Dentistry	12.7535%	00_2
AHSC : Women's College Hospital Academic and Medical Services Group	12.7535%	00_2
Academic Speciality : Women's Health Centre	12.7535%	00_2
Community : Breslau Physiotherapy	12.7535%	00_2
Community : Goderich Cardia Rehab Grp	12.7535%	00_2
Community : Thunder Bay Physiotherapy	12.7535%	00_2
Community : Georgian Bay General Hospital Anaesthesia Group	12.7535%	00_2
Community : Hawkesbury and District Anaesthesia Associates	12.7535%	00_2
Community : Hopital Notre-Dame Hospital GPA	12.7535%	00_2
Community : Lady Minto Hospital & MIC's GPA	12.7535%	00_2
Community : Sensenbrenner Hospital GPA	12.7535%	00_2
Community : The OSMH Anesthesia Associates	12.7535%	00_2
Locum Programs: EDLP, NSLP, RFMLP	12.7535%	00_2
Physician Collaboration : NP-Led Clinics and PCNP	12.7535%	00_2
UAP : NS Physician Outreach	12.7535%	00_2
Blended Salary Model (BSM)	13.5477%	00_3
GP Focus Care of the Elderly (GPFCOE)	13.5477%	00_3
GP Focus HIV (GPFHIV)	13.5477%	00_3
GP Focus Palliative Care (GPFPC)	13.5477%	00_3
St Joseph's Health Centre (STJHC)	13.5477%	00_3
Aboriginal Family Health Teams (AFHT)	13.5477%	00_3
Interprofessional Primary Health Care Organization (IPHCO)	13.5477%	00_3
Toronto Palliative Care Agreement (TPCA)	13.5477%	00_3
Homeless Shelter Agreement (HSA)	13.5477%	00_3
Community Health Centre (CHC)	13.5477%	00_3
Rural & Northern Physician Group Agreement (RNPGA) 1	13.5477%	00_3
Rural & Northern Physician Group Agreement (RNPGA) 2	13.5477%	00_3
Sioux Lookout Regional Physician Services Agreement	13.5477%	00_3
Weeneebayko Area Health Ahtuskaywin (WAHA)	13.5477%	00_3