

YOUR EARNING POTENTIAL

FAMILY MEDICINE

\$215,000 - \$430,000

Ultimately each physician's earnings vary based on how they work. These ranges are based on historical billings of full-time physicians working on PEI as family physicians. The Medical Society of PEI provides this information to help you understand your earning potential and decide on how you will to be compensated. If there is conflict between this document, your contract or the Master Agreement, the latter shall prevail.

PAYMENT MODALITY	SALARY*	FEE-FOR-SERVICE	CONTRACT**
Relationship with Health PEI (health authority)	Employee	Independent contractor	Service Provider
Base Earnings	\$166,792 - \$179,995 Class 1-3 (April 1, 2022)	\$240,000 - \$396,000	\$188,191 - \$201,394
Blended Payment Incentives	\$30,000 - \$60,000	N/A	\$30,000 - \$60,000
On-call (Value varies based on call group size)	\$10,000 - \$35,000	\$10,000 - \$35,000	\$10,000 - \$35,000
Additional Earning Potential	\$10,000 - \$25,000	Reflected in base earnings.	\$10,000 - \$25,000
Overhead expenses (Including staff salaries)	Paid for by Health PEI	Cost to physician (Estimated 25% of billings)	Paid for by Health PEI
EARNING POTENTIAL	\$215,000 – \$300,000	\$250,000 - \$430,000	\$235,000 - \$320,000
Benefits	Includes benefits package valued at \$20,000 - \$25,000	See other benefits on page 3	See other benefits on page 3
% PHYSICIAN POPULATION THAT CURRENTLY USE THIS MODEL	60%	35%	5%

* Salary based on 1950 hours per year (averaging 37.5 hours per week over 52 weeks, including paid vacation).

** Contract based on 1,725 hours per year (does not include benefits or paid vacation).

SALARY

SALARY BASE:

\$166,792 to \$179,995 (Class 1-3 as of April 1, 2022)

Salaried physicians enter an employee/employer relationship with Health PEI. In this model, Health PEI hires a physician under a contract of employment which sets-out the hours worked, duties and responsibilities. As employees, physicians access additional rights, obligations and benefits contained in Section B of the Master Agreement. Income earned as an employee must be claimed personally. Setting up a professional corporation may not be necessary. If services are provided on a fee-for-services basis they may be claimed through a professional corporation.

BLENDED PAYMENT RANGE:

\$30,000 - \$60,000

Salaried physicians are required to shadow bill the services they provide during salaried hours. Shadow billings provide the health system with data assist with resource allocation and programs and services planning and delivery. To incent robust shadow billing, salaried physicians receive an additional payment of 31% (approx. \$30,000 - \$60,000) of submitted and approved shadow billings on top of their base salary (see: Article C5 of the Master Agreement for details).

PAID BENEFITS PACKAGE VALUE:

\$20,000 - \$25,000

As an employee you have access to a suite of benefits including health and dental, paid vacation and sick days, life insurance, RRSP matching, etc. (see: Section B of the Master Agreement for details).

ON-CALL RANGE:

\$10,000 - \$35,000

Unless otherwise agreed by Health PEI, physicians are required to participate equitably in the delivery of on-call services, with individual commitment to be not more frequent than averaging 1 in 3. On-call frequency and earning potential varies based on the call group size (see: Article C3.1(b) for Family Physicians On-Call Retainer (plus fee-for-service)).

ADDITIONAL SERVICES:

\$10,000 - \$25,000

Earning potential can increase if additional services such as long-term care services or surgical assists, as examples, are offered. The scope of practice is discussed with and approved by Health PEI at the time of hiring. Fee-for-service work done outside of salaried hours must be pre-approved by Health PEI (See: Article C10 of the Master Agreement for conditions, approval process and exemptions).

OTHER BENEFITS:

Benefits offered through the Master Agreement include reimbursement for continuing medical education (CME), CMPA premium reimbursement (physicians are reimbursed for CMPA premiums after first \$1,500), access to paid maternity/parental leave, and health and leadership funding (see: Section D of the Master Agreement for details).

FEE - FOR - SERVICE

This model allows physicians to be compensated for each service provided, based on a fee scheduled within the Master Agreement. It provides physicians with more flexibility in terms of how, when, what volume, and in what way they provide their services. As income earned on a fee-for-service basis may be claimed through a professional corporation, this modality may provide tax advantages. Most physicians using this model are required to pay overhead fee (on average 25% of overall billings). Fee-for-service physicians do have access to negotiated benefits programs through the Master Agreement but do not have paid employment benefits such as vacation, health and dental or RRSP matching.

AVERAGE BASE EARNINGS RANGE:

\$240,000 - \$396,000

Based on the historical billing average of PEI fee for service physicians working in this specialty.

ON-CALL RANGE:

\$10,000 - \$35,000

Master Agreement stipulates a minimum of 1 and 3 on-call shared service; however, actual on-call service varies based on call group size.

OTHER BENEFITS:

There are benefits offered through the Master Agreement including reimbursement for continuing medical education (CME), CMPA premium reimbursement (physicians are reimbursed for CMPA premiums after first \$1,500), access to paid maternity/parental leave, and health and leadership funding (see: Section D of the Master Agreement for details).

CONTRACT

In this model physicians are compensated on an hourly basis, based on the Master Agreement. They have access to benefits through the Master Agreement (i.e. parental leave) but do not have paid benefits such as vacation, health and dental or RRSP matching. The hourly rate increase includes an amount for “in lieu of benefits” to compensate for those benefits. As income earned on a contract basis may be claimed through a professional corporation, this modality may provide tax advantages.

CONTRACT BASE:

\$188,191 - \$201,394

Based on Salary Classes 1 to 3 plus “in lieu of benefits” amount – as of April 1/22 (see: page 109 of the Master Agreement for Hourly Rate Table).

BLENDED PAYMENT RANGE:

\$30,000 - \$60,000 (depending on volume of services)

Contract physicians are required to shadow bill the services they provide during contract hours. Shadow billings provide the health system with the necessary data to assist with resource allocation and programs and services planning and delivery. To incent robust shadow billing, contract physicians receive an additional payment of 31% of submitted and approved shadow billings on top of their base salary (see: Article C5 of the Master Agreement for details).

ON-CALL RANGE:

\$10,000 - \$35,000

Unless otherwise agreed by Health PEI, physicians are required to participate equitably in the delivery of on-call services, with individual commitment to be not more frequent than averaging 1 in 3. On-call frequency and earning potential varies based on the call group size (see: Article C3.1(b) for Family Physicians On-Call Retainer (plus fee-for-service)).

OTHER BENEFITS:

Other benefits are offered through the Master Agreement including reimbursement for continuing medical education (CME), CMPA premium reimbursement (physicians are reimbursed for CMPA premiums after first \$1,500), access to paid maternity/parental leave, and health and leadership funding (see: Section D of the Master Agreement for further details).