

Remuneration Models for Family Practitioners

Fee-For-Service (FFS)

- Physicians operate as an independent business person and bills Manitoba Health for each patient they see based on a provincially negotiated fee schedule. [Manitoba Physician's Manual \(gov.mb.ca\)](http://gov.mb.ca)

Independent Contract (IC)

- Physicians receive a designated contract amount from a Regional Health Authority (RHA) for a negotiated amount of work.
 - IC #1 – Fee paid to physicians who are responsible for all of the overhead expenses.
 - IC #2 – Fee paid to physicians who are not responsible for any of the overhead expenses.

Winnipeg FP/GP

Benefits:

- A work week is 40 hours for 218 8-hour days (1,744 hours) of medical services per annum
- Access to Doctors Manitoba benefits funds¹
- Ability to incorporate as a tax deferral system

IC #1	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
Hourly	\$193.00	\$196.86	\$200.80	\$204.82
Annually	\$336,592	\$343,324	\$350,195	\$357,206
IC #2	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
Hourly	\$169.00	\$172.38	\$175.83	\$179.35
Annually	\$294,736	\$300,631	\$306,648	\$312,786

Rural GPs (Rural refers to Interlake Eastern RHA, Southern Health-Santé-Sud, & Prairie Mountain Health, including the city of Brandon)

Benefits:

- A work week is 40 hours for 218 8-hour days (1,744 hours) of medical services per annum
- 5% rural fee differential (built into the rates)
- Access to Doctors Manitoba benefits funds¹
- Ability to incorporate as a tax deferral system

IC #1	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
Hourly	\$202.65	\$206.70	\$210.83	\$215.05
Annually	\$353,422	\$360,485	\$367,688	\$375,047
IC #2	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
Hourly	\$177.45	\$181.00	\$184.62	\$188.31
Annually	\$309,473	\$315,664	\$321,977	\$328,413

Northern GPs (Northern refers to Northern RHA and Ongomiizwin Health Services (OHS))

Benefits:

- A work week is 40 hours for 218 8-hour days (1,744 hours) of medical services per annum
- 25% rural fee differential (built into the rates)
- Access to Doctors Manitoba benefits funds¹
- Ability to incorporate as a tax deferral system

IC #1 North	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
Hourly	\$241.25	\$246.08	\$251.00	\$256.02
Annually	\$420,740	\$429,640	\$437,744	\$446,499
IC #2 North	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
Hourly	\$211.25	\$215.48	\$219.79	\$224.19
Annually	\$368,420	\$375,797	\$383,314	\$390,987
IC #1 North Remote	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
Hourly	\$260.55	\$265.75	\$271.08	\$276.50
Annually	\$454,399	\$463,485	\$472,764	\$482,216
IC #2 North Remote	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
Hourly	\$228.15	\$232.71	\$237.36	\$242.11
Annually	\$397,894	\$405,846	\$413,956	\$422,240

Salaried

Physicians are employees of an RHA and provides services within the context of an employment contract.

Benefits:

- A work week is 40 hours for 218 8-hour days (2,080 hours) of medical services per annum
- 20 days paid vacation (up to 30 days after 10 years); 13 paid stat holidays per year
- 8 days of CPD/CME leave and CME funds
- Payment of CPSM and CMPA fees
- Group & dental health benefits, life insurance, long & short-term disability, EAP, 15 days of sick leave (annually), maternity/paternity leave and medical liability coverage

Winnipeg GPs	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
Hourly	\$141.14	\$143.96	\$146.84	\$149.78
Annually	\$293,571	\$299,437	\$305,427	\$311,542
Rural GPs	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
Hourly	\$148.20	\$151.16	\$154.18	\$157.26
Annually	\$308,256	\$314,413	\$320,694	\$327,101
Northern GPs	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
Hourly	\$176.43	\$179.96	\$183.56	\$187.23
Annually	\$344,039	\$350,922	\$357,942	\$365,099

Hospitalists Agreement (Brandon/Rural/Northern)

Benefits:

- A work week is 40 hours for 218 8-hour days (1,744 hours) of medical services per annum
- 5% (Rural) and 25% (Northern) premium (built into the rates)
- Hospitalists provide 9 hours on-site and 15 hours off-site on-call coverage
- Access to Doctors Manitoba benefits funds¹
- Ability to incorporate as a tax deferral system

		Hourly Rate			
Region		Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
Rural		\$187.95	\$191.71	\$195.54	\$199.45
Northern		\$223.75	\$230.05	\$234.65	\$239.34
(15) Hour Period of Off-Site On-Call Coverage					
Region		Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
Rural		\$866.52	\$883.85	\$901.53	\$919.56
Northern		\$1,039.82	\$1,060.62	\$1,081.84	\$1,103.47

Urgent and Emergency Medical Services Agreement (Rural and Northern Communities)

<ul style="list-style-type: none"> ▪ Eligible to submit fee-for-service claims in accordance with the Physicians Manual for all medical services provided during the 12-hour period of off-site on-call coverage between 8:01 and 7:59 a.m. 	12 Hours In-House Coverage and 12 Hours Off-Site On-Call Coverage					
	Days of the Week	Shifts	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
	Mon – Fri	Day	\$207.39	\$211.54	\$215.77	\$220.09
	Mon – Fri	Evening	\$290.35	\$296.16	\$302.08	\$308.12
	Sat & Sun	Day	\$290.35	\$296.16	\$302.08	\$308.12
	Sat & Sun	Evening	\$311.09	\$317.31	\$323.66	\$330.13
	Night Stipend					
	Mon – Fri	Stipend	\$991.90	\$1,011.74	\$1,031.97	\$1,052.61
	Sat/Sun/Holiday	Stipend	\$1,554.94	\$1,586.04	\$1,617.76	\$1,650.12
<ul style="list-style-type: none"> ▪ Eligible to submit fee-for-service claims to Manitoba in respect of medical services rendered while on call during each 24-hour period, provided that the physician remains readily available to attend to urgent and emergent cases anywhere within the hospital and personal care home. 	24 Hours On-Call Coverage					
	Days of the Week	Shifts	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
	Mon – Fri	Stipend	\$991.90	\$1,011.74	\$1,031.97	\$1,052.61
	Sat/Sun/Holiday	Stipend	\$1,554.94	\$1,586.04	\$1,617.76	\$1,650.12
	Less than 24-Hour Off-Site Emergency with 24-Hour Off-Site Community Call					
	Days of the Week	Shifts	Oct 1, 2023	Apr 1, 2024	Apr 1, 2025	Apr 1, 2026
	Mon – Fri	Stipend	\$826.51	\$843.04	\$859.90	\$877.10
	Sat/Sun/Holiday	Stipend	\$1,295.81	\$1,321.73	\$1,348.16	\$1,375.12

24 Hour On-Site ER

Days of the Week	Shifts	Rural				Northern			
		Oct 1 2023	Apr 1 2024	Apr 1 2025	Apr 1 2026	Oct 1 2023	Apr 1 2024	Apr 1 2025	Apr 1 2026
Mon – Fri	Day	\$248.06	\$253.02	\$258.08	\$263.25	\$295.31	\$301.22	\$307.24	\$313.39
Mon – Thu	Evening	\$303.19	\$309.25	\$315.44	\$321.75	\$360.94	\$368.16	\$375.52	\$383.03
Mon - Thu	Night	\$358.31	\$365.48	\$372.79	\$380.24	\$426.56	\$435.09	\$443.80	\$452.67
Sat & Sun	Day	\$275.63	\$281.14	\$286.76	\$292.50	\$328.13	\$334.69	\$341.38	\$348.21
Fri/Sat/Sun	Evening	\$330.75	\$337.37	\$344.11	\$350.99	\$393.75	\$401.63	\$409.66	\$417.85
Fri/Sat/Sun	Night	\$385.88	\$393.59	\$401.46	\$409.49	\$459.38	\$468.56	\$477.93	\$487.49
Holiday Weekday	Day	\$297.80	\$303.75	\$309.83	\$316.02	\$354.52	\$361.61	\$368.84	\$376.22
Holiday Weekday	Evening	\$352.92	\$359.98	\$367.18	\$374.52	\$420.14	\$428.55	\$437.12	\$445.86
Holiday Weekday	Night	\$408.05	\$416.21	\$424.53	\$433.02	\$485.77	\$495.48	\$505.39	\$515.50
Holiday Weekend	Day	\$325.36	\$331.87	\$338.50	\$345.27	\$387.33	\$395.08	\$402.98	\$411.04
Holiday Weekend	Evening	\$380.48	\$388.09	\$395.86	\$403.77	\$452.96	\$462.02	\$471.26	\$480.68
Holiday Weekend	Night	\$435.61	\$444.32	\$453.21	\$462.27	\$518.58	\$528.95	\$539.53	\$550.32

Note:

- Rates effective October 1, 2023. All rates are negotiated as part of the Physicians Services Agreement (PSA)
- Shifts: Days (0800-1600); Evenings (1600 – 2400); Night (2400 – 0800)

¹Doctors Manitoba benefits includes: Physician Liability Insurance Fund (PLIF), Physician Retention Trust Fund, Rural and Northern Physician Retention Fund, Professional Development Fund, Maternity/Paternity Benefits, New to Practice Support Program, Physician Peer Support Program, and Physician Health & Wellness Program. Additional information at doctorsmanitoba.ca/benefits-insurance.