

DOCUMENT REFERENCE 1:

5. Financial

(a) Funding for the following plans and programs (the “Grant Programs”) will be provided by AH to AMA according to grant agreements, which grant agreements will include an administrative fee payable to AMA in consideration for services regarding the management of each Grant Program and which grant agreements will align, from time to time, with the provisions described in the attached Schedule 6 – Details of Grant Programs:

- ⊗ Compassionate Expense,
- ⊗ Parental Leave,
- ⊗ Physician and Family Support,
- ⊗ Continuing Medical Education,
- ⊗ Medical Liability Insurance,
- ⊗ Physician Locums (Regular and Specialist)
- ⊗ Physician Learning,
- ⊗ Practice Management,
- ⊗ Towards Optimized Practice,
- ⊗ Retention Benefit,
- ⊗ Program Management Offices;

DOCUMENT REFERENCE 2:

**SCHEDULE 6
DETAILS OF GRANT PROGRAMS**

Generally, funding will be provided to pay for estimated spending within program parameters.

For greater clarity, the basis for the annual budget for each Physician Support and Physician Assistance Program will be as follows:

Physician Support Programs – (Evergreen)	Description	Basis for the Budget
Compassionate Assistance	To assist, on compassionate grounds, eligible physicians in need of temporary support, who have been referred by either the College of Physicians and Surgeons of Alberta or a consulting Physician of the Physician and Family Support Program.	Base funding of: <ul style="list-style-type: none"> • \$400,000 for Compassionate Assistance • \$2,478,000 for Regular and Specialist Locum Programs
Regular Locum Program	To ensure that Residents living in communities with four or fewer Physicians (or other critical circumstances approved by the Minister) will have access to continuous medical coverage if a Physician is unable to provide Physician services due to short-term absences.	<ul style="list-style-type: none"> • \$2,175,000 for Physician and Family Support Program <p>will increase by 2.5% in 2014/2015 and 2015/16, and COLA in 2016/17 and 2017/18.</p>
Specialist Locum Program	<p>To ensure that regional centers outside of Calgary and Edmonton (or other critical circumstances approved by the Minister) will have access to specialist coverage due to short-term absences of specialists in regional centers.</p> <p>Local specialists in consultation with the Authority agree on locum needs.</p>	<ul style="list-style-type: none"> • Base funding will be readjusted each year if in accordance with a grant, funds are transferred from other programs as a result of a change, in the ordinary course, of physician uptake of that particular program.
Physician and Family Support Program	To provide eligible physicians and their qualified dependants with assistance in dealing with life management issues.	

Physician Support Programs – (Evergreen)	Description	Basis for the Budget
Parental Leave Program	<p>To provide financial support to eligible physicians who are not practicing medicine as a result of the birth or adoption of a child.</p>	<ul style="list-style-type: none"> • Estimated utilization (number of weeks * rate) • The base rate of \$1,000 will increase by 2.5% in 2014/2015 and 2015/16, and COLA in 2016/17 and 2017/18.
Continuing Medical Education	<p>To reimburse eligible physicians for costs incurred with regard to the maintenance and enhancement of knowledge, skills, and competency.</p> <p>The annual allotment of shall be carried forward and accumulated for up to three years.</p>	<ul style="list-style-type: none"> • Estimated number of participants * rate • The base rate of \$2,500 will increase by 2.5% in 2014/2015 and 2015/16, and COLA in 2016/17 and 2017/18.
Medical Liability Reimbursement	<p>To reimburse eligible physicians for costs incurred in respect of medical liability insurance premiums as set by the Canadian Medical Protective Association.</p> <p>The annual deductible will be \$1000 per Eligible Physician.</p>	<ul style="list-style-type: none"> • Estimated number of participants * rates charged by the Canadian Medical Protective Association less deductible of \$1,000/physician

Physician Support Programs – (Evergreen)	Description	Basis for the Budget
Practice Management Program	<p>To assist Physicians with developing and implementing Primary Care Networks by providing support in respect of issues such as group formation, practice governance, relationship issues, taxation, financial projections, liability issues, and any other issues the Association deems necessary.</p>	<ul style="list-style-type: none"> • Base funding of \$2,174,000 will increase by 2.5% in 2014/2015 and 2015/16, and COLA in 2016/17 and 2017/18. • Program parameters may be expanded to include support for other models beyond PCNs upon consensus decision of the AMA Agreement Management Committee.
Physician Learning Program	<p>The Physician Learning Program supports and promotes continuous professional learning by Physicians in Alberta.</p> <p>The criteria, program details and operational parameters will be established and reviewed from time to time by the Association in consultation with University of Alberta and University of Calgary.</p>	<ul style="list-style-type: none"> • Base funding of \$3,475,000 will increase by 2.5% in 2014/2015 and 2015/16, and COLA in 2016/17 and 2017/18.

Physician Support Programs – (Evergreen)	Description	Basis for the Budget												
Towards Optimized Practice Program	To support the development, implementation and evaluation of products and services that will facilitate evidence-based best practice and support quality initiatives in medical care in Alberta.	<ul style="list-style-type: none"> Base funding of \$1,066,000 will increase by 2.5% in 2014/2015 and 2015/16, and COLA in 2016/17 and 2017/18. 												
Retention Benefit	<p>Physicians will receive retention benefit amounts on an annual basis in recognition of past years of service contribution in Alberta.</p> <p>The level of retention benefit for Eligible Physicians in a specific year will be determined based on the number of years of practice in Alberta and the amount of payments for the provision of eligible services in a given year.</p> <p>Physicians with annual billings for eligible services of \$80,000 or more in a given year will receive the full benefit. Those billing less than \$80,000 for eligible services in a given year will have their payment prorated.</p> <p>Base rates for the retention benefits for Fiscal Year 2013/2014 are as follows:</p> <table border="1" data-bbox="518 1409 1128 1854"> <thead> <tr> <th>Years of Service</th> <th>Benefit Amount</th> <th>Physician Billing</th> <th>Benefit Amount</th> </tr> </thead> <tbody> <tr> <td>1-5</td> <td>\$4,840</td> <td>≥\$80,000</td> <td>100%</td> </tr> <tr> <td>6-15</td> <td>\$7,260</td> <td>\$60,000 - \$79,999</td> <td>75%</td> </tr> </tbody> </table>	Years of Service	Benefit Amount	Physician Billing	Benefit Amount	1-5	\$4,840	≥\$80,000	100%	6-15	\$7,260	\$60,000 - \$79,999	75%	<ul style="list-style-type: none"> Estimated number of participants * rate The base rates will increase by 2.5% in 2014/2015 and 2015/16, and COLA in 2016/17 and 2017/18. The retention benefit income threshold of \$80,000 will increase by 2.5% in 2014/2015 and 2015/16, and COLA in 2016/17 and 2017/18.
Years of Service	Benefit Amount	Physician Billing	Benefit Amount											
1-5	\$4,840	≥\$80,000	100%											
6-15	\$7,260	\$60,000 - \$79,999	75%											

Physician Support Programs – (Evergreen)	Description				Basis for the Budget
	16-25	\$9,680	\$40,000 - \$59,999	50%	
	26+	\$12,100	\$10,000 - \$39,999	25%	
			<\$10,000	0%	
Alternate Relationship Plan Program Management Offices	Support the various aspects of the ARP program, including but not limited to, assisting with the development, implementation and accountability processes of individual ARP's				<ul style="list-style-type: none"> • Base funding of \$1,800,000 will increase by 2.5% in 2014/2015 and 2015/16, and COLA in 2016/17 and 2017/18. • PMO activities aligned with the Physician Compensation Committee implementation plan.
Primary Care Network Program Management Offices	Support the various aspects of the PCN program including but not limited to, assisting with the development, implementation, and accountability processes of individual PCNs.				<ul style="list-style-type: none"> • Base funding of \$2,900,000 will increase by 2.5% in 2014/2015 and 2015/16, and COLA in 2016/17 and 2017/18.

1. AMA is responsible for managing the programs in accordance with AMA's policies, practices and procedures, including financial, human resources, information technology and related legal matters established by AMA from time to time.

2. The Association may allocate and apply for its own use in each year, \$400,000 in recognition of the AMA's role as representative of physicians, which allocation shall survive this agreement in accordance with the evergreen provision.

3. The Association may allocate and apply for its own use in each year up to 4% of the total grant for costs associated with the administration of the grant programs, which allocation shall survive this agreement in accordance with the evergreen provision. For greater clarity, the 4% administration fee will only be calculated on those plans which continue beyond the initial financial term.

4. The Minister acknowledges that the Association charges non-members an administration fee as a condition of participation in the Physician Assistance and Physician Support Programs. The Association covenants that such administration fee shall not exceed the annual cost of membership charged by the Association to its members for full membership in the Association.

5. For the purpose of the Physician Support and Physician Assistance Programs, it is understood that the base funding amounts referenced in the table above constitute a Price.

6. If a program is discontinued, AH agrees to make funds available for all reasonable and direct costs and expenses actually incurred by AMA to terminate and wind down the program and fulfill AMA's obligations pursuant to this AMA Agreement.

7. AH is generally responsible for any increased costs in each program arising as a result of an increase in the number of physicians who utilize that program.

8. For the purpose of accessing Grant Programs a physician is, with reference to a medical service provided in Alberta to a Resident, a person who is a regulated member of the College of Physicians and Surgeons of Alberta under the Health Professions Act, who holds a practice permit issued under the Act (excluding physicians on the postgraduate provisional register), or a professional corporation registered with the College of Physicians and Surgeons of Alberta.

9. A physician is eligible for the Grant Programs if he/she is a resident of Alberta and is:

- (i) Providing publicly funded Insured Medical Services as defined under the Alberta Health Care Insurance Act, whether paid by Alberta Health, Alberta Health Services or any other party.¹
- (ii) Providing public health services funded by Alberta Health Services
- (iii) Otherwise approved by the Minister from time to time.

10. Notwithstanding the eligibility criteria above, the parties acknowledge that medical students and resident physicians are eligible for the services provided through the Physician and Family Support Program.