

Consensus Decision of the Alternative Payments Committee (APC)

December, 2010

1.0 Purpose and Effect

- 1.1 This document records the consensus decision of the APC, to make adjustments to the Salary Agreement and Service Contract Ranges (the "Ranges") established under the Alternative Payments Subsidiary Agreement (the "APSA") within the funding (the "Funding") provided under Article 2.04 of the Memorandum of Agreement dated April 6, 2009 between the Government, the BCMA and the MSC as amended by Amendment Number 1.
- 1.2 This consensus decision is binding upon satisfaction of the requirements for a consensus decision set out in section 1.2 of the Physician Master Agreement (PMA). The Government and the BCMA agree to execute and deliver any and all required documents and take any and all steps that may reasonably be required to carry out the consensus decision.
- 1.3 This document is subject to the terms of the PMA and the APSA. If there is any conflict or inconsistency between any terms of this document and any terms of the PMA or the APSA, the terms of those agreements will prevail.

2.0 The Consensus Decision

- 2.1 **Adjustments to Salary Agreement Ranges and Service Contract Ranges Effective April 1, 2010**
 - 2.1.1 Subject to Article 2.3 below, Salary Agreement Ranges are adjusted effective April 1, 2010 as set out in Appendices A1 through A6 to this consensus decision (the "2010 Adjusted Salary Agreement Ranges").
 - 2.1.2 Subject to Article 2.3 below, Service Contract Ranges are adjusted effective April 1, 2010 as set out in Appendices B1 through B6 to this consensus decision (the "2010 Adjusted Service Contract Ranges").
 - 2.1.3 The 2010 Adjusted Salary Agreement Ranges and the 2010 Adjusted Service Contract Ranges include the increases effective April 1, 2010 referred to in Article 2.06 of the MOA.

2.2 Adjustments to Salary Agreement Ranges and Service Contract Ranges Effective April 1, 2011

- 2.2.1** Subject to Article 2.3 below, the 2010 Adjusted Salary Agreement Ranges are further adjusted effective April 1, 2011 as set out in Appendices A1.1 through A6.1 to this consensus decision (the "2011 Adjusted Salary Agreement Ranges").
- 2.2.2** Subject to Article 2.3 below, the 2010 Adjusted Service Contract Ranges are further adjusted effective April 1, 2011 as set out in Appendices B1.1 through B6.1 to this consensus decision.
- 2.2.3** The 2011 Adjusted Salary Agreement Ranges and the 2011 Adjusted Service Contract Ranges include the increases effective April 1, 2011 referred to in Article 2.06 of the MOA.

2.3 Finalizing Range Adjustments

- 2.3.1** Prior to an Agency making any payments to physicians arising from any of the adjusted Salary Agreement or Service Contract Ranges, the Physician Compensation Branch of the Ministry of Health Services will work with the Agencies and the BCMA to prepare total costing at the level of individual Salary Agreements and individual or group Service Contracts in order to confirm that the full cost of implementing the adjustments is within the Funding.
- 2.3.2** If the total costing performed under Article 2.3.1 shows the Funding is either exceeded or a portion unused, the APC will revise the Ranges, in the manner it determines to ensure the Funding is not exceeded.

2.4 Assignment to Practice Categories

- 2.4.1 General Practice - Defined Scope A:** General Practitioners who do not provide a Full Service Family Practice (as the term is used by the General Practice Services Committee) but are contracted or employed by an Agency to provide Physician Services in a focussed area of practice (i.e. palliative care, geriatrics, complex pain, mental health, sexual medicine) and possess recognized additional training are assigned to the practice category "General Practice-Defined Scope A". This also includes General Practitioners who provide cancer treatment services in a hospital and in the community (commonly referred to as "GP Oncologists") under a contract with the BC Cancer Agency, who will be transferred from the Full Scope B category to this Defined Scope A category, effective April 1, 2011.

2.4.2 General Practice - Defined Scope B: General Practitioners who do not provide Full Service Family Practice (as the term is used by the General Practice Services Committee) are assigned to the practice category "General Practice-Defined Scope B.". This includes General Practitioners providing services at student health centres and those providing clinical assistant services in Intensive Care Units.

2.4.3 General Practice - Full Scope A: General Practitioners who provide a Full Service Family Practice (as the term is used by the General Practices Service Committee) in a rural community, as defined in the Rural Practice Subsidiary Agreement and provide one or more of anaesthesia, obstetrics, general surgery and emergency services in a hospital or designated D & T Centre, are assigned to the practice category "General Practice (Full Scope A)".

2.4.4 General Practice - Full Scope B: General Practitioners who provide a Full Service Family Practice (as the term is used by the General Practice Service Committee) in the community are assigned to the practice category "General Practice – Full Scope B."

2.4.5 Paediatricians who work under the supervision of other Physicians are assigned to the practice category "General Paediatrics (Defined Scope)". This includes General Paediatricians who provide ICU, SCN, or oncology services.

2.4.6 General Paediatricians who do not work under the supervision of other physicians are assigned to the practice category "General Paediatrics".

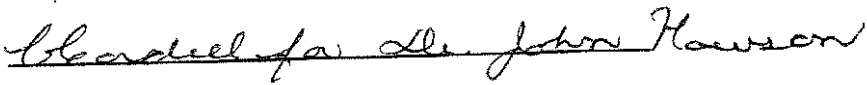
2.4.7 Specialist Physicians qualified to practice in the subspecialties of Cardiology, Gastroenterology, Endocrinology and Metabolism, Nephrology or Respiriology are assigned to the practice category "Subspecialty Internal Medicine B".

3.0 Implementation

3.1 Subject to Article 2.3, physicians working under a Service Contract or Salary Agreement will be eligible to receive retroactive increases consistent with the 2010 Adjusted Salary Agreement Ranges and the 2010 Adjusted Service Contract Ranges.

This consensus decision made by the APC on the 7th day of December, 2010.

For the Government: 

For the BCMA:  for Mr. John Hawson

Appendix A1 to the Alternative Payments Subsidiary Agreement

2010 Adjusted Salary Agreement Ranges

Effective April 1, 2010 to March 31, 2011

Practice Category	Minimum	Maximum
General Practice		
GP (Defined Scope B) ¹	\$149,742	\$187,178
GP (Defined Scope A) ¹	\$156,660	\$195,825
Hospitalists	\$160,570	\$200,713
GP (Full Scope B) ¹	\$160,570	\$200,713
GP (Full Scope A) ¹	\$167,914	\$209,892

¹ For specific and representative assignment to Practice Categories, see the Consensus Decision of the Alternative Payments Committee dated December 9, 2010.

Appendix A2 to the Alternative Payments Subsidiary Agreement

2010 Adjusted Salary Agreement Ranges

Effective April 1, 2010 to March 31, 2011

Practice Category	Areas¹			
	Area A		Area B	
Community Medicine/Public Health	Minimum	Maximum	Minimum	Maximum
Medical Health Officer 1	\$150,126	\$170,238	\$170,238	\$187,657
	Area C		Area D	
	Minimum	Maximum	Minimum	Maximum
Medical Health Officer 2	\$181,835	\$208,737	\$208,737	\$227,294

¹ For assignment to Areas, refer to Schedule G of the Alternative Payments Subsidiary Agreement

Appendix A3 to the Alternative Payments Subsidiary Agreement

2010 Adjusted Salary Agreement Ranges

Effective April 1, 2010 to March 31, 2011

Practice Category	Minimum	Maximum
Medical Specialties		
General Paediatrics (Defined Scope) ¹	\$165,690	\$207,113
General Paediatrics ¹	\$183,621	\$229,526
Physical Medicine	\$183,621	\$229,526
Psychiatry	\$185,585	\$231,981
Forensic Psychiatry	\$198,576	\$248,220
Neurology	\$197,026	\$246,283
Dermatology	\$197,026	\$246,283
Internal Medicine	\$197,882	\$247,352
Medical Genetics	\$202,841	\$253,551
Subspecialty Paediatrics	\$202,841	\$253,551
Subspecialty Internal Medicine B ¹	\$202,841	\$253,551
Subspecialty Internal Medicine A ¹	\$209,983	\$262,479
Anaesthesia	\$242,614	\$303,268
Critical Care	\$240,395	\$300,494
Hematology/Oncology	\$259,006	\$323,757
Medical Oncology	\$259,006	\$323,757
Radiation Oncology	\$259,006	\$323,757

¹ For specific and representative assignment to Practice Categories, see the Consensus Decision of the Alternative Payments Committee dated December 9, 2010.

Appendix A4 to the Alternative Payments Subsidiary Agreement

2010 Adjusted Salary Agreement Ranges

Effective April 1, 2010 to March 31, 2011

Practice Category	Minimum	Maximum
Pathology	\$235,684	\$294,605
Radiology	\$243,601	\$304,501
Pediatric Radiology	TBD	TBD

Appendix A5 to the Alternative Payments Subsidiary Agreement

2010 Adjusted Salary Agreement Ranges

Effective April 1, 2010 to March 31, 2011

Practice Category	Minimum	Maximum
Surgical Specialties		
Otolaryngology	\$250,750	\$313,438
Orthopaedic Surgery	\$250,750	\$313,438
Urology	\$250,750	\$313,438
Ophthalmology	\$250,750	\$313,438
Plastic Surgery	\$250,750	\$313,438
Obstetrics/Gynecology	\$250,750	\$313,438
Gynecological Oncology	\$266,218	\$332,772
Maternal Fetal Medicine	\$257,290	\$321,612
General Surgery	\$250,750	\$313,438
General Surgical Oncology	\$266,218	\$332,772
Subspecialty Orthopedics	\$331,381	\$414,226
Neurosurgery	\$331,381	\$414,226
Vascular Surgery	\$331,381	\$414,226
Cardiac Surgery	\$331,381	\$414,226
Thoracic Surgery	\$331,381	\$414,226

Appendix A6 to the Alternative Payments Subsidiary Agreement

2010 Adjusted Salary Agreement Ranges

Effective April 1, 2010 to March 31, 2011

Practice Category	Minimum	Maximum
Emergency Medicine (Non-Hospital Based) ¹	\$170,121	\$212,651

¹ This practice category is reserved for physicians required to provide emergency medicine expertise outside of a hospital setting (e.g. physicians contracted by the BC Ambulance Service).

2010 Adjusted Salary Agreement Ranges

Effective April 1, 2010 to March 31, 2011

Practice Category	Areas			
	Area A¹		Area B²	
	Minimum	Maximum	Minimum	Maximum
Emergency Medicine	\$202,144	\$222,114	\$222,114	\$252,680

¹ Area A is reserved for General Practitioners (GPs) without CCFP (EM) qualifications

² Area B is reserved for physicians with the following Emergency Medicine qualifications; CCFP-EM, FRCPC and ABEM (SPs)

Appendix B1 to the Alternative Payments Subsidiary Agreement

2010 Adjusted Service Contract Ranges

Effective April 1, 2010 to March 31, 2011

Practice Category	Minimum	Maximum
General Practice		
GP (Defined Scope B) ¹	\$167,711	\$209,639
GP (Defined Scope A) ¹	\$174,975	\$218,719
Hospitalists	\$179,839	\$224,799
GP (Full Scope B) ¹	\$179,839	\$224,799
GP (Full Scope A) ¹	\$188,063	\$235,079

¹ For specific and representative assignment to Practice Categories, see the Consensus Decision of the Alternative Payments Committee dated December 9, 2010.

Appendix B2 to the Alternative Payments Subsidiary Agreement

2010 Adjusted Service Contract Ranges

Effective April 1, 2010 to March 31, 2011

Practice Category	Areas ¹			
	Area A		Area B	
Community Medicine/Public Health	Minimum	Maximum	Minimum	Maximum
Medical Health Officer 1	\$168,141	\$190,667	\$190,667	\$210,176
	Area C		Area D	
	Minimum	Maximum	Minimum	Maximum
Medical Health Officer 2	\$203,655	\$233,785	\$233,785	\$254,569

¹ For assignment to Areas, refer to Schedule G of the Alternative Payments Subsidiary Agreement

Appendix B3 to the Alternative Payments Subsidiary Agreement

2010 Adjusted Service Contract Ranges

Effective April 1, 2010 to March 31, 2011

Practice Category	Minimum	Maximum
Medical Specialties		
General Paediatrics (Defined Scope) ¹	\$185,574	\$231,967
General Paediatrics ¹	\$205,655	\$257,069
Physical Medicine	\$205,655	\$257,069
Psychiatry	\$207,855	\$259,819
Forensic Psychiatry	\$222,405	\$278,006
Neurology	\$220,670	\$275,837
Dermatology	\$220,670	\$275,837
Internal Medicine	\$221,627	\$277,034
Medical Genetics	\$227,182	\$283,977
Subspecialty Paediatrics	\$227,182	\$283,977
Subspecialty Internal Medicine B ¹	\$227,182	\$283,977
Subspecialty Internal Medicine A ¹	\$235,182	\$293,977
Anaesthesia	\$271,728	\$339,660
Critical Care	\$269,242	\$336,553
Hematology/Oncology	\$290,086	\$362,608
Medical Oncology	\$290,086	\$362,608
Radiation Oncology	\$290,086	\$362,608

¹ For specific and representative assignment to Practice Categories, see the Consensus Decision of the Alternative Payments Committee dated December 9, 2010.

Appendix B4 to the Alternative Payments Subsidiary Agreement

2010 Adjusted Service Contract Ranges
Effective April 1, 2010 to March 31, 2011

Practice Category	Minimum	Maximum
Pathology	\$263,966	\$329,958
Radiology	\$272,833	\$341,041
Pediatric Radiology	TBD	TBD

Appendix B5 to the Alternative Payments Subsidiary Agreement

2010 Adjusted Service Contract Ranges

Effective April 1, 2010 to March 31, 2011

Practice Category	Minimum	Maximum
Surgical Specialties		
Otolaryngology	\$280,842	\$351,052
Orthopaedic Surgery	\$280,842	\$351,052
Urology	\$280,842	\$351,052
Ophthalmology	\$280,842	\$351,052
Plastic Surgery	\$280,842	\$351,052
Obstetrics/Gynecology	\$280,842	\$351,052
Gynecological Oncology	\$298,164	\$372,705
Maternal Fetal Medicine	\$288,164	\$360,205
General Surgery	\$280,842	\$351,052
General Surgical Oncology	\$298,164	\$372,705
Subspecialty Orthopedics	\$371,146	\$463,933
Neurosurgery	\$371,146	\$463,933
Vascular Surgery	\$371,146	\$463,933
Cardiac Surgery	\$371,146	\$463,933
Thoracic Surgery	\$371,146	\$463,933

Appendix B6 to the Alternative Payments Subsidiary Agreement

2010 Adjusted Service Contract Ranges

Effective April 1, 2010 to March 31, 2011

Practice Category	Minimum	Maximum
Emergency Medicine (Non-Hospital Based) ¹	\$190,500	\$238,125

¹ This practice category is reserved for physicians required to provide emergency medicine expertise outside of a hospital setting (e.g. physicians contracted by the BC Ambulance Service).

2010 Adjusted Service Contract Ranges

Effective April 1, 2010 to March 31, 2011

Practice Category	Areas			
	Area A¹		Area B²	
	Minimum	Maximum	Minimum	Maximum
Emergency Medicine	\$226,401	\$248,769	\$248,769	\$283,003

¹ Area A is reserved for General Practitioners (GPs) without CCFP (EM) qualifications

² Area B is reserved for physicians with the following Emergency Medicine qualifications; CCFP-EM, FRCP and ABEM (SPs)

Appendix A1.1 to the Alternative Payments Subsidiary Agreement

2011 Adjusted Salary Agreement Ranges
Effective April 1, 2011 to March 31, 2012

Practice Category	Minimum	Maximum
General Practice		
GP (Defined Scope B) ¹	\$150,491	\$188,114
GP (Defined Scope A) ¹	\$163,517	\$204,396
Hospitalists	\$163,517	\$204,396
GP (Full Scope B) ¹	\$163,517	\$204,396
GP (Full Scope A) ¹	\$174,468	\$218,085

¹ For specific and representative assignment to Practice Categories, see the Consensus Decision of the Alternative Payments Committee dated December 9, 2010.

Appendix A2.1 to the Alternative Payments Subsidiary Agreement

2011 Adjusted Salary Agreement Ranges

Effective April 1, 2011 to March 31, 2012

Practice Category	Areas ¹			
	Area A		Area B	
	Minimum	Maximum	Minimum	Maximum
Community Medicine/Public Health				
Medical Health Officer 1	\$158,714	\$181,253	\$181,253	\$198,393
	Area C		Area D	
	Minimum	Maximum	Minimum	Maximum
Medical Health Officer 2	\$188,102	\$219,743	\$219,743	\$235,127

¹ For assignment to Areas, refer to Schedule G of the Alternative Payments Subsidiary Agreement

Appendix A3.1 to the Alternative Payments Subsidiary Agreement

2011 Adjusted Salary Agreement Ranges

Effective April 1, 2011 to March 31, 2012

Practice Category	Minimum	Maximum
Medical Specialties		
General Paediatrics (Defined Scope) ¹	\$166,519	\$208,149
General Paediatrics ¹	\$191,682	\$239,602
Physical Medicine	\$191,682	\$239,602
Psychiatry	\$195,620	\$244,525
Forensic Psychiatry	\$209,314	\$261,642
Neurology	\$200,652	\$250,815
Dermatology	\$200,652	\$250,815
Internal Medicine	\$200,657	\$250,821
Medical Genetics	\$205,641	\$257,051
Subspecialty Paediatrics	\$205,641	\$257,051
Subspecialty Internal Medicine B ¹	\$205,641	\$257,051
Subspecialty Internal Medicine A ¹	\$219,962	\$274,953
Anaesthesia	\$248,751	\$310,939
Critical Care	\$241,597	\$301,996
Hematology/Oncology	\$265,372	\$331,715
Medical Oncology	\$265,372	\$331,715
Radiation Oncology	\$265,372	\$331,715

¹ For specific and representative assignment to Practice Categories, see the Consensus Decision of the Alternative Payments Committee dated December 9, 2010.

Appendix A4.1 to the Alternative Payments Subsidiary Agreement

2011 Adjusted Salary Agreement Ranges

Effective April 1, 2011 to March 31, 2012

Practice Category	Minimum	Maximum
Pathology	\$240,434	\$300,543
Radiology	\$244,819	\$306,024
Pediatric Radiology	TBD	TBD

Appendix A5.1 to the Alternative Payments Subsidiary Agreement

2011 Adjusted Salary Agreement Ranges

Effective April 1, 2011 to March 31, 2012

Practice Category	Minimum	Maximum
Surgical Specialties		
Otolaryngology	\$252,004	\$315,005
Orthopaedic Surgery	\$252,004	\$315,005
Urology	\$252,004	\$315,005
Ophthalmology	\$252,004	\$315,005
Plastic Surgery	\$252,004	\$315,005
Obstetrics/Gynecology	\$252,004	\$315,005
Gynecological Oncology	\$276,478	\$345,597
Maternal Fetal Medicine	\$258,576	\$323,220
General Surgery	\$252,004	\$315,005
General Surgical Oncology	\$276,478	\$345,597
Subspecialty Orthopedics	\$333,038	\$416,297
Neurosurgery	\$333,038	\$416,297
Vascular Surgery	\$333,038	\$416,297
Cardiac Surgery	\$333,038	\$416,297
Thoracic Surgery	\$333,038	\$416,297

Appendix A6.1 to the Alternative Payments Subsidiary Agreement

2011 Adjusted Salary Agreement Ranges

Effective April 1, 2011 to March 31, 2012

Practice Category	Minimum	Maximum
Emergency Medicine (Non-Hospital Based) ¹	\$170,971	\$213,714

¹ This practice category is reserved for physicians required to provide emergency medicine expertise outside of a hospital setting (e.g. physicians contracted by the BC Ambulance Service).

2011 Adjusted Salary Agreement Ranges

Effective April 1, 2011 to March 31, 2012

Practice Category	Areas			
	Area A¹		Area B²	
	Minimum	Maximum	Minimum	Maximum
Emergency Medicine	\$208,513	\$229,922	\$229,922	\$260,641

¹ Area A is reserved for General Practitioners (GPs) without CCFP (EM) qualifications

² Area B is reserved for physicians with the following Emergency Medicine qualifications; CCFP-EM, FRCPC and ABEM (SPs)

Appendix B1.1 to the Alternative Payments Subsidiary Agreement

2011 Adjusted Service Contract Ranges

Effective April 1, 2011 to March 31, 2012

Practice Category	Minimum	Maximum
General Practice		
GP (Defined Scope B) ¹	\$168,550	\$210,687
GP (Defined Scope A) ¹	\$183,138	\$228,923
Hospitalists	\$183,138	\$228,923
GP (Full Scope B) ¹	\$183,138	\$228,923
GP (Full Scope A) ¹	\$195,404	\$244,255

¹ For specific and representative assignment to Practice Categories, see the Consensus Decision of the Alternative Payments Committee dated December 9, 2010.

Appendix B2.1 to the Alternative Payments Subsidiary Agreement

2011 Adjusted Service Contract Ranges

Effective April 1, 2011 to March 31, 2012

Practice Category	Areas ¹			
	Area A		Area B	
	Minimum	Maximum	Minimum	Maximum
Community Medicine/Public Health				
Medical Health Officer 1	\$177,760	\$203,003	\$203,003	\$222,200
	Area C		Area D	
	Minimum	Maximum	Minimum	Maximum
Medical Health Officer 2	\$210,674	\$246,112	\$246,112	\$263,342

¹ For assignment to Areas, refer to Schedule G of the Alternative Payments Subsidiary Agreement

Appendix B3.1 to the Alternative Payments Subsidiary Agreement

2011 Adjusted Service Contract Ranges

Effective April 1, 2011 to March 31, 2012

Practice Category	Minimum	Maximum
Medical Specialties		
General Paediatrics (Defined Scope) ¹	\$186,502	\$233,127
General Paediatrics ¹	\$214,683	\$268,354
Physical Medicine	\$214,683	\$268,354
Psychiatry	\$219,094	\$273,868
Forensic Psychiatry	\$234,431	\$293,039
Neurology	\$224,730	\$280,913
Dermatology	\$224,730	\$280,913
Internal Medicine	\$224,736	\$280,920
Medical Genetics	\$230,318	\$287,897
Subspecialty Paediatrics	\$230,318	\$287,897
Subspecialty Internal Medicine A ¹	\$246,358	\$307,947
Subspecialty Internal Medicine B ¹	\$230,318	\$287,897
Anaesthesia	\$278,602	\$348,252
Critical Care	\$270,589	\$338,236
Hematology/Oncology	\$297,217	\$371,521
Medical Oncology	\$297,217	\$371,521
Radiation Oncology	\$297,217	\$371,521

¹ For specific and representative assignment to Practice Categories, see the Consensus Decision of the Alternative Payments Committee dated December 9, 2010.

Appendix B4.1 to the Alternative Payments Subsidiary Agreement

2011 Adjusted Service Contract Ranges

Effective April 1, 2011 to March 31, 2012

Practice Category	Minimum	Maximum
Pathology	\$269,286	\$336,608
Radiology	\$274,197	\$342,746
Pediatric Radiology	TBD	TBD

Appendix B5.1 to the Alternative Payments Subsidiary Agreement

2011 Adjusted Service Contract Ranges

Effective April 1, 2011 to March 31, 2012

Practice Category	Minimum	Maximum
Surgical Specialties		
Otolaryngology	\$282,246	\$352,807
Orthopaedic Surgery	\$282,246	\$352,807
Urology	\$282,246	\$352,807
Ophthalmology	\$282,246	\$352,807
Plastic Surgery	\$282,246	\$352,807
Obstetrics/Gynecology	\$282,246	\$352,807
Gynecological Oncology	\$309,655	\$387,069
Maternal Fetal Medicine	\$289,605	\$362,006
General Surgery	\$282,246	\$352,807
General Surgical Oncology	\$309,655	\$387,069
Subspecialty Orthopedics	\$373,002	\$466,253
Neurosurgery	\$373,002	\$466,253
Vascular Surgery	\$373,002	\$466,253
Cardiac Surgery	\$373,002	\$466,253
Thoracic Surgery	\$373,002	\$466,253

Appendix B6.1 to the Alternative Payments Subsidiary Agreement

2011 Adjusted Service Contract Ranges

Effective April 1, 2011 to March 31, 2012

Practice Category	Minimum	Maximum
Emergency Medicine (Non-Hospital Based) ¹	\$191,453	\$239,316

¹ This practice category is reserved for physicians required to provide emergency medicine expertise outside of a hospital setting (e.g. physicians contracted by the BC Ambulance Service).

2011 Adjusted Service Contract Ranges

Effective April 1, 2011 to March 31, 2012

Practice Category	Areas			
	Area A¹		Area B²	
	Minimum	Maximum	Minimum	Maximum
Emergency Medicine	\$233,534	\$257,513	\$257,513	\$291,918

¹ Area A is reserved for General Practitioners (GPs) without CCFP (EM) qualifications

² Area B is reserved for physicians with the following Emergency Medicine qualifications; CCFP-EM, FRCPC and ABEM (SPs)