



NEWFOUNDLAND AND LABRADOR  
MEDICAL ASSOCIATION

February 25, 2020

**Update on Physician Work Disruption Program 2021**

The NLMA and the Department of Health and Community Services have completed discussions on a [Physician Work Disruption Program 2021](#) to address the income issues for fee-for-service physicians associated with the current outbreak of COVID-19. The following is a summary of key points. The text of the Program is available [here](#).

1. The program is effective from February 15, 2021 to March 31, 2021 or such time as the Department deems the pandemic health care delivery protocol no longer necessary.
2. Physicians will need to apply for program coverage, including physicians who received payments under the 2020 program.
3. Compensation will be based on average FFS earnings in 2019 calendar year. Applicants who were previously approved under the 2020 program will have the same earnings average applied to the 2021 program. A new provision this year is that the maximum average used for calculating top-up payments will not exceed \$575,000.
4. All applicants will be guaranteed top-up payments to 80% of their average 2019 FFS earnings. Physicians with average 2019 earnings of \$575,000 or more will be capped at 80% of this level, or \$460,000 annualized.
5. Physicians who provide COVID-related “additional services” as requested by a RHA will qualify for top-up payments up to 100% of their average 2019 FFS earnings for the duration of the period when they are providing “additional services” to a maximum of \$575,000.
6. Physicians who qualify for the program will be expected to continue to provide normal services to the extent possible throughout the program period and may be requested for redeployment by the RHA if necessary.
7. If no billings have been submitted in a pay period, the physician will be considered inactive for that pay period and no top-up will be awarded. If there are legitimate circumstances where no billings occurred, the physician will have the opportunity to explain and resolve this issue.
8. If a physician becomes ill with Covid-19 or is required self-isolate, they will continue to be covered while this program is in effect.

Please review the [program description](#) for a more detailed description.

The application process will be communicated to you in the near future. In the meantime, if you have questions on this policy, please send them to Tamie White, Senior Compensation and Benefits Analyst ([twhite@nlma.nl.ca](mailto:twhite@nlma.nl.ca)).