

EARNING POTENTIAL

GENERAL INTERNAL MEDICINE

\$333,000 - \$570,000

Ultimately each physician's earnings vary based on how they work. These ranges are based on historical billings of full-time general internal medicine specialists working in PEI. The Medical Society of PEI provides this information to help you understand your earning potential and decide on how you will 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	\$227,119 to \$262,607 (Classes 1 to 3 – as of April 1, 2023)	\$400,000 - \$500,000	\$250,119 to \$285,607 (Classes 1 to 3 – as of April 1, 2023)
Blended Payment Incentives	\$30,000 - \$65,000	NA	\$30,000 - \$65,000
Additional Earning Potential	\$30,000 - \$70,000	Reflected in base earnings.	\$30,000 - \$70,000
On-call (Value varies based on call group size)	\$10,000 - \$35,000	\$10,000 - \$35,000	\$10,000 - \$35,000
Overhead expenses (includes paying support staff)	Expenses covered by Health PEI	Cost to physician (estimated 25% of billings)	Expenses covered by Health PEI
EARNING POTENTIAL	\$333,000 – \$460,000	\$445,000 - \$570,000	\$355,000 - \$490,000
Paid Benefits Value	Includes benefits package valued at \$20,000 - \$25,000	As per “Other Benefits” below	As per “Other Benefits” below
How do my colleagues in this specialty opt to practice?	80%	10%	10%

* Salary based on 1,950 hours per year (averaging 37.5 hours per week over 52 weeks, including paid vacation).

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

SALARY

SALARY BASE:

\$227,119 to 262,607 (Classes 1 to 3 – as at April 1/23)

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 to \$65,000

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 - \$65,000) 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**).

ADDITIONAL EARNING POTENTIAL:

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(a) for Specialist or Other Physicians On-Call Retainer (plus fee-for-service)**).

ADDITIONAL SERVICES:

\$30,000 - \$70,000

General Internal Medicine specialists also have additional earning potential. Your scope of practice should be discussed with and approved by Health PEI at the time of hiring or as your practice evolves. Any additional fee-for-service work done outside of salaried or contract hours must be pre-approved by Health PEI (**See: Article C10 of the Master Agreement for conditions, approval process and exemptions**).

ANNUAL RETENTION:

\$36,400

Full-time General Internal Medicine specialists who maintain active medical staff privileges at either the Prince County Hospital or the Queen Elizabeth Hospital, and who participates equitably in on-call coverage for a Critical Care Unit shall receive an annual retention payment of \$36,400, payable in equal biweekly installments. This retention payment shall be pro-rated according to the proportion of Critical Care on-call coverage provided at each hospital. (**See: Article C3.9 (b) of the Master Agreement for conditions**).

OTHER BENEFITS:

There are benefits offered through the Master Agreement including 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:

\$400,000 - \$500,000

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.

Annual Retention

\$36,400

Full-time General Internal Medicine specialists who maintain active medical staff privileges at either the Prince County Hospital or the Queen Elizabeth Hospital, and who participates equitably in on-call coverage for a Critical Care Unit shall receive an annual retention payment of \$36,400, payable in equal biweekly installments. This retention payment shall be pro-rated according to the proportion of Critical Care on-call coverage provided at each hospital. **(See: Article C3.9 (b) of the Master Agreement for conditions).**

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:

\$250,119 to 285,607

Based on Salary Classes 1 to 3 plus “in lieu of benefits” amount – as of April 1/23 (**See: page 109 of the Master Agreement for Hourly Rate Table**).

BLENDED PAYMENT RANGE:

\$30,000 to \$65,000

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

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

ADDITIONAL SERVICES:

\$30,000 - \$70,000

General Internal Medicine specialists also have additional earning potential. Your scope of practice should be discussed with and approved by Health PEI at the time of hiring or as your practice evolves. Any additional fee-for-service work done outside of salaried or contract hours must be pre-approved by Health PEI (**See: Article C10 of the Master Agreement for conditions, approval process and exemptions**).

ANNUAL RETENTION:

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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**).