

## YOUR EARNING POTENTIAL

# PHYSIATRY

## \$257,000 - \$400,000

Ultimately each physician's earnings vary based on how they work. These ranges are based on historical billings of full-time physiatry 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.



<b>PAYMENT MODALITY</b>	<b>SALARY*</b>	<b>FEE-FOR-SERVICE</b>	<b>CONTRACT**</b>
Relationship with Health PEI (health authority).	Employee	Independent contractor	Service Provider
Base Earnings	\$227,119 – \$262,607 Classes 1–3 (April 1, 2023)	\$300,000 - \$400,000	\$250,119 – \$285,607 Classes 1–3 (April 1, 2023)
Blended Payment Incentives	\$30,000 - \$65,000	N/A	\$30,000 - \$65,000
Overhead expenses (including staff salaries)	Paid for by Health PEI	Cost to physician (Estimated 25% of billings)	Paid for by Health PEI
<b>EARNING POTENTIAL</b>	<b>\$257,000 - \$327,000</b>	<b>\$300,000 - \$400,000</b>	<b>\$280,000 - \$350,000</b>
Benefits	Includes benefits package valued at \$20,000 - \$25,000	See other benefits on page 3	See other benefits on page 3

\* 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 year (does not include benefits or paid vacation).

## SALARY

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### **SALARY BASE:**

*\$227,119–\$262,607 (Classes 1–3 as of April 1, 2023)*

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–\$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**).

### **OTHER BENEFITS:**

Benefits offered through the Master Agreement include 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

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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 fees (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:**

*\$300,000–\$400,000*

Based on the historical billing average of PEI fee-for-service physicians working in this specialty.

## **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

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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**).

## **OTHER BENEFITS:**

Other benefits are 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**).