



December 4, 2006

Dear Community and Mixed Governance Family Health Teams

Pursuant to the 2004 Framework Agreement between the Ministry of Long-Term Care (the "ministry") and the Ontario Medical Association (OMA), we are pleased to introduce the establishment of a new physician compensation model that has been designed for family physicians who desire a blended salary while practicing in a Family Health Team.

The ***Family Health Team Blended Salary Model for Physicians***, developed jointly by the ministry and OMA, provides a base salary, incentives, benefits and overhead and are paid directly to the Family Health Team with salary compensation varying according to roster size.

On May 3, 2006, the ministry distributed the preliminary components of the blended salary model to select community-sponsored Family Health Teams that were announced as Wave 1 on April 15, 2005 and Wave 2 on December 9, 2005. These components of the model were subsequently approved by the OMA Board on June 14, 2006.

The Family Health Team Blended Salary Model is consistent with the one offered to physicians practicing in Community Health Centres (CHCs), as noted in the *Family Health Team Guide to Physician Compensation*.

The attached is a ministry *Fact Sheet* and Q&A that provides greater detail on this model.

If you have any questions about, this please do not hesitate to contact the ministry's Primary Health Care Team at 1-866-766-0266 or contact your individual Family Health Team Coordinator.

Thank you for your ongoing participation in primary health care transformation and we look forward to working with you as we implement this new physician compensation model for Family Health Teams.

A handwritten signature in cursive script, appearing to read "Marsha Barnes".

Marsha Barnes
Executive Lead
Primary Health Care and Family Health Teams

A handwritten signature in cursive script, appearing to read "Scott Wooder".

Dr. Scott Wooder
Director, Family Practice Assembly
Ontario Medical Association