



# ***Physician Workload Funding 2021/22***

## **Application Advice**

### ***Background and Objective***

Workload Funding is an allocation negotiated in the 2019 Physician Master Agreement (2019 PMA) that provides for increases in program budgets for existing Service Contracts or Salary Agreements in order to hire additional physician resources. The goal of Workload Funding is to improve the quality and availability of care for patients by addressing significant and sustained workload growth experienced by contracted and salaried physicians. **Sessional contracts are not eligible.**

As per the 2019 PMA, priority will be given to applications that effectively incorporate objective, reliable data regarding physician workload that demonstrate measurable growth in hours, volume, complexity of services, and/or other characteristics of workload. Data and analysis incorporated into the application should be measures of real-world service delivery, patient access, and available physician resources and not exclusively derived from workload models.

Given the extraordinary impact of COVID-19 on the health system this fiscal year, applicants are encouraged to provide multiple prior years of data that reflect significant and sustained growth in workload under typical operational conditions. Applicants may provide data from the current fiscal year but should provide additional context regarding the impact of COVID-19 where it is evident in order to assist with the interpretation of the application's workload data.

### **Ensure your application does some or all of the following:**

- **Balances concision with detail so reviewers are able to readily identify the most relevant workload issues and situate them in the program's overall context**
- **Identifies specific workload pressures and incorporates objective data to demonstrate them**
- **Uses multiple relevant and appropriate measures to demonstrate workload burden**
- **Weighs change in workload over time by physician FTEs or hours utilized over the reference period**
- **Rationalizes the number of FTEs requested with a specific plan or target the addition will achieve**
- **Identifies any ongoing or emerging dysfunction resulting from workload pressures that impair the program's ability to meet its existing mandate**
- **Identifies any existing downstream impacts for patient care and/or the wider system resulting from workload pressures in the program**
- **Uses appendices for detailed data, analyses and additional measures that exceed the character limits in the application template**

### **Your application should not:**

- **Provide minimal data and/or background to contextualize the program and the issues presented**
- **Solely use workload models to demonstrate workload pressures and/or justify a specific FTE request**
- **Request additional FTEs to expand the scope of the program's existing mandate and/or services**
- **Request additional funding for goals or issues outside of the mandated scope of Workload Funding**
- **Provide vague goals or indistinct justification for the number of FTEs requested**
- **Reformat the application template**