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RÉGIE RÉGIONALE DE LA NUNAVIK REGIONAL
SANTÉ ET DES SERVICES BOARD OF HEALTH
SOCIAUX DU NUNAVIK AND SOCIAL SERVICES

CONDITIONS FOR FAMILY PHYSICIANS PRACTICING IN NUNAVIK



NON-NEGOTIATED MEASURES

When a physician obtains a position in the region, thanks to the non-negotiated incentives financed by the **SARROS Program**, the latter may receive, depending on his yearly commitment and the number of dependent(s) under the age of 5, **an installation premium, the reimbursement of plane tickets, and daycare costs.**

INCENTIVES

34 WEEKS

Annual Installation Premium

of **\$ 16,000, with a commitment of one year for a minimum of 34 weeks, for a maximum of 5 consecutive years**, paid a few days before the arrival of a new physician, or at the end of the financial year to physicians already in post

Plane Tickets

- Without dependent under 5 years old: \$ 2,000 per year
- With dependent(s) under 5 years old: \$ 4,000 per year

Daycare Costs

With dependent(s) under 5 years of age: reimbursement of an amount of \$ 2,500 per dependent per year

22 TO 33 WEEKS

Annual Installation Premium

of **\$ 10,340, with a commitment of one year for 22 to 33 weeks, for a maximum of 5 consecutive years (including full-time years plus)**, paid a few days before the arrival of a new physician, or at the end of the financial year for physicians already in post

Plane Tickets

- Without dependent under 5 years old: \$ 2,000 per year
- With dependent(s) under 5 years old: \$ 4,000 per year

Daycare Costs

With dependent(s) under 5 years of age: reimbursement of an amount of \$ 2,500 per dependent per year

18 TO 21 WEEKS

Annual Installation Premium

No installation premium

Plane Tickets

- Without dependent under 5 years old: \$ 1,000 per year
- With dependent(s) under 5 years old: \$ 2,000 per year

Daycare Costs

With dependent(s) under 5 years of age: reimbursement of an amount of \$ 1,250 per dependent per year.

NEGOTIATED MEASURES

Source (French only): RAMQ. Brochure no 1 – Omnipraticiens. Entente particulière no 32 RRSSS Nunavik – CCSSS Baie James – CSSS Basse-Côte-Nord

www.ramq.gouv.qc.ca/SiteCollectionDocuments/professionnels/manuels/syra/medecins-omnipraticiens/104-brochure-1-omnipraticiens/Omnipraticiens_Brochure_no1.html#94305

REMUNERATION METHOD

Physicians who practice in Nunavik are remunerated according to a per diem of **\$ 1,415** (*Article 4.01.1 a*) to which is added, when they practice in [one of the dispensaries or service points designated by the parity committee](#), a daily supplement of **\$ 160.20** from Monday to Friday, and **\$ 203.22** Saturdays, Sundays, and statutory holidays (*Article 4.01.1 b*). The per diem and, where applicable, the supplement, remunerate the take over of all clinical services for a period of twenty-four (24) hours (calendar day). If these services cover a period of less than nine (9) hours of services on-site, then the physician is prorated based on the hours worked on-site relative to the basic requirement of nine (9) hours of on-site service.

In addition to the terms of remuneration provided above, the physician may invoice, regardless of the practice setting, for a visit to an admitted or registered patient during which he provides routine services. The price for the visit is **\$ 20.90** when done from Monday to Friday and **\$ 26.55** when done on a Saturday, Sunday or statutory holiday. Only one visit per patient can be invoiced by a physician in a day. A maximum of 25 visits can be invoiced by a physician per day across all practice settings. (*Article 4.01.2*).

On-call duty, on site or on call, carried out by a physician governed by this agreement, is remunerated according to a formula providing for the payment of one or more daily lump sums. The amount of the package is **\$ 155.65** (*Article 4.02*).

Article	Modality	Amount
4.01.1 a)	Per diem*	\$ 1,415 / day
4.01.1 b)	Daily supplement	\$ 160.20 from Monday to Friday \$ 203.22 Saturdays, Sundays, and statutory Holidays
4.01.2	Visit to a patient	\$ 20.90 from Monday to Friday \$ 26.55 Saturdays, Sundays, and statutory Holidays
4.02	On-call package	\$ 155.65 / on-call package

* The remuneration paid according to the per diem provided for in paragraph 4.01.1 a) of this agreement is subject to an increase of 30% applicable when the services are provided on Saturdays, Sundays and statutory holidays as provided for in paragraph 6.01 of Schedule XX of the General Agreement. This provision also applies to the physician remunerated according to the fixed fee method by applying the conversion factors provided for in paragraph 3.02 of the appendix XX. Compensation paid under section 4.02 is not subject to this increase. For doctors paid at a fixed fee, the increase is 38.40%. (*Article 4.05*).

CONTINUITY MEASURES (Article 9.01)

Over a period of fifty-two (52) consecutive weeks from his date of arrival, or reference date for subsequent years, in a territory covered by this agreement and on the basis of the number of per diems paid:

- A physician who has received 90 per diems for his professional activities receives a supplement of **\$ 104.60** per per diem paid;
- A physician who received 180 per diem for his professional activities receives a second supplement of **\$ 104.60** per per diem paid;
- The physician who receives more than 180 per diems for his professional activities receives a third supplement for each per diem exceeding 180 and for which he received the second supplement provided for in paragraph b) above. The amount of this supplement is **\$ 104.60** per excess per diem.

INCREASE

Source (French only): RAMQ. Brochure no 1 – Omnipraticiens. Entente. Annexe 12. Section I. Article 1, Groupe 3 – Secteurs isolés III, IV et V : régions 17 et 18 et territoire de la Côte-Nord à l'est de Havre-St-Pierre jusqu'à la limite du Labrador y compris l'île d'Anticosti.

www.ramq.gouv.qc.ca/SiteCollectionDocuments/professionnels/manuels/syra/medecins-omnipraticiens/104-brochure-1-omnipraticiens/Omnipraticiens_Brochure_no1.html#130942

A physician practicing in Nunavik is entitled to an increase of 135% including the general increase, regardless of the number of years of practice.



REMOTE OR ISOLATION PREMIUMS

Source (French only): RAMQ. Brochure no 1 – Omnipraticiens. Entente. Annexe 12. Section II. Article 1
www.ramq.gouv.qc.ca/SiteCollectionDocuments/professionnels/manuels/syra/medecins-omnipraticiens/104-brochure-1-omnipraticiens/Omnipraticiens_Brochure_no1.html#87968

The physician who has his main residence and practices his profession on a regular basis¹ in one or other of the sectors mentioned below receives, after a continuous period of at least ten (10) months, the following annual remote or isolation premium:

	Premium with dependent(s)	Premium without dependent
SECTOR V Tasiujaq, Ivujivik, Kangiqsualujjuaq, Aupaluk, Quaqtaq, Akulivik, Kangiqsujuaq, Kangirsuk, Salluit, Tarpangajuk	\$ 17 991	\$ 10 205
SECTOR IV Inukjuak, Puvirnituk	\$ 15 250	\$ 8 652
SECTOR III Kuujjuaq, Umiujaq, Kuujjuaraapik	\$ 11 727	\$ 7 331

1. The half-time physician practicing in one of the above-mentioned sectors receives half of this premium. (*Article 1.4*)





OUTINGS EXPENSES

Source (French only): RAMQ. Brochure no 1 – Omnipraticiens. Entente. Annexe 12. Section II. Article 2.

The physician and, if any, his dependent(s), are entitled to the following outings, round trip, and the associated costs: (*Article 2.1*)

- Four (4) outings per year for the physician without dependent and three (3) outings per year for the physician with dependent(s) (between May 1 and April 30) if he/she has his main residence and exercises his profession on a regular basis in the localities specified in the Annex.

The right for an outing granted to the physician and his dependent(s) can be used by a non-resident spouse, a non-resident relative or a friend to visit the physician living in one of the regions mentioned. (*Article 2.3*)

MOVING EXPENSES

Source (French only): RAMQ. Brochure no. 1 – Omnipraticiens. Entente. Annexe 12. Section II. Article 3.

A physician who settles in Nunavik to practice his profession there on a regular basis is entitled to the reimbursement of moving expenses, which includes the outward journey as well as the return. These costs cover, round trip:

- the cost for the transportation of the displaced physician and his dependent(s) is reimbursed in accordance with Article 2.4. The cost for using his personal car is reimbursed at half price;
- the cost for the transportation of his personal effects and those of his dependent(s) up to:
 - 228 kilograms for each adult or each child 12 years of age and over;
 - 137 kilograms for each child under 12;
- the cost for the transportation of furniture, if applicable;
- the cost for the transportation of a motorized vehicle, if applicable, by road, boat, or train;
- the cost for the storage of furniture, if applicable.



PROFESSIONAL LIABILITY INSURANCE

Source (French only): RAMQ. Brochure no. 1 – Omnipraticiens. Entente. Annexe 12. Section II. Article 4.

A physician remunerated at fixed fees, at an hourly rate, per session on a per diem or at a fixed rate, who has his main residence and practices his profession in Nunavik is entitled to the reimbursement by the Régie of the difference between the total premium he/she has paid and the deductible for the current year in accordance with the provisions of the Special Agreement relating to professional liability insurance.

The amount of the reimbursement referred to in this article may not exceed the amount of the difference between the amount of the maximum annual premium set by the Canadian Medical Protective Association and the amount of the deductible determined for the same year.

RESOURCING EXPENSES

Source (French only): RAMQ. Brochure no. 1 – Omnipraticiens. Entente. Annexe 12. Section II. Article 5.

A physician who works a minimum of 22 weeks in Nunavik is entitled to a stay up to twenty (20) days of resourcing after each period of twelve (12) months during which he/she has practiced his profession. It can be used at any time.

2. A physician who works 18 to 21 weeks in Nunavik is entitled to ten (10) days of resourcing and the reimbursement of the expenses incurred a maximum of two (2) times.

BENEFITS PAID BY THE HEALTH CENTRE

HIGH COST OF LIVING (CARGO) AGREED BY THE MSSS

A high cost of living premium is granted by the health center for each of the permanent physicians working in the territory. This premium varies depending on the village where the physician practices and the number and age of dependent(s) under his responsibility.

LODGING

The health centers provide accommodation for the physicians, for which they are taxed at the end of the year.



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