

mcp newsletter

November 21, 2025

25-17

TO: CATEGORY A EMERGENCY DEPARTMENT PHYSICIANS

RE: 2023-2027 MEMORANDUM OF AGREEMENT – IMPLEMENTATION OF CATEGORY A EMERGENCY DEPARTMENT CHANGES

The Department of Health and Community Services (HCS) and the Newfoundland and Labrador Medical Association (NLMA) have signed a new Memorandum of Agreement (MOA) effective from October 1, 2023, to September 30, 2027. The 2023-2027 MOA introduces shift premiums for Category A Emergency Department services as per Article 16.06. Refer to Table 1 and Table 2 below for Category A fee code billing information.

Please be advised that the submission of shift premiums must be billed to MCP as separate claims.

Note: Both the Health Sciences Centre and St. Clare's Mercy Hospital are excluded as those sites are covered under an Alternate Payment Plan.

Table 1: Category A Emergency Department				
Item	October 1, 2023 (Note 1)	October 1, 2024 (Note 2)	October 1, 2025 (Note 3)	October 1, 2026
Category A Emergency Department Hourly Rate (Refer to Table 2 for specific fee codes for each site)	\$232.07	\$267.00	\$270.20	\$273.45
Evening Shift Premium Monday to Friday Evening from 6pm to Midnight Fee Code: 601405 (all sites)	N/A	+\$20.00 per hour		
Overnight/ Weekend/ Statutory Holiday Shift Premium Monday to Friday Overnight from Midnight to 8am, and 24 hours on Saturday, Sunday, and Statutory Holidays Fee Code: 601410 (all sites)	N/A	+\$30.00 per hour		

Note 1: Current rates.

Note 2: To be included in retroactive pay.

Note 3: Rates 'go live' November 22, 2025, any claims submitted prior to that date will have adjustments included in retroactive pay.

Table 2: List of Category A Emergency Departments		
Fee Code for On-Site Category A Emergency Department Hourly Rate	Institution #	Site Name
601250	0302	On-Site Emergency Coverage – Burin Peninsula Health Care Centre, Burin
601251	0230	On-Site Emergency Coverage – Carbonear General Hospital, Carbonear
601252	0213	On-Site Emergency Coverage – Central Newfoundland Regional Health Centre, Grand Falls-Windsor
601253	0248	On-Site Emergency Coverage – Dr. G.B. Cross Memorial Hospital, Clarenville
601255	0205	On-Site Emergency Coverage - James Paton Memorial Hospital, Gander
601256	0175	On-Site Emergency Coverage - Western Memorial Regional Hospital, Corner Brook
601258	0281	On-Site Emergency Coverage – Janeway Children’s Health and Rehabilitation Centre, St. John’s
601260	0159	On-Site Emergency Coverage – Labrador West Health Centre (formerly Captain William Jackman Memorial Hospital), Labrador City
601261	0183	On-Site Emergency Coverage - Sir Thomas Roddick Hospital, Stephenville
601262	0167	On-Site Emergency Coverage - Labrador Health Centre, Happy Valley-Goose Bay
601263	0141	On-Site Emergency Coverage – Dr. Charles S. Curtis Memorial Hospital, St. Anthony

Additional changes to the MOA, as per Article 16.06, for the attention of Category A Emergency Department physicians include the following (note that PHA refers to Provincial Health Authority):

- 16.06 (c) “Each physician providing Category A emergency services will be provided with a contract by the PHA which will reference the terms of this Agreement and may include other related requirements of NLHS in respect of the Category A emergency services.”
- 16.06 (d) “Each physician providing Category A emergency services will participate in a posted schedule for the provision of services, the process for which will be managed by PHA on a pre-determined basis (e.g., quarterly). Each physician is expected to advise PHA regarding their preferred volume of service and preferred dates when the schedule is being developed, and a

final schedule will be by mutual agreement. Once a schedule is determined, the schedule will not be changed unless there is either mutual agreement between PHA and the physician, or there are extenuating circumstances (e.g., illness; bereavement)."

- 16.06 (e) "PHA will provide to the NLMA, on an annual basis, a list of physicians, by facility, who have contracts to provide Category A emergency services."

Physicians should consult with their site leadership regarding the above MOA items. For clarity regarding MOA Article 16.06(d) it is to be understood that once established the schedule stands and, with the exception of extenuating circumstances as referenced, shift coverage is the physician's responsibility as per the requirements of the MOA.

Questions relating to the content of this newsletter should be directed to
medservicesprograms@gov.nl.ca.