

## **mcp newsletter**

**December 12, 2025**

**25-19**

**TO: ALL PHYSICIANS**

**RE: MEMORANDUM OF AGREEMENT: RETROACTIVE PAYMENTS**

The Government of Newfoundland and Labrador and the Newfoundland and Labrador Medical Association have signed a new Memorandum of Agreement (MOA) effective October 1, 2023 to September 30, 2027. In accordance with the MOA, all rate changes and across the board percentages (ATB%) are retroactive to October 1, 2024.

We are pleased to advise that retroactive payments, where applicable, awarded under the 2023-2027 MOA have been calculated from claims beginning with service dates of October 1, 2024, to claims received by pay period 25-15. This will be paid on December 24, 2025 (pay period 25-20).

A second retroactive payment will be made in the new year to account for any increases not captured in the December 24, 2025, retroactive payment. This second retroactive payment will reflect rate increases that were implemented on November 22, 2025 (see MCP Newsletter 25-15) and ATB% covering pay periods 25-16 to 25-19. These were omitted from the first retroactive calculation due to information that was not available at the time.

Overpayments have been identified for some Blended Capitation Model (BCM) physicians stemming from income floor payments that did not accurately capture the locum earnings which go directly to the BCM physician as per Schedule R. Those BCM physicians will have retroactive adjustments withheld to correct overpayments associated with the bi-annual top up payments. Income floor top-up payment calculations, where applicable, were also revisited to capture increases to both the capitation rate and family physician across-the-board adjustment. If an overpayment was identified on the basis of these factors increasing the associated retroactive payment under the 2023-2027 MOA, an adjustment has been made.

Salaried physicians are advised to speak with NLHS administration regarding their retroactive payments. Enquiries can be forwarded to [medical.services@nlhealthservices.com](mailto:medical.services@nlhealthservices.com). Please note that retroactive payments for on-call per diems will be calculated and will be distributed in the same manner outlined in paragraphs 2 and 3 above.

Questions relating to this newsletter should be directed to Roberto Filho at  
[robertofilho@gov.nl.ca](mailto:robertofilho@gov.nl.ca) or (709) 729-5693.