



# Hiring a locum considering FHO+ changes

## Important facts to know about hiring a locum

### What's new with FHO+?

- **Hourly rate:** Locums can bill the hourly rate for direct care, indirect care and clinical administration. Note that locums must bill the hourly rate under the [FHO group number](#) they are registered to and working within, otherwise the hourly rate code will be rejected.
- **Increased fees:** Locums are also eligible to receive the new shadow billing and after-hours rates.
- **Accountability for continuity of care:** Care that a locum provides to your rostered patients counts towards your [Continuity of Care](#) measure, provided that the locum is properly registered to your FHO.
- **New contracted physician declaration form:** Locums who started prior to April 1, 2026 do not need to resubmit their paperwork. Locums who start after this date need to submit the new form.

### Locum payments

- **Direction of payments:** Starting April 1, 2026, payment for all hourly rate claims for registered locums will go to the FHO group account, as they are treated like fee-for-service claims.

As of April 1, 2027, locums will have the option to select for payments to go either to themselves or the group, depending on how the FHO group has set up their payments.

- **Amount of payments to the locum:** The locum could receive: a daily stipend ('per diem'), billings for their insured and uninsured services, or some combination of the two. FHO groups should work with their locums to determine how payment of hourly rate claims will be made. Payment details should be stated in the locum's contract.

### Resources

Overall checklist	<a href="#">OMA's checklist for hiring a locum</a>
Registering a locum to your FHO	<p><a href="#">Registering as a locum or contract physician (MOH)</a></p> <p>Two forms must be submitted to the ministry before the locum begins working with the FHO:</p> <ol style="list-style-type: none"> <li>1. FHO Contracted Physician Declaration</li> <li>2. Consent to Disclosure of Billing and Financial Information (Appendix G.2)</li> </ol> <p>Before you submit these forms, double-check to make sure that all paperwork is completed, since errors will trigger rejections and re-submissions that will delay start dates. This includes completing all required fields, including signatures of the Lead FHO Physician and Locum, and dates as well as any witness lines.</p> <p>FHO Contracted Physician Declarations are valid for a maximum of 12 months. If you plan to renew the locum, remember to submit a new declaration to the ministry.</p>
Negotiating a locum contract	<p>OMA Legal has locum contract templates. To access, email <a href="mailto:legal.affairs@oma.org">legal.affairs@oma.org</a>.</p> <p><a href="#">Legal guidance when creating a locum contract (OMA)</a></p>

For more information on locums, visit the [OMA's Locum page](#)