



OMA's Legal Guidance when creating a Locum Contract

There are various types of payment arrangement that are possible in any locum situation and the choice to select one method or another will be highly contingent on your circumstances, including the expectations or negotiated terms with the locum physician, common terms at your clinic or geographic area, short or long-term position, and a range of other considerations that are particular to your situation.

The OMA Legal department has prepared locum contract templates that can be used by you as a starting point, but which should always be modified by you to meet your specific requirements.

Two of the most common types of payment arrangements with locums are:

1. A percentage share of fees billed to OHIP – somewhat common with fee-for-service practices; and
2. A per diem rate based on the number of days or portions of a day worked – somewhat common with FHO/FHG practices.

However, it is also very common to create hybrids of these separated into different types of fees (e.g. insured, uninsured, third party, capitation payments, shadow billing amount, etc.). The OMA legal department will provide you with these locum contract templates upon request at legal.affairs@oma.org. In your request, please indicate:

1. Whether you are looking for a locum agreement for a fee-for-service practice or FHO/FHG practice;
2. Include whether you are looking contracting as an MPC or in your personal capacity; and
3. Any legal questions you may have about locum contracts.

Please note that the OMA Legal department is only able to provide contract templates and information about locum contracts. While we can assist with revisions in some capacity if both parties consent, ultimately, as this is an agreement between physicians, we do suggest both parties consider review by independent legal counsel. These templates are necessarily general and intended only as a starting point and are not determinative of your specific contractual requirements.