



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.
- **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.

The following items should be stated in the locum's contract:

To be determined by the FHO group:

- **Direction of payments:** How the locum will be paid (i.e. whether payment will go directly from the ministry to the locum, or to the FHO group bank account). Note: a FHO group elects how FHO payments are made and locum payments follow that same process.

To be determined between the FHO physician and the locum:

- **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.

Resources

Overall checklist	OMA's checklist for hiring a locum
Registering a locum to your FHO	<p>Registering as a locum or contract physician (MOH)</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"> 1. FHO Contracted Physician Declaration 2. Consent to Disclosure of Billing and Financial Information <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 legal.affairs@oma.org.</p> <p>Legal guidance when creating a locum contract (OMA)</p>

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