

Hours of Work

Current CANDI The current CANDI methodology is based on a daytime income, where the daytime is defined as the period between 7 AM and 5 PM. Because the OHIP claims data does not contain information on the time of service, the CANDI methodology cannot determine precisely how many hours each physician works during the daytime period. Therefore, the CANDI methodology implicitly assumes that all physicians work full 10 hours between 7 AM and 5 PM.

Section Submissions There are widespread concerns that the CANDI methodology does not adjust the daily income for the hours of work which are expected to vary across OHIP specialties. This concern was one of the main reasons why the OMA Council requested that a study be conducted to provide data on this issue.

CRIC Review The CRIC acknowledges the importance of incorporating hours of work in income relativity comparison and the limitation of the current CANDI methodology in this respect. The Committee also recognizes that until the PwC Study, there was a total lack of data on hours of work by OHIP Specialty. The Committee reviewed the new data collected by the PwC (see Table 7). While the Committee expressed concerns regarding the small sample size for some specialties, the Committee was in general agreement that the estimated hours of work were reasonable. To address the issue of the small sample size, the Committee reviewed several options, including the option of replacing the specialty-level estimate with the estimate for the corresponding assembly to which the specialty belongs.

Decision 12: That the current CANDI methodology introduces a specialty-level hours of work modifier based on the 7AM-5PM period using the data collected in the PwC Study, with appropriate adjustments for the specialties with small response rates. Specifically, for specialties with small sample size, we recommend using their Assembly average. For the Emergency Medicine group, we recommend using the hours worked over the entire 24-hour period to correspond with the definition of their income measure over the same time period (see also Decision 9).

**Table 7:
Clinical Weekday Daytime Hours of Work by OHIP Specialty**

OHIP Specialty	Survey Sample	Mean Hours of Work	Overall Mean (=7.3/Mean Hours)
00 Family Practice and Practice in General	439	7.1	1.03
01 Anaesthesia	119	8.2	0.89
02 Dermatology	27	7.7	0.95
03 General Surgery	40	7.8	0.94
04 Neurosurgery	7	8.1	0.90
05 Community Medicine	4	7.1	1.03
06 Orthopaedic Surgery	30	8.7	0.84
07 Geriatrics	9	7.5	0.97
08 Plastic Surgery	8	8.8	0.83
09 Cardiac Surgery	4	8.2	0.89
12 Emergency Medicine	92	8.2	0.89
13 Internal and Occupational Medicine	62	7.4	0.99
18 Neurology	14	6.9	1.05
19 Psychiatry	114	6.8	1.07
20 Obstetrics and Gynaecology	33	8.0	0.92
22 Genetics	5	7.0	1.04
23 Ophthalmology	8	8.2	0.89
24 Otolaryngology	15	7.7	0.95
26 Paediatrics	50	7.2	1.01
28 Laboratory Medicine	36	7.5	0.97
31 Physical Medicine and Rehabilitation	9	7.5	0.98
33 Diagnostic Radiology	5	7.3	1.00
34 Radiation Oncology	12	6.7	1.09
35 Urology	28	8.7	0.84
41 Gastroenterology	25	8.3	0.88
47 Respiratory Disease	14	7.9	0.93
48 Rheumatology	8	7.0	1.04
60 Cardiology	14	7.1	1.03
61 Haematology	4	7.1	1.03
62 Clinical Immunology	2	7.1	1.03
63 Nuclear Medicine	2	7.1	1.03
64 General Thoracic Surgery	6	9.2	0.80
All Physicians	1,245	7.3	1.00

Source: The Study of Physician Income, Hours of Work and Overhead Expenses for the Ontario Medical Association, PricewaterhouseCoopers, October 2011, Tables 2 and 3.

Notes: (1) Shaded cells represent specialties with fewer than five responses or a response rate for the specialty less than 5%, for which there is less confidence that the estimates are representative of the sample population. These specialties are assigned their assembly's average clinical hours.

(2) Emergency Medicine group is assigned hours based on a 24-hour day.

(3) Endocrinology and Metabolism, Nephrology, Medical Oncology, and Infectious Disease are included in Internal Medicine. Vascular Surgery is included in General Surgery. Microbiology and Clinical Biochemistry are included in Laboratory Medicine.