



FEES GUIDELINE

CSME IMMEDIATELY ENDORSE FEE GUIDELINES THAT:

1. Acknowledge individual physicians' rights to set fees for all direct and indirect assessment, medicolegal, occupational and third party services, including expert services mandated by any regulation such as the Statutory Accident Benefits Schedule: such fees to be commensurate with all relevant factors that pertain to their practices, including but not limited to education, training, experience, case complexity, special preparation or other requirements, travel, expenses, disruption of routine, urgency, reporting requirements, payment arrangement, extension of services outside of normal work day/week etc.
2. Establish that for 2003-2004, for any licensed physician regardless of speciality whose involvement and experience in medicolegal, occupational and other third party work is predominantly related to the needs of their own patients, and who have had minimal formal participation in educational activities specific to IME, occupational or other medicolegal work (causation analysis, accident kinematics, ethical practices, legal terminology, report preparation and testimony, disability determination, impairment rating, etc), the fee should be determined from within a range with a MINIMUM of \$250/hr and a MAXIMUM of 350/hour.
3. Accept that for 2003-2004 for any licensed physician regardless of speciality with significant involvement and experience in referred medicolegal, occupational and other third party work and substantial formal participation in educational activities specific to IME/occupational/medicolegal work (in whatever area(s) may be relevant to their scope of practice) the fee should be determined on the basis of a MINIMUM of \$350/hr, with individualized incrementation reflecting relative value to the medicolegal system as determined by breadth of assessment and testimonial experience, balancing of casework, extent and currency of medicolegal CME, leadership in teaching and setting of standards and guidelines, innovation etc.
4. Promote provisions for billing in incremental blocks of time, regardless of time spent, for court, tribunals, mediations, arbitrations, etcetera, and for certain types of assessment services that require the reservation of lengthy periods of time and where, upon late cancellation, professional income cannot readily be made up at comparable rates.
5. State clearly that fee guidelines that have been legally mandated, such as those for WSIB, or others typically used by other organizations, are not appropriate for comparison because they do not adequately reflect the professional, economic, or personal issues, clinical expertise and experience, or administrative requirements and costs that are particular to the medicolegal environment and do not address all the relevant factors in a comprehensive and integrated manner."