

2023 Master Agreement Negotiations Economic Landscape



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Executive Summary

Competitive Compensation

To recruit and retain physicians in Nova Scotia and improve health care in the province, it is necessary for our physicians to be adequately compensated. While the province is unable to compensate physicians at the level of other larger, more economically driven provinces such as Alberta, it needs to be nationally competitive, especially within Atlantic Canada and into Central Canada.

Nova Scotia lags behind most provinces, with Nova Scotia firmly in the bottom third on all comparative metrics.

This report analyzes Nova Scotia's physician compensation relative to that of other provinces using each of the following separate approaches for verification:

1. Provincial physician services budgets on a per capita basis
2. Fee schedule increases
3. Physician funding as reported through MSI data
4. Physician funding as reported by CIHI's fee-for-service data
5. Top five billing codes by specialty

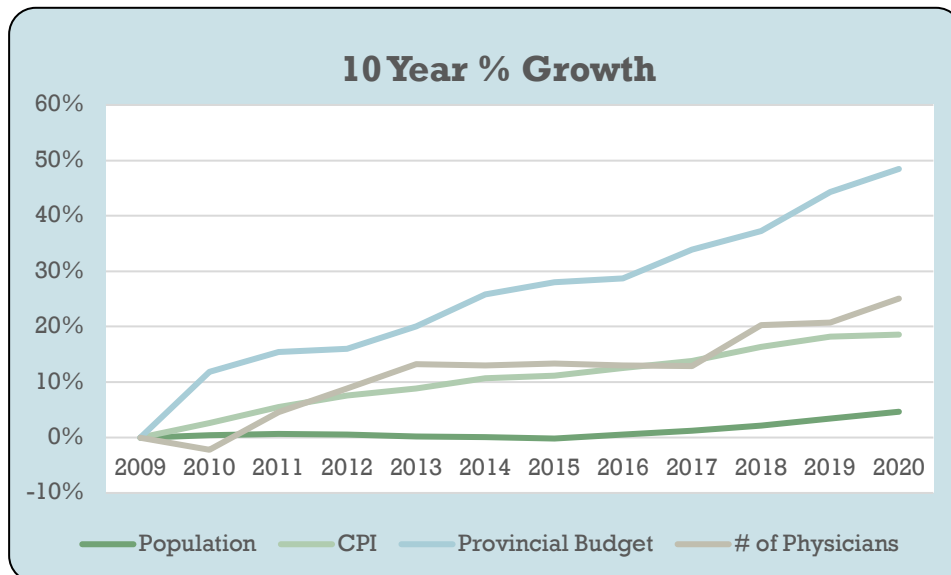
The analysis in each case confirms that physician compensation in Nova Scotia lags behind most provinces, with Nova Scotia firmly in the bottom third on most comparative metrics.

Key findings:

- While Nova Scotia's overall health budget as a portion of government spending is slightly below the Canadian average (32.4% vs. 35.6%), **Nova Scotia's physician services budget as a percentage of the total health budget is almost 6 points higher than the Canadian average** (at slightly above 24% vs. the Canadian average of 18.5%). This is likely due to the large investment from N.S. government for targeted specialties while other provinces such as Ontario and Alberta looked for savings within their physician services budget. [Table 1, Page 14 for details]
- Over the last ten years, Nova Scotia's physicians' services budget has increased by 42%, far exceeding the Consumer Price Index (CPI) of 18.4%, growth in number of physicians of appropriately 8% and population growth of 5.7%, the average physician payment increase is approximately 21.3%. This, of course, varies at the individual level depending on the number of services provided, type of services provided and the number of incentives the physician qualified for.

Graph #1

Summary of Accumulated Percentage Increases for Nova Scotia Physician Services Budget, CPI, Number of Physicians and N.S. population, 2010–20



🇳🇸 Nova Scotia's **physician services budget on a per capita basis is fourth highest in the country** and is about 11% above the Canadian average (\$1,056 in N.S. vs. Canadian average of \$950). [Table 2, Page 15 for details]

🇳🇸 Nova Scotia's **fee schedule increases in recent years have been slightly higher than most other provinces** (Nova Scotia saw an annualized increase of 1.9% in the five years from 2018/19 to 2022/23 compared with a range of 0% to 2.2% among the other provinces). In addition to the fee schedule increase, a significant portion of the funding secured in the current Master Agreement was incentive funding for targeted areas (psychiatry hourly rate, ER hourly, various APP increases, etc.) [Table 3, Page 16 for details]

🇳🇸 **Average billings (MSI, including incentives) per physician in N.S. are \$374k, which is 92% of the Canadian average.** This is an improvement from earlier years. Specialities with the lowest billings compared to the Canadian average are

🇳🇸 The Ontario Medical Association current contract has expired but has seen increases of 0.5% in 2019/20 and 3.54% in 2020/21, and is working with government to find savings (estimated at \$460M) with appropriate care proposals.

🇳🇸 The Alberta Medical Association is currently at the table but has seen 0% increases for 2018/19 and 2019/20.

Dermatology (57%), Cardiology (59%), Orthopedics (72%) and Gastroenterology (74%). There are six sections above the Canadian average – Otolaryngology (120%), Nephrology (118%), Obs/Gyn (107%), Pathology (112%), Psychiatry (106%) and Anaesthesia (105%). [Table 8, Page 23 for details]

- ✚ Within Nova Scotia, General/Family Practice has the lowest average funding per physician (\$100k threshold) at \$288k. The top three specialties in terms of average funding are Ophthalmology at \$830k, Radiology at \$695k and Nephrology at \$681k. [Table 5, Page 19 for details]
- ✚ **2019/20 CIHI data ranks Nova Scotia 8th out of 8 provinces reporting data.** CIHI data (gross clinical payments) shows Nova Scotia's average clinical billings at \$318k, which is about 85% of the Canadian average of \$374k. It should be noted that the 2019-2023 Master Agreement had significant gains which are not reflected in the data yet. [Pages 24-26 for details]
- ✚ **On a comparison of top five billing codes by specialty, Nova Scotia fares better for many of the procedures, though consult (other provinces have major consults) and some specialty office visit fees are generally lower than the Canadian average.** [Pages 25-26 for details]

One of the limitations in comparing data, whether it is CIHI or MSI, is that average payments do not take into consideration volumes or work intensity. It is difficult to determine how many services were provided or how long a physician worked to earn the payments.

The 2019-2023 Master Agreement is expected to increase Nova Scotia's physician services budget by \$135 million. This included 2% across the board increases for all physicians and targeted repair funding of \$42 million for 5 specialties (FP, Obs/Gyn, Anae, ER and Psych). These targeted specialties are projected to be top in Atlantic Canada at the end of the contract.

Nova Scotia physicians have seen good increases through the current (2019) Master Agreement compared to most provinces in Canada but will still lag behind most provinces in overall compensation.

Other Health-Related Agreements Negotiated in Nova Scotia

The most recent negotiations between the Nova Scotia government and health care unions have seen three- or four-year agreements with wage increases of 1% and 3.5% per year. Overall, **the yearly average wage increase has been 1.6% for union contracts negotiated since 2016/17**. The 2019-2023 Master Agreement provides an average increase of 2% per year plus targeted funding, which is favourable compared with these recent negotiations.

While Nova Scotia physicians compare favourably against various union positions, this is only slightly favourable as physicians have significantly more education (and investment) compared to these union positions. In addition, many physicians bear the burden of significant overhead expenses, since they cover the costs of their own staff, office space, etc.

Comparing salary/billing increases between nurses and physicians shows that overall physicians have increased more (21.3%) over the last 10 years. There is great variability on the individual physician level, though. [See page 43 for details.]

Nurse Practitioner/Physician Cost per Visit

Nurse practitioners (NP) are becoming more prevalent in seeing patients in an office environment. While NPs are an integral part of the health-care system, physicians seem to provide an office visit more cost efficiently than NP even after the significant fee increases to ME=CARE visits. Taking into consideration the salary and benefits of a NP, the cost per visit is usually higher than the non-ME=CARE office visit for a physician under most circumstances. [See page 33 for details.]

Additionally, physicians tend to deal with more complex patients.

Economic Impact of Physicians within Nova Scotia

Physicians have a significant impact on the economy of Nova Scotia. They employ approximately 3,175 individuals, pay about \$80.4 million in taxes and help the provincial Gross Domestic Product by about \$521 million per year.

Fiscal Realty

Nova Scotia, Canada and the rest of the world are slowly recovering from one of the worst recessions since the Great Depression. For 2022/23, the Nova Scotia government is projecting a \$500-million deficit budget.

Nova Scotia's economy has traditionally lagged behind most provinces outside the Atlantic region. While many factors have improved (GDP growth, population growth), this will likely continue in the future.

To obtain the overall view of the Nova Scotia economy, Doctors Nova Scotia analyzed the following key factors:

PHYSICIAN SUPPLY, MIGRATION AND DEMOGRAPHICS

Physician supply, migration and demographic data suggest that Nova Scotia is faring well at present compared with the rest of Canada:

- ✚ Nova Scotia has the third highest number of physicians per capita in Canada (on average there are 397 persons for every physician, compared to the Canadian average of 437). We also have one of the oldest and sickest populations in the country, as outlined in greater detail on page 8.
- ✚ Notably, Canada trails most other OECD countries. In Canada, there are 2.8 physicians per 1,000 people, whereas in Austria there are 5.5 physicians; Canada is in the bottom third of OECD countries: data.oecd.org/healthres/doctors.htm.

PERSONAL, BUSINESS AND SALES TAX RATES

Nova Scotians are heavily taxed compared to residents of other provinces:

- ✚ Second-highest marginal tax rate for personal income, at 54% for income greater than \$221.7k
- ✚ Small business tax rate of 11.5%, which is in the middle of all provinces
- ✚ Third-highest large business tax of 29% – tied with New Brunswick
- ✚ Highest sales tax (HST) of 15% – tied with other Atlantic provinces

COST OF LIVING TREND

For the last 10 years, Nova Scotia has had the third-lowest annualized Consumer Price Index (CPI) increase in Canada (2%). That being said, CPI over the last 12 months has been 8.7%. This is the third-highest increase in Canada and above the Canada average of 7.6%. This means **physician incomes will have to increase significantly just to maintain purchasing power.**

AVERAGE WEEKLY EARNINGS

Average weekly earnings (AWE) are a measurement of quality employment. Currently, Nova Scotia is ranked ninth, with AWE of \$783 for hours w O/T and \$1,448 for salary compared to the Canadian average of \$882 and \$1,507 respectively. In essence, this means that **the earnings of most Nova Scotians, regardless of profession, rank about ninth in**

Canada. Percentage increases for AWE since 2011 has been 32% for hours w O/T and 27.9% for salary. In comparison, physicians' compensation has increased by 21.3% over the same time.

The earnings of most Nova Scotians, regardless of profession, rank about ninth in Canada. Physician incomes are consistent in this respect (though physicians are arguably one of the most highly educated and mobile groups of professionals, which would mandate more competitive earnings in order to meet recruitment and retention needs).

POPULATION, BY DEMOGRAPHIC TRENDS (AGING AND CHRONIC DISEASE)

Nova Scotia has the fourth-lowest population in Canada, with 999,000 residents as of 2021. Some relevant data pertaining to Nova Scotia's population and demographics:

- ✚ Nova Scotia's population growth has been below the Canadian average for 2011 to 2021. Nova Scotia's population growth was 5.7% compared to the Canadian average of 11.5% during this time.
- ✚ Nova Scotia has the third highest percentage of population aged 65 years and older in Canada at 21.8% of the total population. This population group has grown by 33.5% since 2011, which makes Nova Scotia the province with the fourth-highest percentage growth.

Nova Scotia also has high rates of chronic disease, which account for three-quarters of all deaths. Nova Scotia has:

- ✚ the highest rate of COPD and use of health services for mental illness, alcohol/drug induced disorders, mood and anxiety disorders
- ✚ the third-highest rates of asthma
- ✚ a higher than Canadian average for hypertension, diabetes and use of health services for arthritis

Nova Scotia is going to struggle with lower population growth, increasingly older population and high rates of chronic disease, which will put significant strain on the health-care system.

LABOUR FORCE TRENDS/EMPLOYMENT TRENDS/UNEMPLOYMENT TRENDS

Labour force, employment and unemployment trends are important economic indicators. The data, while not up to Canadian average, is improving over time for the economic picture for Nova Scotia:

- ✚ Nova Scotia's labour force has increased from 2011 to 2021 by 2.7%, compared to a Canadian average growth of 10.7%.
- ✚ Nova Scotia's employment rate has grown by 2.6% compared to a Canadian average growth of 12.5%. Full-time employment in Nova Scotia has increased by 3.5%, while part-time employment has declined by -1.1%.
- ✚ Nova Scotia's unemployment rate has increased slightly by 1.3%, compared to a Canadian average decline of -20% (Nova Scotia's unemployment rate was 8.1% by 2021 and was 8.0% in 2011).

Nova Scotia has seen increases in population, labour force and employment. While still lower than the Canadian average, it is much better than previously. However, Nova Scotia's unemployment rate has slightly increased to 8.1%, and is higher than the Canadian average of 6%.

GROSS DOMESTIC PRODUCT TREND

Gross Domestic Product (GDP) is a measure for how fast the economy is growing. Nova Scotia has the fourth-lowest GDP in Canada. Nova Scotia's economy traditionally has lagged behind most provinces and is expected to continue the trend into the future:

- ✚ From 2011 to 2021, Nova Scotia's GDP growth was 12.3% compared to the Canadian average of 17.1%.
- ✚ Nova Scotia's GDP growth in 2021 over 2020 was 5.8% and was actually higher than the Canadian average of 4.8%. This is a good sign.

Nova Scotia has seen some improvement in many key drivers of the economy – GDP growth, population growth and labour force growth are seeing small increases. Tax rates are still high or near-highest in Canada and the province is running significant deficits. Overall, this is a challenging fiscal environment.

Introduction

To inform a successful negotiation, Doctors Nova Scotia performed an environmental scan of physician incomes internally within Nova Scotia and externally by comparing to other provinces. Additionally, Doctors Nova Scotia reviewed and analyzed the current and future government related negotiated contracts along with the current and future fiscal reality of Nova Scotia's economy. A brief overview of purpose and approach follows:

The purpose

Intelligence gathering plays a critical role in the success of preparing for and negotiating the next Master Agreement. The purpose of the intelligence is to:

1. Identify all data-based opportunities to bolster arguments in support of Doctors Nova Scotia's negotiation priorities.
2. Ensure the negotiating team is aware of data-based vulnerabilities associated with our negotiation priorities.
3. Ensure robust data is available to the negotiating team, and also to the membership as appropriate, to ensure we have a clear and accurate view of competitive physician compensation.
4. Help instil member confidence in the association's preparation for negotiations.

The approach

COMPETITIVE COMPENSATION DATA - Comprehensive compensation data will be a key input to our negotiation strategy. Information gathered from the data will help set targets for funding increases during the new contract. To have the necessary information to establish these targets, an analysis was performed on both macro and micro levels. The analysis provides a view on a per physician basis and population basis. The population view is helpful as it is difficult to establish an FTE comparison across provinces, which is necessary for an accurate national comparison on a per physician basis.

On a macro level:

- ✚ Compared Nova Scotia physician services' budget to the health budget, overall government budget and budgets in other provinces.

- ✚ Compared Nova Scotia physician services budget per population to other provinces.
- ✚ Compared Nova Scotia physician services' overall contract and fee schedule increases to other provinces.

On a micro level:

- ✚ Developed Nova Scotia fee for service and total (includes FFS +APPs) physician average funding, median, ranges and 70th percentile by specialty (inclusive and threshold limit) and compared with other provinces.
- ✚ Compiled top five billing codes by specialty and compared with other provinces.

Sources of data included department of finance budgets (all provinces), Medical Services Insurance (MSI)/Department of Health and Wellness (DHW) physician payment and services data, physician remuneration information for other provinces, Canadian Institute for Health Information (CIHI), Canadian Medical Association (CMA) statistics website and CMA negotiations environmental scan.

OTHER HEALTH-RELATED AGREEMENTS NEGOTIATED IN NOVA SCOTIA – All health-related and other public service contracts approved by the Nova Scotia government for the last four years have been analyzed to determine the percentage increase per employee of those contracts. The contracts include:

- ✚ Nurses (NSGEU and NSNU)
- ✚ Maritime Resident Doctors
- ✚ Public Service Union workers (e.g., teachers, Highway Workers Agreement)
- ✚ Other health-care workers (e.g., EHS paramedics)

FISCAL REALITY – It is important to understand the past, current and future economic environment of the province. To best determine the fiscal realities, the following key factors were developed, trended and compared to the other provinces:

- ✚ Physician supply, migration and demographic trends
- ✚ Cost of living trend
- ✚ Personal, business and sales income tax rates
- ✚ Average weekly earnings trend
- ✚ Population, by demographic trends (aging and chronic disease)
- ✚ Labour force trends/employment trends/unemployment trends
- ✚ Gross Domestic Product trend

A long-term view for each factor was developed over 10 years. This included looking at the previous five years and forward to the coming five years. Data sources were CMA, Statistics Canada, Canada Revenue Agency and Conference Board of Canada.

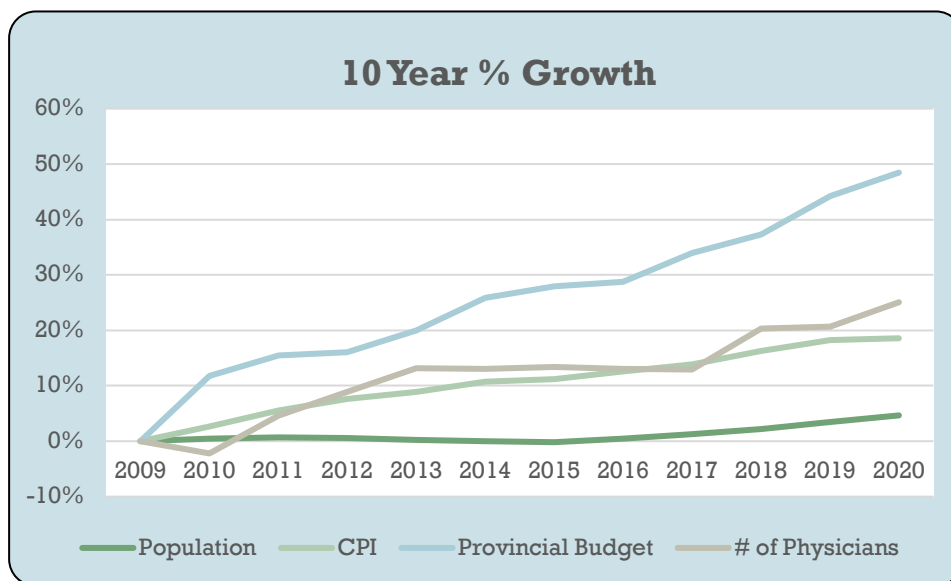
Competitive Compensation

Competitive compensation was reviewed at a macro and micro level to provide an understanding of the overall physician compensation of Nova Scotia compared to the rest of the country, as well as a view of individual specialties and how they compare internally within Nova Scotia and also with comparable specialties across Canada.

MACRO LEVEL

Graph #1

Summary of Accumulated Percentage Increases for Nova Scotia Physician Services Budget, CPI, Number of Physicians and N.S. population for 2010 to 2020



PROVINCIAL BUDGETS

2022/23 budget is the year used for comparison (as this is the last year that provides complete data for a true comparison).

Table 1 provides the provincial surplus/deficit, total budget, health budget and physician services budget by province for 2022/23. Only Alberta and New Brunswick are projecting a surplus in 2022/23. All other provinces ran deficits. The health budget, on average, makes up almost 39% of a province's total budget. Nova Scotia's health budget is just over 34% of the total government budget. While the Canadian average for physician services budgets is just under 20% of the total health budget, Nova Scotia is slightly above at 24% (almost 5 points ahead of the Canadian average), highest in the country.

While the Canadian average for physician services budgets is just under 20% of the total health budget, Nova Scotia is slightly above at 24% (almost 5 points ahead of the Canadian average), highest in the country.

Table 1:
Total, Health, and Physician Services Budgets for Provinces
Estimates for 2022/23

Province	Population	Surplus (Deficit)	Total Department Budget	Health Budget	Physician Services Budget	% Health Budget / Total Budget	% Physician Services Budget / Health Budget
NL	501,300	-3,043,627.00	7,842,557	3,446,097	544,442	43.94%	15.80%
PE	165,400	-92,908.00	2,428,476	862,325	141,495	35.51%	16.41%
NS	983,400	-506,184.00	12,422,746	4,266,326	1,038,560	34.34%	24.34%
NB	777,600	35,225.00	10,236,294	3,267,936	747,850	31.92%	22.88%
ON	15,048,300	-19,900,000.00	178,300,000	75,200,000	13,400,000	42.18%	17.82%
MB	1,417,400	-548,000.00	19,271,000	6,272,978	1,428,211	32.55%	22.77%
SK	1,210,000	-463,000.00	17,621,000	6,435,647	889,454	36.52%	13.82%
AB	4,598,100	500,000.00	59,400,000	22,421,131	5,085,483	37.75%	22.68%
BC	5,227,100	-5,461,000.00	73,013,000	25,455,895	6,069,225	34.86%	23.84%
Total	29,928,600	-29,479,494.00	380,535,073	147,628,335	29,344,720	38.79%	19.88%

SK physician services likely under budget - looks like it does not include AFP

Estimate based on previous year - ON's budget did not provide physician services details.

PHYSICIAN SERVICES BUDGETS PER CAPITA

The government's physician services budget is where the majority of payments to physicians exist. This includes fee for service, academic funding, alternative payments, Master Agreement incentives and other physician payments.

Table 2 provides the physician services budget per capita by province:

Table 2:
Physician Services Budget per Population
Canadian Provinces (except QC)
For 2022/23

Provinces	2022/23	Population	Cost per Population
BC	6,069,225,000	5,227,100	1,161.11
AB	5,085,483,000	4,598,100	1,106.00
NL	544,442,000	501,300	1,086.06
NS	1,038,560,000	983,400	1,056.09
MB	1,428,210,000	1,417,400	1,007.63
NB	747,850,000	777,600	961.74
ON*	13,400,000,000	15,048,300	890.47
PEI	141,495,000	165,400	855.47
Total	28,455,265,000	28,718,600	990.83

Note: SK was removed - unable to reconcile Physician services budget

Note: QC was removed - report only released in French

* Unable to find Ontario budget, used 2021/22 budget and includes Nurse Practitioners

Source: Provincial Budget Documents, Conference Board of Canada for Population

Nova Scotia spends \$1,056 dollars for physicians per person in Nova Scotia. This ranks fourth highest (out of eight provinces) in the country and is about 6.6% above the Canadian average. Nova Scotia's cost per person has increased over the last couple of contracts. While this number is higher than Canadian average, Nova Scotia provides sub-specialty clinical services to the Atlantic region, and those patient numbers are not included in the base.

FEE SCHEDULE INCREASES

Each provincial medical society negotiates with their provincial department of health for physician funding. Negotiations can include

Nova Scotia spends \$1,056 dollars for physicians per person in Nova Scotia. This ranks fourth out of eight province in the country and is about 6.6% above the Canadian average.

increasing fee schedule rates, funding for incentives, member benefits or any combination of these.

Table 3 provides the Schedule of Benefits increases for 2018/19 to 2024/25.

Table 3:
Schedule of Benefits Increases
For 18/19 to 24/25

Provinces	18/19	19/20	20/21	21/22	22/23	23/24	24/25	Annualized
NL	1.20%	1.20%	1.20%	1.20%	1.20%			1.20%
PE	2.00%	1.75%	2.36%	2.36%	2.36%		2.36%	2.20%
NS	1.50%	2.00%	2.00%	2.00%	2.00%	TBD		1.90%
NB	1.00%	1.00%	2.00%	1.50%	1.50%		1.50%	1.43%
QC- FMOQ	New Schedule Lump Sum Income Gap Corr	1.60%	0%	2.10%	2.30%			2.10%
	\$253M	\$184M	\$141M	\$15M	\$155M	\$119M		
QC- FMSQ	General Increase Targeted Increase	2.00%	1.00%	1.00%	1.00%	To be negotiated	To be negotiated	1.60%
	0.00%	0.00%	2.00%	0.00%	0.00%			
ON	2.00% - one time global increase	0.50% global increase; removal of payment discount	3.54% permanent increase to SOB	1.00% lump sum increase to all physician payments	Lump sum equivalent of a 2.01% increase for all physician payments except hospital technical fees, OPIP and pregnancy and parental leave	Based on PS Budget		2.01%
		Parties agreed to find \$100M in appropriate care proposals	Parties agreed to find \$360M in appropriate care proposals					
MB	2.60%	0.00%	0.00%	0.75%	1.00%	TBD		0.87%
SK	0.00%	1.00%	2.00%	2.00%				1.25%
	0.00%	0.00%	Overall fee reduction currently unknown	0.00%	1.00%	1.00%	1.00%	
AB								0.40%
BC	1.70%	0.80%	1.03%	1.01%	3.00%	2.00%, up to 3.25% (COL)	1.00% up to 2.00% (COL)	1.51% or 1.83%
YK	1.00%	1.00%	1.25%	1.25%	2.00%	2.00%	2.50%	1.57%

Note: NL was paid a lump sum amount in 2021 which averaged 7.2%. Specialty ranges are 7.75% to 16.74% overall or 1.3% to 2.8% per year with six specialties receiving no increase.

Overall Average 1.50% or 1.53%

Source: 2022 Canadian Health Policy Scan - Pages 32/35

Nova Scotia has generally had higher fee schedule increases over this six-year period compared with the other provinces (N.S. saw an annualized increase of 1.9% compared with a range of 0% to 2.2% among the other provinces). In addition to the fee schedule increase, a significant portion of the funding secured in the current Master Agreement was incentive funding for targeted areas (psychiatry hourly rate, ER hourly, various APP increases, etc.).

Medical societies' recent negotiations with governments have seen similar increases to Nova Scotia in the fee schedule rates. This includes:

- ✚ P.E.I.'s 2.3% increases each year for 2020/21 to 2023/24.
- ✚ Saskatchewan's 2% increases each year for 2020/21 to 2021/22.

Nova Scotia has generally had higher MSU increases since 2009/10 compared with the other provinces (N.S. saw an annualized increase of 1.9% compared with a range of 0% to 2.2% among the other provinces)

- ✚ Ontario's 3.54% increase for 2020/21 but a commitment to find \$460m in savings in 2019/20 and 2020/21

MICRO LEVEL

MSI data was used to calculate funding per physician. Included in the analysis were the following payments for 2021/22; AFP, WCB and community services data was excluded from this analysis.

- ✚ Fee for service billings
- ✚ Non-patient specific billings
- ✚ Alternate payment plan billings
- ✚ Level 3 and 4 Emergency Room (ER) billings
- ✚ Misc (Master Agreement) billings
- ✚ Sessional billings
- ✚ Psychiatry billings
- ✚ Reciprocal billings
- ✚ On-call payments

To ensure these billings represent the appropriate proportion of billings compared to the physician services budget, reconciliation to the budget was also completed. The reconciliation of these payments compared to the 2021/22 physician services budget is outlined in Table 4:

Table 4
Reconciliation to Physician Services Budget Forecast
For 2021/22

Physician Services (21/22 Forecast)

Fee for Service	309,621	
Radiology/Pathology	76,346	
AFP	279,208	
APP	119,951	
Emergency Departments	80,139	
Physician Residents	41,227	
Other MA initiatives	25,045	
Facility On-Call	12,541	
Physician Services - other programs	55,826	
	<u>999,904</u>	
Medsoc-paydos_2122	538,113,431	
Grppay2122	374,277,135	
	<u>912,390,565</u>	
Physician Residents	41,227,000	Not in Master Agreement (PARI-MP)
Facility On-Call	12,541,000	Not included in Medsoc_paydos file
	<u>53,768,000</u>	
Total Physician Payments	966,158,565	
Difference	33,745,435	
	3.4%	

The reconciliation is within 3.5% of the physician services budget, which confirms that confidence in the analysis should be quite strong.

INTERNAL COMPARISON (COMPARING SPECIALTIES WITHIN NOVA SCOTIA)

For the analysis of the Nova Scotia physician payments, the average, median, 70th percentile and average net income after estimated overhead was calculated for all of the major sections that have billings outside of C/AFP. These include:

- | | |
|-----------------------------|-------------------|
| ✚ Anaesthesia | ✚ Orthopedics |
| ✚ Cardiology | ✚ Otolaryngology |
| ✚ Clinical Allergy | ✚ Pathology |
| ✚ Dermatology | ✚ Pediatrics |
| ✚ Gastroenterology | ✚ Plastic Surgery |
| ✚ General Surgery | ✚ Psychiatry |
| ✚ Internal Medicine | ✚ Radiology |
| ✚ Nephrology | ✚ Urology |
| ✚ Neurology | |
| ✚ Obstetrics and Gynecology | |
| ✚ Ophthalmology | |

The methodology for the analysis was to include all billings/payments from the sections mentioned above by individual physician and have a threshold to include all physicians with billings greater than \$100k.

Once the physicians with billings/payments less than \$100k and their associated billings/payments were trimmed, the average payment was calculated by total remaining MSI billings by specialty divided by the number of remaining physicians within the specialty.

The median is the individual physician at the mid-point, i.e., the billings/payments of the 50th physician if there was a total of 99 physicians within the section. Similar to the median, the 70th percentile is the individual physician whose billings/payments are at 70% of 100% in terms of number of physicians, i.e., the billings/payments of the 70th physician within a specialty group of 100.

The average net income after estimated overhead is calculated by multiplying (one minus the standard overhead percentage) per specialty by the average billings/payments per specialty. This provides an estimated net income before taxes by specialty.

Appendix A provides the average, median and 70th percentile for physician payments from MSI by specialty in Nova Scotia for 2021/22.

To provide relativity between specialties on a Nova Scotia basis, the Family Practice (FP) results are used as a baseline against the other specialties. Table 5 provides the relativity by specialty in Nova Scotia compared to the FP baseline for average billings/payments, median billings/payments, 70th percentile and estimated average net income before taxes.

Table 5
Relativity by Specialty Billings/Payments
Compared to Family Practice
In Nova Scotia
For 2021/22

	2021/22			2021/22			2021/22			2021/22	
	Average			Median			70th Percentile		Estimated Ave Net Income		
Family Practice	288,442		Family Practice	274,644		Family Practice	320,013		Family Practice	180,854	
Pediatrics	288,680	1.00	Dermatology	265,404	0.97	Pediatrics	354,452	1.11	Pediatrics	197,919	1.09
Neurology	320,410	1.11	CLIA	282,804	1.03	CLIA	405,308	1.27	Neurology	234,852	1.30
CLIA	327,031	1.13	Pediatrics	283,146	1.03	Internal Medicine	410,725	1.28	CLIA	239,705	1.33
Dermatology	339,523	1.18	Neurology	284,967	1.04	Pathology*	428,380	1.34	Dermatology	248,861	1.38
Psychiatry	354,050	1.23	Internal Medicine	286,213	1.04	Psychiatry	431,065	1.35	Orthopedics	248,755	1.38
Internal Medicine	370,967	1.29	Psychiatry	320,026	1.17	Neurology	433,316	1.35	Obs/Gyn	232,597	1.29
Orthopedics	380,273	1.32	Cadiology	347,414	1.26	Dermatology	434,308	1.36	Internal Medicine	278,730	1.54
ANAE	409,529	1.42	Orthopedics	377,024	1.37	ANAE	441,255	1.38	Psychiatry	323,438	1.79
Cadiology	412,442	1.43	Pathology*	404,220	1.47	Orthopedics	461,065	1.44	Cadiology	302,309	1.67
Pathology*	424,747	1.47	ANAE	423,046	1.54	Obs/Gyn	519,011	1.62	Plastic Surgery	286,341	1.58
Obs/Gyn	426,271	1.48	General Surgery	434,516	1.58	Plastic Surgery	521,531	1.63	General Surgery	316,210	1.75
General Surgery	427,975	1.48	Obs/Gyn	446,740	1.63	Gastroenterology	525,249	1.64	Gastroenterology	313,695	1.73
Gastroenterology	436,068	1.51	Gastroenterology	476,978	1.74	General Surgery	526,531	1.65	ANAE	355,912	1.97
Plastic Surgery	455,600	1.58	Plastic Surgery	504,863	1.84	Cadiology	560,455	1.75	Pathology*	371,502	2.05
Urology	586,186	2.03	Urology	579,759	2.11	Urology	670,609	2.10	Urology	429,066	2.37
Otol	654,454	2.27	Otol	620,359	2.26	Otol	781,114	2.44	Otol	442,872	2.45
Nephrology	681,349	2.36	Radiology	702,991	2.56	Radiology	806,357	2.52	Nephrology	497,114	2.75
Radiology	695,397	2.41	Nephrology	723,442	2.63	Nephrology	834,069	2.61	Ophthalmology	430,565	2.38
Ophthalmology	830,127	2.88	Ophthalmology	768,551	2.80	Ophthalmology	1,039,518	3.25	Radiology	676,895	3.74

For average billings/payments, the lowest section compared to the baseline of FP billings/payments is Pediatrics, where billings/payments are at the FP average. There are five sections where the average billing/payments are at least twice the FP average. They are Urology (203%), Otolaryngology (227%), Nephrology (236%), Radiology (241%), and Ophthalmology (288%).

For median billings/payments, Dermatology is the lowest section compared to the baseline of FP billings/payments, at 97% of FP median. Again, the sections with the highest billings/payments compared to the FP median are Urology (211%), Otolaryngology (226%), Radiology (256%), Nephrology (263%) and Ophthalmology (280%).

For the 70th percentile billings/payments, the lowest section compared to the baseline of FP billings/payments is Pediatrics which is at 111% of the FP 70th percentile billing/payments level. There are 5 sections that exceeded twice the FP 70th percentile billings/payments baseline. They are Urology (210%), Otolaryngology (244%), Radiology (252%), Nephrology (261%) and Ophthalmology (325%).

For the estimated average net income after overhead, the section next to the baseline of FP billings/payments is Pediatrics at 109%. There are six sections that exceeded twice the FP billings/payments baseline. They are Pathology (205%), Urology (237%), Otolaryngology

(245%), Nephrology (275%), Ophthalmology (238%), and Radiology (374%). Ophthalmology dropped from the top due to high overhead costs compared to the other top specialties.

COMPARISON TO OTHER PROVINCES

Doctors Nova Scotia requested physician billing information from the provincial medical societies across Canada. The request included specific information based on specialty, threshold based on trimming physicians who had billings/payments under \$100k and identifying whether the payments include on-call and incentives. Access to this information varies by medical society. Some were not able to provide a true comparison. As of early November 2022, eight provinces have provided data. The missing province is Quebec.

Appendix B provides the detailed average payments comparison of Nova Scotia to Newfoundland, P.E.I., New Brunswick, Manitoba, Ontario, Saskatchewan, Alberta and BC and Canadian average.

A summary of results is outlined in Table 6:

Table 6
Summary of Physician Payments (FFS/APP, excludes AFP)
By Average For 2021/22
By Specialty Comparison to Canadian Average

Specialty	# Of Phys	NS	CDN	NS as % of CDN Ave	NS as % of ATL Ave
		Average Payment (\$)	Average Payment (\$)		
Family Practice	762	288,442	308,916	93.4%	96.9%
ANAE	52	409,529	390,328	104.9%	112.5%
Cardiology	16	412,442	720,689	57.2%	69.7%
CLIA	5	327,031	412,148	79.3%	n.a.
Dermatology	15	339,523	637,835	53.2%	56.1%
Gastroenterology	6	436,068	595,028	73.3%	80.8%
Internal Medicine	66	370,967	404,801	91.6%	87.5%
Nephrology	14	681,349	603,863	112.8%	112.4%
Neurology	10	320,410	386,363	82.9%	73.8%
Pediatrics	39	288,680	319,489	90.4%	88.3%
Psychiatry	63	354,050	336,797	105.1%	99.3%
General Surgery	45	427,975	451,607	94.8%	97.2%
Obs/Gyn	39	426,271	399,727	106.6%	112.1%
Ophthalmology	39	830,127	1,042,326	79.6%	92.4%
Orthopedics	28	380,273	526,912	72.2%	74.1%
Otol	12	654,454	554,091	118.1%	122.8%
Plastic Surgery	5	455,600	474,278	96.1%	96.1%
Urology	24	567,982	568,669	99.9%	92.4%
Pathology*	12	424,747	380,888	111.5%	120.0%
Radiology	99	695,397	826,399	84.1%	102.0%
Total	1,350	373,543	396,687	94.2%	96.6%

Notes:

Specialties above 100% of the Canadian average noted in blue font; those below 80% in red font.

1. ON did not have a threshold cut-off
2. SK used a \$60k threshold cut-off
3. ON, NB and MB included on-call data
4. NL data is from 2019/20
5. NB data is from 2020/21
6. ON data is from 2019/20
7. NL, MB and BC did not include Pathology data (likely salary)
8. SK rolled Pathology and Radiology into one average

From the analysis as it stands now, Nova Scotia overall billings/payments per physician are 94.2% of the Canadian average. The Nova Scotia specialities with the lowest billings compared to the Canadian average are Cardiology (57%), Dermatology (53%), Orthopedics (72%) and Gastroenterology (73%). The sections above the Canadian average are Otolaryngology, Nephrology, Obs/Gyn, Pathology, Psychiatry, and Anaesthesia. Again, this is not a true comparison as the information provided was different by almost every province. Many provinces used different thresholds while some included on-call.

Table 7 provides an overview of data collected by provinces and variances to Nova Scotia’s data.

Table 7
Provincial Physician Payment
Data
With Thresholds, On-Call, Incentives and Other
For 2021/22

Jurisdiction	Threshold	On Call	Incentives	Other
NS	\$100k	Excluded	Included	N/A
NB	\$100k	Included	Included	Data is 2020/21
NF	\$100k	Excluded	Included	Data is 2019/20
QC	No data	No data	No data	No data
ON	No threshold	Included	Included	Data is 2019/20
MB	\$100k	Included	No	N/A
SK	\$60k	Excluded	Included	Data is 2019/20
AB	\$100k	Excluded	Excluded	No data
BC	\$100k	Excluded	Excluded	No data

To provide a better comparison, Doctors Nova Scotia developed estimates (proxies) to try to align the billings/payments per physician by province. While it is not totally accurate, the results should be directionally correct. Each province that used a different threshold than Nova Scotia’s \$100,000 was adjusted down or up as applicable (ON and SK) by applying percentages that represent the differences between the thresholds by specialty. Adjustments were made for provinces that included on-call (ON, NB and MB), and for provinces that provided previous year data they were brought forward to 2021/22 values using their fee schedule increases.

Table 8 provides the revised Canadian average billings/payments per physician compared to the Nova Scotia averages with these adjustments applied.

Table 8
Revised Summary of Physician Payments (FFS/APP, excludes AFP) Based on Adjustments
By Average For 2021/22
By Specialty Comparison to Canadian Average

Specialty	# Of Phys	NS	CDN	NS as % of CDN Ave	NS as % of ATL Ave
		Average Payment (\$)	Average Payment (\$)		
Family Practice	762	288,442	322,844	89.3%	94.2%
ANAE	52	409,529	398,695	102.7%	110.7%
Cadiology	16	412,442	732,232	56.3%	68.2%
CLIA	5	327,031	413,965	79.0%	n.a.
Dermatology	15	339,523	649,096	52.3%	55.3%
Gastroenterology	6	436,068	601,974	72.4%	79.1%
Internal Medicine	66	370,967	416,797	89.0%	86.2%
Nephrology	14	681,349	615,482	110.7%	110.5%
Neurology	10	320,410	390,367	82.1%	72.8%
Pediatrics	39	288,680	329,354	87.7%	87.0%
Psychiatry	63	354,050	349,820	101.2%	98.0%
General Surgery	45	427,975	477,686	89.6%	95.8%
Obs/Gyn	39	426,271	412,763	103.3%	110.5%
Ophthalmology	39	830,127	1,083,044	76.6%	91.1%
Orthopedics	28	380,273	548,420	69.3%	73.1%
Otol	12	654,454	581,588	112.5%	120.8%
Plastic Surgery	5	455,600	500,538	91.0%	94.6%
Urology	24	567,982	584,441	97.2%	91.1%
Pathology*	12	424,747	406,994	104.4%	119.0%
Radiology	99	695,397	838,485	82.9%	100.6%
Total	1,350	373,543	413,021	90.4%	94.6%

Notes:

Specialties above 100% of the Canadian average noted in blue font; those below 80% in red font.

PMTA average payments adjusted for a better comparison:

- ON and SK were modified to provide a proxy for \$100K threshold
- NL, NB, ON and SK were adjusted to increase averages to 2021/22 value using fee schedule increases
- ON, NB and MB were adjusted down by proxy to exclude on-call

For this analysis, Nova Scotia total average billings/payments per physician of \$374k are 90.4% of the Canadian average. The Nova Scotia specialities with the lowest billings/payments compared to the Canadian average are Dermatology (52.3%), Cardiology (56.3%), Orthopedics (69.3%), and Gastroenterology (72.4%). The sections above the Canadian average are Otolaryngology (112.5%), Nephrology (110.7%), Pathology (104.4%), Obs/Gyn (103.3%), Anaesthesia (102.7%) and Psychiatry (101.2%).

Appendix C provides the detailed data on the average payment comparison of Nova Scotia to New Brunswick, P.E.I., Newfoundland, Ontario, Manitoba, Saskatchewan, Alberta, B.C. and Canadian average based on the proxies and adjustments noted.

CANADIAN INSTITUTE FOR HEALTH INFORMATION (CIHI) DATA

Additionally, for cross-Canada comparisons, the Canadian Institute for Health Information (CIHI) releases provincial physician billings by specialty. The methodology for development is consistent between provinces. CIHI has recently revamped the methodology based on feedback from the PTMAs and while results seem more representative, there might be some data inconsistencies between provinces. The data is usually a couple of years in arrears. Appendix D provides CIHI's report for average gross clinical payments for physicians who receive at least \$60k per year.

To test the validity of the CIHI data we completed a reconciliation with MSI FFS billings. Comparing the CIHI data to the MSI data, CIHI average gross clinical payment per physician multiplied by number of physicians is $\$318,179 \times 2,255 = \717.4 million while the MSI FFS/APP billings plus AFP Funding for 2019/20 was \$740 million. These numbers are reasonably close when you consider the billings of physicians making less than \$60k, suggesting that the CIHI data is reasonably accurate.

This suggests that the CIHI data, while not perfectly precise, is directionally accurate and therefore a useful comparison.

Nova Scotia total average billings/payments per physician of \$374k are 90.4% of the Canadian average.

The Nova Scotia specialities with the lowest billings/payments compared to the Canadian average are:

- 🏠 Dermatology (52.3%)**
- 🏠 Cardiology (56.3%)**
- 🏠 Orthopedics (69.3%)**
- 🏠 Gastroenterology (72.4%)**

The specialties that are above the Canadian average are:

- 🏠 Otolaryngology (112.5%)**
- 🏠 Nephrology (110.7%)**
- 🏠 Pathology (104.4%)**
- 🏠 Obs/Gyn (103.3%)**
- 🏠 Anaesthesia (102.7%)**
- 🏠 Psychiatry (101.2%)**

Appendix E provides CIHI data on average gross clinical services payments by physicians who received at least \$60,000. The results show:

- ✚ Nova Scotia, overall, ranked eight out of eight (AB and SK did not report data) and was 85.0% of the Canadian average.
- ✚ For family practice, Nova Scotia ranked fifth out of eight and was 87.4% of the Canadian average.
- ✚ For medical specialties, Nova Scotia ranked eighth out of eight and was 78.4% of the Canadian average.
- ✚ For surgical specialties, Nova Scotia ranked eighth out of eight and was 89.3% of the Canadian average.

Nova Scotia, overall, ranked 8th out of 8 and was 85.0%% of the Canadian average

The specialties with the lowest percentage compared to Canadian average are:

- ✚ Cardiology at 48.3% of Canadian average,
- ✚ Gastroenterology at 54.8% of Canadian average, and
- ✚ Internal Medicine at 71.3% of Canadian average.

The two highest specialties, based on percentage, compared to the Canadian average are:

- ✚ Plastic Surgery at 108.0% of Canadian average, and
- ✚ Dermatology at 104.8% of Canadian average.

One of the limitations in comparing fee-for-service data, whether it is CIHI or MSI, is that average payments do not take into consideration volumes or work intensity. It is difficult to determine how many services were provided or how long a physician worked to earn the payments.

TOP BILLING CODES BY SPECIALTY

Finally, for physician compensation, the top five billing codes by specialty were compared to comparable codes across the other provinces within Canada. Appendix F includes the top five billing codes for each specialty (except Pediatrics, which has six codes) and the comparison to the Canadian average.

This analysis has some weaknesses, as comparable codes in other provinces can be difficult to determine and other fee codes may or may not include more or less procedures than Nova Scotia's fee codes. Additionally, the fees are not weighted based on service volumes, so it is a straight fee comparison.

That said, overall, Nova Scotia fared well in the comparison to the fee code Canadian average. There were eight specialties above the Canadian average and six below the Canadian average. The range includes a section low of 78.5% of the Canadian average for neurology and a high of 121.5% for urology (largely due to HSC 68.95B).

Generally, most specialties in Canada have major consults with higher fees compared to Nova Scotia. In Nova Scotia, many of the procedures are higher than the Canadian average.

Nova Scotia physicians generally fall in the bottom third of the provinces in most of the comparison metrics, including physician funding per capita and funding per physician (using both CIHI and MSI data).

Other Health-related Agreements Negotiated in Nova Scotia

Appendix G provides the annual wage increases negotiated through the various unions for Nova Scotia health care and other government workers with the province of Nova Scotia since 2014/15.

The average annual wage increase in these agreements is 1.5%. While the contracts range from 0% to 3.5% per year, the most recent contracts have been for three or four years with wage increases usually between 1% and 2% per year. Newer contracts have been adding 0.5% on last day of contract year in addition to the increase on first day.

Overall, Nova Scotia fared well in the comparison to the fee code Canadian average. The range includes a section low of 92.7% of the Canadian average for orthopaedics and a high of 123% for urology.

The 2019-2023 Master Agreement provided an average increase of 2% on MSU plus targeted funding, which is favourable compared with the average 1.5% increase in government's recent negotiations.

PHYSICIAN FUNDING COMPARED TO VARIOUS UNIONS

Nova Scotia physicians are independent contractors and, therefore, are difficult to do a true comparison with employees that belong to a union. For example, most physicians do not have an employer-funded retirement plan but are able to defer income tax or split income with family members, which union employees are unable to do. Additionally, physicians' billings do not equal income. Physicians pay out overhead such as salaries, rent, supplies, etc., that reduce net income. Physicians usually pay out 20-40% of their billings for overhead. This is depending on their speciality, business model and whether they pay rent and/or employees.

Appendix H provides for a comparison of the average estimated net income of physicians (family, medical and surgical – with overhead costs removed from average gross income) against the following union positions:

- Firefighter 1
- HRM 1st Class Constable
- Registered Nurse
- Nurse Practitioner
- Teacher VC111/TC6/ATC1
- NSCC Faculty Member
- SMU Full Professor
- Dalhousie Full Professor

The appendix provides for two views, one for comparison to salary only and another for comparison to include salary plus estimated loading for pension and benefits. The second comparison (Government Union Position with Benefits) is a better comparison as it is the “fully” loaded view of the total compensation for these employees.

For the Government Union Position with Benefits views, the rate of the union pay compared to an estimated family physician net income range from 49.3% for a NSCC Faculty Member to 90.7% for a professor.

For the Government Union Position with Benefits views, the rate of the union pay compared to an estimated medical specialist net income range from 30.9% for a NSCC Faculty Member to 56.8% for a professor.

For the Government Union Position with Benefits views, the rate of the union pay compared to an estimated surgical specialist net income range from 27.8% for a NSCC Faculty Member to 51.2% for a professor.

While N.S. physicians do compare favourably against various union positions, this is only slightly as physicians have significantly more education (and investment) compared to these positions. Most union positions require between four to eight years of education while physicians have a minimum of 10 years of education and training.

Physician Funding Compared to Nurse Salaries – Multi-Year View

From 2004/05 to 2020/21, physician services budget increases have compared favourably to the nurses' union contract increases based on the agreement between CDHA and NSGEU. Over those years, the estimated cumulative increase for physicians was almost 49% while nurses were around 41%.

Appendix I provides for the in year and cumulative increases for 2004/05 to 2020/21 for nurses and physicians. Within these numbers, though, the nurses' increases go directly to their salary at the individual level while the physician funding can vary greatly at the individual level. For example, how much a physician works and what services they provide can vary between physicians and therefore have significant different billing increases at the individual level. This could cause a physician to actually get a much higher or lower increase than the average of 49%.

Nurse Practitioner / Physician Cost per Visit

Nurse practitioners (NPs) are becoming more prevalent in seeing patients in an office practice. These NPs often work in collaboration with physicians but usually see patients without any interaction with the physician unless the situation calls for it. Over the years, there has been a large increase in the number of NPs within Nova Scotia.

Nurse practitioners are employees of the health authority and therefore are entitled to such benefits as pension, vacation, sick time, holidays, etc. Additionally, NPs spend a significant amount of time in meetings and training to keep their certification up to date. Physicians, as independent contractors, are not entitled to these same benefits. In comparing NP and physicians, the real question is which visit has better value for money.

Appendix J provides the office visit estimated costs for an NP versus a physician. There are a number of assumptions in development of these numbers for NPs. They include four weeks

of vacation, five sick days, two other leave of absence days and five hours a week for meetings, training and administrative work.

Based on the analysis, the cost per visit compares favourably for physicians. Once the loadings are applied to the NP salary and the total hours worked are reduced to clinical hours worked, the cost per visit for physicians is lower for all non-ME=CARE visits except evening geriatric visit and ME=CARE daytime visits. In this case, NPs do not work evenings and if they did, they would likely receive overtime premiums, which would increase their associated costs.

The results for the estimated costs are:

Cost per Visit	FP	NP	% of NP cost
	\$ / visit	\$ / visit	
Regular Office Visit (13 MSUs * 2.63)	34.19	47.93	71.3%
Regular Office Visit - Evening (16.25 MSUs * 2.63)	42.74	47.93	89.2%
Regular Geriatric Office Visit (16.5 MSUs * 2.63)	43.40	47.93	90.5%
Regular Geriatric Office Visit - Evening (20.63 MSUs * 2.63)	54.26	47.93	113.2%
Regular Office Visit ME=Care (16.96 MSUs * 2.63)	44.60	47.93	93.1%
Regular Office Visit - Evening ME=Care (21.2 MSUs * 2.63)	55.76	47.93	116.3%
Regular Geriatric Office Visit ME=Care (20.99 MSUs * 2.63)	55.20	47.93	115.2%
Regular Geriatric Office Visit - Evening ME=Care (26.24 MSUs * 2.63)	69.01	47.93	144.0%

The biggest assumption, though, is the number of patient visits per hour, and this has the biggest impact on costs. If a NP is seeing 3 or 4 patient visits per hour, this would reduce the costs significantly. Nurse practitioners can also, likely, run clinics (wellness, immunization, etc.) more cost-efficiently than a physician, who has limited ability to run clinics. The NP hourly rate, even with the benefits, is lower than the sessional rate. Physicians need to get pre-approval from MSI and are paid the sessional rate.

Additionally, physicians tend to see the more complex patients compared to NPs. Physicians deal with patients with one or more chronic disease, while NPs can only see patients within their scope of practice (flu, nutrition, counselling, etc.). Based on this and estimated cost provided above, it appears that physicians are more cost-efficient than NPs for office visits. The BCMA (Nurse Practitioners Policy Statement Last Updated: October 2013) has done a similar analysis and the results are very comparable considering that B.C. physicians generally have higher compensation than N.S. physicians.

Economic Impact of Physicians within Nova Scotia

Nova Scotia physicians have a significant impact on the provincial economy, and this should not be ignored when negotiating the next contract with the Nova Scotia government. While most of physicians' billings/income are provided by the government, a significant portion of

these billings (and from other sources) goes to pay for overhead. Overhead can include salaries for employees, rent, medical supplies, office supplies, etc.

It is estimated that Gross Domestic Product (GDP) driven by Nova Scotia physicians is \$521 million, which is approximately just over 1% of Nova Scotia's total GDP. Additionally, these physicians directly employ approximately 3,175 (about 0.67% of Nova Scotians employed) and pay approximately \$80.4 million in direct taxes (federal/provincial corporate, personal and sales tax).

Appendix K provides the estimated GDP, direct employment and direct taxes paid by physicians within Nova Scotia. These numbers were updated and were originally based on an Ontario study and conservatively pro-rated to develop N.S. numbers. While not 100% accurate, they are reasonably close.

Fiscal Reality

Nova Scotia is recovering from COVID-19. The economy is turning around, but more is needed to fully recover. Inflation is near a 40-year high, but the province is showing stronger results in population growth and GDP than in the past. The Nova Scotia government is projecting a \$506-million deficit for 2022/23.

To understand the fiscal reality of Nova Scotia, a number of key factors were reviewed. They include:

- ✚ Physician supply, migration and demographic trends
- ✚ Cost of living trend
- ✚ Personal, business and sales tax rates
- ✚ Average weekly earnings trend
- ✚ Population, by demographic trend (aging and chronic disease)
- ✚ Labour force trend/employment trend/unemployment trend
- ✚ Gross Domestic Product trend

Each of these key factors was analyzed and will be highlighted below.

PHYSICIAN SUPPLY AND MIGRATION

For physician supply, migration and demographic trends, Doctors Nova Scotia looked at physicians per capita, net migration between provinces and abroad and the demographics of Nova Scotia physicians compared to the Canadian average.

PHYSICIAN SUPPLY – Nova Scotia has the third highest number of physicians per capita in Canada for 2019. On average, there are 397 persons per physician in Nova Scotia compared to the Canadian average of 437. The ratio is total population divided by number of physicians. For comparison, there were 382 persons per physician in Nova Scotia and 472 persons per physician in Canada. It is important to remember, particularly when looking at

ratios for medical and surgical specialists, that Nova Scotia physicians often provide services to all of Atlantic Canada, not just to Nova Scotia.

For family physicians in Nova Scotia, the ratio is 751 persons per physician compared to the Canadian average of 843. This ratio has been trending up (worsening) from 715 in 2013 for Nova Scotia. The Canadian average has been trending down (improving) from 920 in 2013.

For medical specialists in Nova Scotia, the per capita ratio is 1,162 persons per physician compared to the Canadian average of 1,208. This ratio has also been trending slightly up from 2013 (1,147). The Canadian ratio is trending better than 2013 (1,313).

For surgical specialists in Nova Scotia, the ratio is 3,080 persons per physician compared to the Canadian average of 3,626. This ratio has also been trending down from 2013 (2,870). The Canadian ratio is also trending better than 2013 (3,738).

The data shows the number of physicians working in Nova Scotia and Canada is growing faster than the population growth rate. Appendix L provides the number of physicians by specialty and population per physician for Nova Scotia for years 1968 to 2020.

Nova Scotia has over 2,550 (2021) physicians and has grown approximately 25% since 2003/04 (2,039). The per capita numbers, while still strong, have declined in most areas.

PHYSICIAN BY AGE AND SEX – Appendix O provides the number of active physicians by age and sex for Nova Scotia and Canada. In 2019, there were about 86,000 physicians working in Canada. Nova Scotia (40%/60%) and Canada (43%/57%) have a similar female/male ratio split. This split has increased from 2013 when it was 37/63% for both. The current trend for under 35, though, is reversed in Canada with females making up 60% of the total physicians working. Nova Scotia is seeing similar with 55% of females in the under-35 age group. The largest group of physicians in Canada are the 35-44 and 45-54 age groups. The largest group of physicians in Nova Scotia are the 45-54 and 55-64 age groups. While Nova Scotia, based on percentage, has fewer physicians working in the 65+ age range, it also has fewer physicians in the under-35 age range compared to the Canadian average (5.8% vs. 8.5%).

A good purchased in Nova Scotia for \$100 in July 2021 cost \$108.70 in June 2022. This means the average person's income will have to increase annually at 8.7% to maintain the same purchasing power in the future.

COST OF LIVING TREND

The cost of living is calculated by the Consumer Price Index (CPI). CPI is used as an index for inflation. The CPI measures the changes in the price level of a market basket of consumer goods and the services purchased by households. These include food, shelter, clothing, footwear, etc. The higher the percentage increase in CPI, the less purchasing power maintained in every dollar.

Appendix P provides the CPI percentage increases by province and Canada for 2012 to 2021.

For the last 10 years, Nova Scotia had the third lowest CPI% increase at 18.4%, compared to the Canadian average of 19.9%. The annualized CPI growth rates for Nova Scotia and Canada are 2% and 2.2% respectively. Alberta led the country with the highest CPI with a 22.2% increase for 2012 to 2021. The annual CPI growth rate for Alberta was 2.5%.

In the last 12 months, Canada has seen a dramatic increase in CPI. From July 21 to June 22, Nova Scotia had a CPI increase of 8.7%. The Canadian average was 7.6%. Only P.E.I. and Manitoba had higher CPI increases in the last 12 months at 9.5% and 8.8% respectively. In its Oct. 26, 2022, press release, the Bank of Canada projected CPI inflation to move down to about 3% by the end of 2023 and then return to the 2% target by end of 2024.

PERSONAL, BUSINESS AND SALES INCOME TAX RATES

The federal and provincial governments tax residents on personal, investment and business income and tax consumers when purchasing goods and services. These governments then in turn spend this money on programs and services for their residents. Health care, schooling and community services are examples of the types of programs and services governments provide.

The federal government sets tax rates consistent for all provinces and territories within Canada. The individual provinces are responsible to set their own tax rates and there is a large variation among provincial rates.

Appendix Q provides the rates for personal income tax, small business income tax, large corporation tax and sales tax by province.

For personal income (salary and interest) in 2022, Nova Scotia has the second-highest marginal tax rate in Canada at 54% for income greater than \$221,708. In comparison to the other provinces, all other provinces' top marginal tax rate is in the 47.5% to 54.8% range except Alberta, which is the lowest at 39.0%.

Nova Scotia has a competitive small business tax rate. For 2022, the tax rate is 11.5%, which is middle of the pack (the range is 9% in Manitoba to 12.2% in Quebec and Ontario). Currently, Nova Scotia does have a small business limit at \$500,000. This is consistent with all other provinces except Saskatchewan, which has a \$600,000 small business limit.

While not really applicable to many physicians, Nova Scotia (along with New Brunswick) has the third-highest large corporation tax rate at 29%. The average of the provincial tax rates is 27%, with Alberta being the lowest at 23%.

For sales tax in 2022, Nova Scotia has the highest sales tax (HST) rate in Canada at 15%. Most provinces range from 12% to 15%. Alberta and Saskatchewan have the lowest sales tax rates

at 5% and 11% respectively.

Nova Scotia is a heavily taxed province compared to others in Canada, so there is little to no ability to raise taxes to offset increases in expenditures. Likewise, physicians as small business operators face higher tax burden in N.S. than in other provinces, which can affect recruitment and retention.

AVERAGE WEEKLY EARNINGS TREND

Average weekly earnings is a common economic indicator used to measure quality of employment and the average salary increase of workers. It is obtained by multiplying average weekly hours by the average hourly earnings. Appendix R provides the provincial and Canadian average weekly earnings for the period of 2011 to 2021 (actual and projected).

For 2021, Nova Scotia's average weekly earnings (AWE) were \$783 for hours with O/T and \$1,338 for salary. Nova Scotia is ranked ninth in Canada, ahead of only P.E.I. The Canadian average is \$882 for hours with O/T and \$1,507 for salary. The Nova Scotia annualized growth rate for AWE was 2.8 (hours) to 3.2 (salary) (28% to 32% in total) from 2011 to 2021 and on par with the Canadian average of 2.8 (salary) to 3.1 (hours) (28.1% to 31.4% in total). Quebec led the country in AWE percentage annualized growth with rates for hours with O/T of 3.9% and Manitoba led the country in AWE percentage annualized growth with rates for salary of 3.3%.

Nova Scotia is ranked ninth in Canada with AWEs of \$783 for hours with O/T and \$1,338 for salary. The Canadian average is \$882 and \$1,507 respectively. Nova Scotia's AWE is about 89% of the Canadian average for both hours with O/T and salary.

number of hospitalizations due to stroke than the Canadian national average.⁴ The latest statistics from the Nova Scotia Diabetes Cost Model (Diabetes Association) estimate that 121,000 Nova Scotians have been diagnosed with type 1 or 2 diabetes as of 2022, representing approximately 12% of the population. By 2023, that number is expected to reach 142,000 or 14% of the population. The current Nova Scotian prevalence rate is above the national average (10%).⁵ Finally, Nova Scotians reported higher rates of depression and anxiety disorders and substance use disorders than other provinces.⁶

Social determinants of health can predict not only population health but also health-care system costs and utilization, as factors including income and education level may indicate the likelihood of a patient requiring high-cost health services in future.⁷ Health behaviours impacting chronic health are also elevated, with the Canadian Community Health Survey reporting rates of smoking (17.9%) and heavy drinking (20.8%) in Nova Scotia in 2018 that were higher than the national averages (16.0% and 19.3%, respectively).⁸ Nova Scotia also reports high rates of social inequities that impact overall health. As of 2020, one in four children in Nova Scotia live in poverty⁹ (the highest rate in Atlantic Canada and third-highest in Canada), and in 2021, 17.7% of Nova Scotian households were reported to be food insecure (although this rate is not an outlier among Canadian provinces).¹⁰

Appendix U provides some chronic disease statistics from the Public Health Agency of Canada.

LABOUR FORCE TRENDS/EMPLOYMENT TRENDS/UNEMPLOYMENT TRENDS

Appendix V provides the trends for labour force, employment and unemployment for all provinces and Canada for 2011 to 2021.

⁴https://yourhealthsystem.cihi.ca/hsp/indepth?lang=en&_gl=1*cewkai*_ga*NDUwNTI4NDcyLjE2NjQ0NjAxOTg.*_ga_44X3CK377B*MTY2ODc5ODQzNi42LjEuMTY2ODgwMDU1OS4wLjAuMA..&_ga=2.188366376.1213280299.1668789567-450528472.1664460198#/indicator/040/2/C2000/

⁵ <https://www.diabetes.ca/advocacy---policies/advocacy-reports/national-and-provincial-backgrounders/diabetes-in-nova-scotia>

⁶ <https://mha.nshealth.ca/sites/default/files/2021-01/Milestones%20On%20Our%20Journey%20-%201.8MB.pdf>

⁷ Fitzpatrick, T., Rosella, L., Calzavara, A., Petch, J., Pinto, A., Manson, H., . . . Wodchis, W. (2015). Looking Beyond Income and Education: Socioeconomic Status Gradients Among Future High-Cost Users of Health Care. *American Journal of Preventive Medicine*, 49(2), 161-171.

⁸ Canadian Institute of Health Information. (2020). *Your health system: Nova Scotia*. Retrieved from https://yourhealthsystem.cihi.ca/hsp/indepth?lang=en&_ga=2.154096632.1150625530.1601319120-1640804222.1596640695#/theme/C2000/2/

⁹ Frank, L., Fisher, L., and Saulnier, C. (2021). *2021 Report Card on Child and Family Poverty in Nova Scotia Worst Provincial Performance over 30 Years*. Canadian Centre for Policy Alternatives. Retrieved from

<https://policyalternatives.ca/sites/default/files/uploads/publications/Nova%20Scotia%20Office/2021/11/2021reportcardonchildandfamilypovertyinNovaScotia.pdf>

¹⁰ Tarasuk V, Li T, Fafard St-Germain AA. (2022) Household food insecurity in Canada, 2021. Toronto: Research to identify policy options to reduce food insecurity (PROOF). Retrieved from <https://proof.utoronto.ca/>

LABOUR FORCE – The labour force is residents aged 15 and over who are employed, either part-time or full-time, or actively looking for employment. The labour force in Nova Scotia has increased by 2.7% over the last 10 years while the Canadian average was 10.7%. British Columbia led Canada with 18.2% labour force growth. For 2021 over 2020, Nova Scotia’s labour force increased by 2.4%. This is much higher than the Canadian labour force growth of 1.5% over this same timeframe. Nova Scotia had the third highest percentage growth in Canada, only behind P.E.I (4.8%) and Manitoba (2.44%).

EMPLOYMENT – The number of Nova Scotians employed has increased by 2.6% between 2011 and 2021 compared to the Canadian average of 12.5%. British Columbia leads Canada with 20.3% employment growth. For 2022 over 2021, Nova Scotia’s employment growth of 3.4%. The Canadian average employment is expected to increase by 4.8% over this same timeframe. P.E.I. led Canada with employment growth of 7.6% for 2022 over 2021.

UNEMPLOYMENT – The number of people in Nova Scotia unemployed has grown by 4% from 2011 to 2021. The unemployment rate is calculated by the number of unemployed individuals divided by the labour force. From 2011 to 2021, Nova Scotia has seen its unemployment rate increase from 8.0% to 8.1%. In comparison to Canada, the number of unemployed nationally has decreased by 11.2%. The Canadian unemployment rate has decreased from 7.5% in 2011 to 6.0% in 2021.

Traditionally, Halifax has a lower unemployment rate than rural Nova Scotia. As of August 2022, Halifax’s unemployment rate was 5.3% compared to Eastern Nova Scotia at 11.3% and Western Nova Scotia at 7.5%.

GROSS DOMESTIC PRODUCT TREND

Gross domestic product (GDP) is the total value of goods and services provided in a country or province during one year. It includes all of private and public consumption, government outlays, investments and exports less imports that occur within a defined territory. GDP is a measurement for how fast the economy is growing.

Appendix W provides the GDP by province and Canada from 2011 to 2021.

GDP in Nova Scotia has grown by 12.3% from 2011 to 2021. This is lower than the Canadian average of 17.3% during the same time. British Columbia had the largest growth for this timeframe at 30.2%. Newfoundland and Labrador was the only province in Canada to have negative growth at -2.8%. For the period of 2018 to 2021, Nova Scotia’s GDP grew by 6.1% compared to the Canadian average of 1.2%. That is the third-highest growing GDP in Canada for that time period. Only P.E.I. and British Columbia had higher GDP growth, at 9.4% and 6.5%, respectively.

While Nova Scotia's long-term economy has performed lower than the Canadian average, it has exceeded the Canadian average for GDP over the last three years. This is a good sign going forward.

APPENDIX A - SUMMARY OF NS PHYSICIANS' PAYMENTS

2021/22			2021/22			2021/22			2021/22		
	Average			Median			70th Percentile		Estimated Ave Net Income		
Family Practice	288,442		Family Practice	274,644		Family Practice	320,013		Family Practice	288,442	
Pediatrics	288,680	100.1%	Dermatology	265,404	96.6%	Pediatrics	354,452	110.8%	Pediatrics	197,919	68.6%
Neurology	320,410	111.1%	CLIA	282,804	103.0%	CLIA	405,308	126.7%	Neurology	234,852	81.4%
CLIA	327,031	113.4%	Pediatrics	283,146	103.1%	Internal Medicine	410,725	128.3%	CLIA	239,705	83.1%
Dermatology	339,523	117.7%	Neurology	284,967	103.8%	Pathology*	428,380	133.9%	Dermatology	248,861	86.3%
Psychiatry	354,050	122.7%	Internal Medicine	286,213	104.2%	Psychiatry	431,065	134.7%	Orthopedics	248,755	86.2%
Internal Medicine	370,967	128.6%	Psychiatry	320,026	116.5%	Neurology	433,316	135.4%	Obs/Gyn	232,597	80.6%
Orthopedics	380,273	131.8%	Cadiology	347,414	126.5%	Dermatology	434,308	135.7%	Internal Medicine	278,730	96.6%
ANAE	409,529	142.0%	Orthopedics	377,024	137.3%	ANAE	441,255	137.9%	Psychiatry	323,438	112.1%
Cadiology	412,442	143.0%	Pathology*	404,220	147.2%	Orthopedics	461,065	144.1%	Cadiology	302,309	104.8%
Pathology*	424,747	147.3%	ANAE	423,046	154.0%	Obs/Gyn	519,011	162.2%	Plastic Surgery	286,341	99.3%
Obs/Gyn	426,271	147.8%	General Surgery	434,516	158.2%	Plastic Surgery	521,531	163.0%	General Surgery	316,210	109.6%
General Surgery	427,975	148.4%	Obs/Gyn	446,740	162.7%	Gastroenterology	525,249	164.1%	Gastroenterology	313,695	108.8%
Gastroenterology	436,068	151.2%	Gastroenterology	476,978	173.7%	General Surgery	526,531	164.5%	ANAE	355,912	123.4%
Plastic Surgery	455,600	158.0%	Plastic Surgery	504,863	183.8%	Cadiology	560,455	175.1%	Pathology*	371,502	128.8%
Urology	586,186	203.2%	Urology	579,759	211.1%	Urology	670,609	209.6%	Urology	429,066	148.8%
Otol	654,454	226.9%	Otol	620,359	225.9%	Otol	781,114	244.1%	Otol	442,872	153.5%
Nephrology	681,349	236.2%	Radiology	702,991	256.0%	Radiology	806,357	252.0%	Nephrology	497,114	172.3%
Radiology	695,397	241.1%	Nephrology	723,442	263.4%	Nephrology	834,069	260.6%	Ophthalmology	430,565	149.3%
Ophthalmology	830,127	287.8%	Ophthalmology	768,551	279.8%	Ophthalmology	1,039,518	324.8%	Radiology	676,895	234.7%

* Does not include the List B fees

Note: Does not include on-call or AFP payments (excluding surgery)

APPENDIX B - PROVINCIAL COMPARISON (UNADJUSTED)

Specialty	# Of Phys	NS	CDN	NS as % of CDN Ave
		Average Payment (\$)	Average Payment (\$)	
Family Practice	762	288,442	308,916	93.4%
ANAE	52	409,529	390,328	104.9%
Cardiology	16	412,442	720,689	57.2%
CLIA	5	327,031	412,148	79.3%
Dermatology	15	339,523	637,835	53.2%
Gastroenterology	6	436,068	595,028	73.3%
Internal Medicine	66	370,967	404,801	91.6%
Nephrology	14	681,349	603,863	112.8%
Neurology	10	320,410	386,363	82.9%
Pediatrics	39	288,680	319,489	90.4%
Psychiatry	63	354,050	336,797	105.1%
General Surgery	45	427,975	451,607	94.8%
Obs/Gyn	39	426,271	399,727	106.6%
Ophthalmology	39	830,127	1,042,326	79.6%
Orthopedics	28	380,273	526,912	72.2%
Otol	12	654,454	554,091	118.1%
Plastic Surgery	5	455,600	474,278	96.1%
Urology	24	567,982	568,669	99.9%
Pathology*	12	424,747	380,888	111.5%
Radiology	99	695,397	826,399	84.1%
Total	1,350	373,543	396,687	94.2%

Notes:

Specialties above 100% of the Canadian average noted in blue font; those below 80% in red font.

1. ON did not have a threshold cut-off
2. SK used a \$60k threshold cut-off
3. ON and NB included on-call data
4. NL data is from 2019/20
5. NB data is from 2020/21
6. ON data is from 2019/20
7. NL, MB and BC did not include Pathology data (likely salary)
8. SK rolled Pathology and Radiology into one average

APPENDIX C - PHYSICIAN COMPENSATION (ADJUSTED)

Specialty	# Of Phys	NS	CDN	NS as % of CDN Ave
		Average Payment (\$)	Average Payment (\$)	
Family Practice	762	288,442	322,844	89.3%
ANAE	52	409,529	398,695	102.7%
Cadiology	16	412,442	732,232	56.3%
CLIA	5	327,031	413,965	79.0%
Dermatology	15	339,523	649,096	52.3%
Gastroenterology	6	436,068	601,974	72.4%
Internal Medicine	66	370,967	416,797	89.0%
Nephrology	14	681,349	615,482	110.7%
Neurology	10	320,410	390,367	82.1%
Pediatrics	39	288,680	329,354	87.7%
Psychiatry	63	354,050	349,820	101.2%
General Surgery	45	427,975	477,686	89.6%
Obs/Gyn	39	426,271	412,763	103.3%
Ophthalmology	39	830,127	1,083,044	76.6%
Orthopedics	28	380,273	548,420	69.3%
Otol	12	654,454	581,588	112.5%
Plastic Surgery	5	455,600	500,538	91.0%
Urology	24	567,982	584,441	97.2%
Pathology*	12	424,747	406,994	104.4%
Radiology	99	695,397	838,485	82.9%
Total	1,350	373,543	413,021	90.4%

Notes:

Specialties above 100% of the Canadian average noted in blue font; those below 80% in red font.

PMTA average payments adjusted for a better comparison:

- ON and SK were modified to provide a proxy for \$100K threshold
- NL, NB, ON and SK were adjusted to increase averages to 2021/22 value using fee schedule increases
- ON and MB were adjusted down by proxy to exclude ON-call

APPENDIX D – CIHI PHYSICIAN FFS DATA \$60,000 THRESHOLD

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Table A.6 Physicians who received at least \$60,000 in payments, by physician specialty and province/territory, 2019–2020

Average gross clinical payment per physician	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	Total	Rank	% of Cdn Ave
Family medicine	258,438	312,369	276,802	266,333	298,453	357,844	351,004	n/a	n/a	254,346	297,239	316,581	5 out of 8	87.4%
Medical specialties	362,896	382,140	312,474	379,778	414,824	399,600	429,555	n/a	n/a	373,941	199,467	398,700	8 out of 8	78.4%
Internal medicine	416,894	444,558	320,854	430,733	427,754	456,706	484,074	n/a	n/a	447,367	121,029	445,056	8 out of 8	72.1%
<i>Cardiology</i>	641,029	n/a	313,745	599,088	560,438	690,840	749,739	n/a	n/a	769,918	*	649,570	7 out of 7	48.3%
<i>Gastroenterology</i>	489,527	n/a	305,612	648,425	474,026	621,619	661,135	n/a	n/a	592,743	*	557,647	7 out of 7	54.8%
Neurology	322,386	447,692	324,506	377,691	347,960	340,475	364,885	n/a	n/a	341,154	*	345,974	7 out of 8	93.8%
Psychiatry	261,293	316,864	289,877	324,112	399,160	262,300	334,938	n/a	n/a	298,006	236,443	311,495	6 out of 8	93.1%
Pediatrics	297,537	323,934	254,338	305,098	358,569	342,640	356,942	n/a	n/a	314,668	193,865	339,262	8 out of 8	75.0%
Dermatology	625,378	*	447,393	453,116	388,496	411,430	810,202	n/a	n/a	420,577	*	426,874	4 out of 7	104.8%
Physical medicine	*	*	239,186	357,658	387,466	310,817	533,793	n/a	n/a	269,833	*	326,376	6 out of 6	73.3%
Anesthesia	406,071	368,864	352,475	368,735	480,304	494,620	441,963	n/a	n/a	356,523	*	457,608	8 out of 8	77.0%
Surgical specialties	490,569	537,827	473,443	494,828	496,108	542,832	572,622	n/a	n/a	549,043	544,742	529,883	8 out of 8	89.3%
General surgery	405,391	517,123	451,983	458,188	512,154	501,068	525,797	n/a	n/a	492,051	492,750	501,907	7 out of 8	90.1%
Thoracic/cardiovascular surgery	514,641	n/a	485,150	511,230	553,907	750,053	620,881	n/a	n/a	596,941	n/a	631,394	7 out of 7	76.8%
Urology	595,960	*	507,235	585,836	461,831	538,268	604,508	n/a	n/a	550,170	n/a	525,844	6 out of 7	96.5%
Orthopedic surgery	471,369	618,894	459,976	396,560	450,502	517,751	517,862	n/a	n/a	405,339	519,711	477,995	5 out of 8	96.2%
Plastic surgery	529,237	*	491,448	452,151	396,397	451,096	629,523	n/a	n/a	471,556	n/a	455,174	3 out of 7	108.0%
Neurosurgery	791,149	n/a	492,833	619,377	500,651	676,791	567,070	n/a	n/a	537,541	n/a	595,722	7 out of 7	82.7%
Ophthalmology	821,566	694,967	684,450	836,270	708,521	838,198	1,059,818	n/a	n/a	1,063,249	*	842,913	8 out of 8	81.2%
Otolaryngology	623,838	*	476,857	565,065	455,089	477,858	519,643	n/a	n/a	527,008	*	483,616	6 out of 7	98.6%
Obstetrics/gynecology	358,266	388,895	330,488	359,698	408,853	449,996	471,837	n/a	n/a	374,133	630,751	422,258	8 out of 8	78.3%
Total specialties	405,745	429,938	361,319	421,037	438,724	439,919	469,957	n/a	n/a	425,083	347,442	436,795	8 out of 8	82.7%
Total physicians	327,260	362,380	318,179	336,919	364,972	399,011	406,382	n/a	n/a	330,112	308,698	374,273	8 out of 8	85.0%

APPENDIX E – TOP FIVE BILLING CODES BY SECTION

					Low		High	
					CDN AVE	CDN AVE	% of	% of
							CDN AVE	CDN AVE
DERMATOLOGY	03.08	CONSULTATION, DESCRIBED AS COMPREHENSIVE	52.00	139.36	90.50	109.20	154.0%	78.4%
		DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS LIMITED	13.00	34.84	38.44	38.44	90.6%	90.6%
	03.07	CONSULTATION, DESCRIBED AS LIMITED	28.00	75.04	54.81	54.81	136.9%	136.9%
		DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS COMPREHENSIVE	24.00	64.32	52.58	52.58	122.3%	122.3%
		CRYOTHERAPY OF WARTS, INCLUDING PAPILLOMATA, KERATOSES, NEVI, MOLES, PYOGENIC GRANULOMATA, ETC., FOR MALIGNANT OR RECOGNIZED PRE-MALIGNANT CONDITION - INCLUDES CLINICAL SUSPICION OF MALIGNANCY.	12.00	32.16	20.86	20.86	154.2%	154.2%
	98.12U			73.58	55.35	60.58	132.9%	121.5%

					Low		High	
					CDN AVE	CDN AVE	% of	% of
							CDN AVE	CDN AVE
RADIOLOGY	R1166	CT PELVIS WITH CONTRAST	42.33	113.44	101.66	101.66	111.6%	111.6%
	R1155	CT ABDOMEN WITH CONTRAST	42.33	113.44	111.04	111.04	102.2%	102.2%
	R1105	CT HEAD WITHOUT CONTRAST	42.33	113.44	63.18	63.18	179.6%	179.6%
	R1141	CT THORAX WITH CONTRAST	42.33	113.44	93.61	93.61	121.2%	121.2%
	R405	MULTIPLE VIEWS - chest	5.13	13.75	16.42	16.42	83.7%	83.7%
				74.56	64.31	64.31	115.9%	115.9%

					Low		High	
					CDN AVE	CDN AVE	% of	% of
							CDN AVE	CDN AVE
GENERAL PRACTITIONER	03.03	DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS LIMITED	16.96	45.45	40.72	41.31	111.6%	110.0%
	03.03A	GERIATRIC OFFICE VISIT	20.99	56.25	46.92	50.91	119.9%	110.5%
	CDM1	CHRONIC DISEASE MANAGEMENT INCENTIVE PROGRAM	100.00	100.00	58.96	88.76	169.6%	112.7%
		DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS COMPREHENSIVE	24.00	64.32	79.44	83.80	81.0%	76.8%
	13.59L	PROVINCIAL IMMUNIZATION INJECTIONS	6.00	16.08	12.07	12.07	133.2%	133.2%
				47.64	41.46	43.41	114.9%	109.7%

					Low		High	
					CDN AVE	CDN AVE	% of	% of
							CDN AVE	CDN AVE
GENERAL SURGERY	01.22E	COLONOSCOPY OF DESCENDING, TRANSVERSE & ASCENDING COLON	100.00	268.00	223.01	251.08	120.2%	106.7%
	03.08	CONSULTATION, DESCRIBED AS COMPREHENSIVE	39.40	105.59	117.50	140.83	89.9%	75.0%
	63.12	TOTAL CHOLECYSTECTOMY	235.00	629.80	547.58	576.46	115.0%	109.3%
		DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS LIMITED	13.00	34.84	37.53	37.53	92.8%	92.8%
	03.07	CONSULTATION, DESCRIBED AS LIMITED	29.10	77.99	64.45	64.45	121.0%	121.0%
				108.45	104.24	116.52	104.0%	93.1%

					Low		High	
					CDN AVE	CDN AVE	% of	% of
							CDN AVE	CDN AVE
INTERNAL MEDICINE	03.08	CONSULTATION, DESCRIBED AS COMPREHENSIVE	166.16	166.16	172.46	211.29	96.3%	78.6%
		OTHER DIAGNOSTIC INTERVIEW AND EVALUATION (Critical Care)	283.54	283.54	279.98	279.98	101.3%	101.3%
	03.03	DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS LIMITED	34.84	34.84	52.42	52.42	66.5%	66.5%
	03.04	DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS COMPREHENSIVE	64.32	64.32	92.08	92.08	69.9%	69.9%
	I1168	ELECTROCARDIOGRAM - INTERPRETATION ONLY	12.33	12.33	9.55	9.55	129.1%	129.1%
				66.52	73.00	79.38	91.1%	83.8%

					Low		High	
					CDN AVE	CDN AVE	% of	% of
							CDN AVE	CDN AVE
NEUROLOGY	03.08	CONSULTATION, DESCRIBED AS COMPREHENSIVE	62.00	166.16	177.70	200.22	93.5%	83.0%
	07.08C	NERVE CONDUCTION STUDIES, PER NERVE STUDIED	27.00	72.36	72.09	72.09	100.4%	100.4%
		DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS LIMITED	13.00	34.84	58.43	58.43	59.6%	59.6%
		DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS COMPREHENSIVE	24.00	64.32	91.60	91.60	70.2%	70.2%
		ELECTROMYOGRAPHY, MAJOR WITH MUSCLES OF MORE THAN ONE REGION EXAMINED	38.00	101.84	112.17	112.17	90.8%	90.8%
				83.15	99.79	105.88	83.3%	78.5%

					Low		High	
					CDN AVE	CDN AVE	% of	% of
							CDN AVE	CDN AVE
OBSTETRICS AND GYNAECOLOGY	03.03	DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS LIMITED	13.00	34.84	42.92	42.92	81.2%	81.2%
	03.08	CONSULTATION, DESCRIBED AS COMPREHENSIVE	40.10	107.47	102.54	115.57	104.8%	93.0%
	87.98	DELIVERY NEC	366.91	983.32	582.78	582.78	168.7%	168.7%
	86.1	CERVICAL CESAREAN SECTION	366.91	983.32	631.93	634.35	155.6%	155.0%
		DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS COMPREHENSIVE	24.00	64.32	62.05	64.08	103.7%	100.4%
				92.11	80.58	83.52	114.3%	110.3%

						Low	High	Low	High
						CDNAVE	CDNAVE	% of CDNAVE	% of CDNAVE
OPHTHALMOLOGY	27.72	INSERTION OF INTRAOCULAR LENS PROSTHESIS WITH CATARACT EXTRACTION, ONE STAGE	225.00	603.00	441.25	441.25	136.7%	136.7%	
	03.03	DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS LIMITED	13.00	34.84	34.84	34.84	100.0%	100.0%	
	03.08	CONSULTATION, DESCRIBED AS COMPREHENSIVE	37.60	100.77	99.82	122.09	101.0%	82.5%	
	09.02H	COMPREHENSIVE EYE EXAMINATION OF BOTH EYES INCLUDING REFRACTION	29.00	77.72	64.41	64.41	120.7%	120.7%	
	27.72B	INSERTION OF INTRAOCULAR LENS PROSTHESIS WITH CATARACT EXTRACTION, HIGH RISK PTS, MONOCULAR PTS, OR PTS WHO REQUIRE CATARACT SURG. IN ASSOC. WITH GLAUCOMA, VITREORETINAL SURG., CORNEAL TRANSPLANT. OR SERIOUS COMPL. OF PREV. CATARACT SURG.	244.00	653.92	542.47	542.47	120.5%	120.5%	
			125.08		105.48	111.31	118.6%	112.4%	

						Low	High	Low	High
						CDNAVE	CDNAVE	% of CDNAVE	% of CDNAVE
ORTHOPAEDIC SURGERY	03.08	CONSULTATION, DESCRIBED AS COMPREHENSIVE	38.20	102.38	103.53	127.93	98.9%	80.0%	
	03.03	DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS LIMITED	13.00	34.84	41.04	41.04	84.9%	84.9%	
	93.41	TOTAL KNEE REPLACEMENT (GEOMEDIC) (POLYCENTRIC)	299.00	801.32	871.15	871.15	92.0%	92.0%	
	93.59B	ARTHROPLASTY - HIP - CUP OR TOTAL	299.00	801.32	788.78	788.78	101.6%	101.6%	
	03.04	DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS COMPREHENSIVE	24.00	64.32	58.56	58.56	109.8%	109.8%	
			91.64		95.42	104.65	96.0%	87.6%	

						Low	High	Low	High
						CDNAVE	CDNAVE	% of CDNAVE	% of CDNAVE
OTOLARYNGOLOGY	03.08	CONSULTATION, DESCRIBED AS COMPREHENSIVE	35.10	94.07	90.63	113.82	103.8%	82.6%	
	01.39A	MAXILLARY SINUSOSCOPY	50.00	134.00	52.54	52.54	255.1%	255.1%	
	03.04	DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS COMPREHENSIVE	24.00	64.32	52.54	52.54	122.4%	122.4%	
	01.05	PHARYNGOSCOPY	25.00	67.00	41.41	41.41	161.8%	161.8%	
	03.03	DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS LIMITED	13.00	34.84	37.46	37.46	93.0%	93.0%	
			83.65		62.18	70.30	134.5%	119.0%	

						Low	High	Low	High
						CDNAVE	CDNAVE	% of CDNAVE	% of CDNAVE
PEDIATRICS	03.04	DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS COMPREHENSIVE	53.00	142.04	98.36	98.36	144.4%	144.4%	
	03.08	CONSULTATION, DESCRIBED AS COMPREHENSIVE	71.00	190.28	189.50	219.10	100.4%	86.8%	
	03.03	DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS LIMITED	13.00	34.84	65.75	65.75	53.0%	53.0%	
	03.05	OTHER DIAGNOSTIC INTERVIEW AND EVALUATION - NEONATAL	150.00	402.00	433.24	433.24	60.5%	60.5%	
	08.43A	BEHAVIOURAL MANAGEMENT	33.40	88.18	145.81	145.81	133.4%	126.1%	
	11310	ECHOCARDIOGRAPHY - TWO DIMENSIONAL	47.56	127.46	95.55	101.07	98.5%	96.0%	
			315.63		320.51	328.84	98.5%	96.0%	

						Low	High	Low	High
						CDNAVE	CDNAVE	% of CDNAVE	% of CDNAVE
PLASTIC SURGERY	03.08	CONSULTATION, DESCRIBED AS COMPREHENSIVE	38.10	102.11	99.22	120.87	102.9%	84.5%	
	98.13C	CARCINOMA OF SKIN - LOCAL EXCISION WITH ROTATION FLAPS	192.00	514.56	449.01	449.01	114.6%	114.6%	
	03.03	DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS LIMITED	13.00	34.84	43.72	43.72	79.7%	79.7%	
	98.51D	LOCAL TISSUE SHIFTS - ADVANCEMENTS, ROTATIONS, TRANSPOSITIONS, 'Z' PLASTY - MULTIPLE FLAPS	144.00	385.92	322.75	395.07	119.6%	97.7%	
	17.33A	DECOMPRESSION INCLUDING NEUROLYSIS IF MEDICALLY INDICATED	85.00	227.80	215.89	215.89	105.5%	105.5%	
			115.23		110.38	122.94	104.4%	93.7%	

						Low	High	Low	High
						CDNAVE	CDNAVE	% of CDNAVE	% of CDNAVE
PSYCHIATRY	08.5 B	PSYCHIATRIC CARE	43.56	116.74	113.22	119.70	103.1%	97.5%	
	08.49B	PSYCHOTHERAPY	44.75	119.93	111.37	113.21	107.7%	105.9%	
	03.08	CONSULTATION, DESCRIBED AS COMPREHENSIVE	105.75	283.41	210.22	231.24	134.8%	122.6%	
	08.19A	CHILD PSYCHIATRIC ASSESSMENT	50.57	135.53	153.50	153.50	88.3%	88.3%	
	08.38A	ELECTRO-CONVULSIVE THERAPY	42.97	115.16	83.46	85.36	138.0%	134.9%	
			137.78		122.88	129.40	112.1%	106.5%	

						Low	High	Low	High
						CDNAVE	CDNAVE	% of CDNAVE	% of CDNAVE
UROLOGY	03.08	CONSULTATION, DESCRIBED AS COMPREHENSIVE	35.60	95.41	92.13	109.73	103.6%	86.9%	
	01.34A	CYSTOSCOPY WITH OR WITHOUT CATHETERIZATION OF URETERS	43.60	116.85	122.29	122.29	95.6%	95.6%	
	68.95B	PERCUTANEOUS URETEROSCOPY WITH ULTRASONIC LITHOTRIPSY AND/OR URETEROSCOPY WITH ELECTROHYDRAULIC LITHOTRIPSY	300.00	804.00	542.97	542.97	148.1%	148.1%	
	03.04	DIAGNOSTIC INTERVIEW AND EVALUATION, DESCRIBED AS COMPREHENSIVE	24.00	64.32	58.60	58.60	109.8%	109.8%	
			115.13		104.40	111.90	110.3%	102.9%	

APPENDIX F – SUMMARY OF UNION CONTRACTS

Union Contract	% Increase										Annualized	
	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24		2024/25
Doctors Nova Scotia	4.0%	0.0%	0.0%	1.0%	1.5%	2.0%	2.0%	2.0%	2.0%			1.6%
NS Council of Nursing (RN, LPN, RNs - NSNU/NSGEU)	0.0%	0.0%	1.0%	1.5%	2.0%	2.0%	0.5%					1.0%
CUPE - Highway Workers Agreement	0.0%	1.0%	1.0%	2.0%	2.0%	0.50%						1.1%
PARI-MP								1.50%	1.50%	1.0%		1.3%
NSGGEU - EMC							1%	1.50%	2%	1.50%	0.50%	1.3%
Province of Nova Scotia (Civil Service Agreement)*								1.5%	1.5%	3.5%		2.2%
Teachers (NSTU public school teachers 10k)						2.0%	2.0%	1.5%	1.5%			1.8%
Teachers NSCC			1.0%	1.5%	2.0%	2.0%	0.50%					1.4%
						Average						1.5%

* 0.5% on last day of 23/24 fiscal year - 3% plus 0.5%

APPENDIX G – NUMBER OF PHYSICIANS BY SPECIALTY FOR NS AND CANADA

Specialty	CANADA	NL	PEI	NS	NB	QC	ON	MB	SK	AB	BC	TERR
FAMILY MEDICINE/GENERAL PRACTICE¹	44,584	927	174	1,292	1,153	10,909	14,962	1,519	1,395	5,758	6,366	129
MEDICAL SPECIALISTS	31,131	430	73	835	420	8,263	11,705	1,044	712	3,608	4,028	13
Clinical Specialists	29,309	402	67	777	381	7,748	11,117	975	663	3,402	3,764	13
Anesthesiology	3,393	52	12	115	56	798	1,262	130	108	380	479	1
Pain Medicine ²	18	-	-	1	-	7	5	-	-	1	4	-
Critical Care Medicine	491	5	-	10	1	120	204	26	15	60	50	-
Dermatology	634	11	-	17	9	228	215	15	12	63	64	-
Diagnostic Radiology	2,569	54	9	84	56	681	920	87	78	285	314	1
Pediatric Radiology ²	14	-	-	-	-	3	8	-	-	3	-	-
Neuroradiology ²	19	1	-	-	-	2	5	3	1	5	2	-
Emergency Medicine	1,011	2	1	24	4	185	393	38	13	170	181	-
Paediatric Emergency Medicine ²	113	1	-	4	-	27	40	4	2	26	9	-
Internal Medicine Subspecialists	10,228	141	21	238	137	2,862	3,929	287	213	1,195	1,204	1
Medical Genetics	111	1	-	4	1	32	39	6	1	16	11	-
Neurology	1,080	13	2	24	8	311	380	28	22	151	141	-
Nuclear Medicine	284	4	-	9	3	116	82	7	6	29	28	-
Occupational Medicine	54	-	-	1	-	9	22	1	1	14	6	-
Paediatrics	2,680	38	10	70	29	661	1,039	110	64	349	304	6
Adolescent Medicine ²	21	1	-	-	-	8	8	1	-	2	1	-
Developmental Paediatrics ²	29	2	-	1	-	2	12	1	2	3	6	-
Neonatal-Perinatal Medicine ²	81	-	-	1	1	40	21	-	2	12	4	-
Physical Medicine/Rehabilitation	501	2	1	14	13	88	202	14	13	74	80	-
Psychiatry	4,189	51	7	121	45	1,058	1,651	151	82	390	629	4
Child and Adolescent Psychiatry ²	362	7	-	9	1	87	152	24	2	32	48	-
Forensic Psychiatry ²	139	1	1	3	2	31	52	2	-	17	30	-
Geriatric Psychiatry ²	203	2	-	7	3	39	83	4	3	22	40	-
Public Health & Preventive Medicine	503	2	1	5	4	210	155	22	9	42	53	-
Radiation Oncology	582	11	2	15	8	143	238	14	14	61	76	-
Laboratory Medicine Specialists	1,822	28	6	58	39	515	588	69	49	206	264	-
SURGICAL SPECIALISTS	10,370	171	36	315	219	2,770	3,823	349	280	1,041	1,347	19
Cardiac Surgery ²	149	2	-	4	2	37	52	8	5	18	21	-
Cardiothoracic Surgery ²	103	2	-	6	2	29	43	2	2	6	11	-
Thoracic Surgery ²	114	3	-	6	4	10	48	6	3	17	17	-
Colorectal Surgery	26	-	-	2	-	4	9	1	-	8	2	-
General Surgery	1,947	38	9	50	43	542	712	67	67	177	233	9
General Surgical Oncology ²	37	1	-	2	-	9	15	2	2	3	3	-
Paediatric General Surgery ²	79	3	-	3	-	20	27	6	2	12	6	-
Vascular Surgery ²	226	4	1	7	5	44	100	5	8	20	32	-
Neurosurgery	339	3	-	11	10	80	120	14	14	42	45	-
Obstetrics/Gynecology	2,113	38	8	58	38	518	808	81	68	223	267	6
Gynecologic Oncology ²	34	2	-	-	1	12	9	2	-	5	3	-
Gynecologic Reproductive Endocrinology and Maternal-Fetal Medicine ²	51	3	-	1	-	18	18	1	1	6	3	-
Ophthalmology	1,246	15	5	41	25	377	427	30	22	111	192	1
Otolaryngology	779	13	3	24	14	253	279	23	13	62	94	1
Orthopaedic Surgery	1,693	28	7	51	35	434	629	57	44	181	225	2
Plastic Surgery	638	5	1	19	14	162	238	17	13	74	95	-
Urology	730	11	2	26	22	202	271	24	16	63	93	-
ALL SPECIALISTS	41,501	601	109	1,150	639	11,033	15,528	1,393	992	4,649	5,375	32
MEDICAL SCIENTISTS	7	-	-	-	-	2	2	-	-	1	2	-
ALL PHYSICIANS	86,092	1,528	283	2,442	1,792	21,944	30,492	2,912	2,387	10,408	11,743	161

Notes:

Excludes medical residents and physicians over age 80.

Includes non-clinicians and physician who work primarily in administrative positions, who maintain a licensed to practice.

Include part-time and semi-retired physicians

1 Includes non-certified specialists

2 Counts for these specialties had been included within the counts of other related specialties in earlier years.

Source: CMA Masterfile, January 2019, Canadian Medical Association

APPENDIX H – NUMBER OF ACTIVE PHYSICIANS BY AGE, SEX IN NS AND CANADA

Number of active physicians by age, gender and province/territory, Canada, 2019

AGE	SEX	CANADA	NL	PE	NS	NB	QC	ON	MB	SK	AB	BC	TERR
<35	Female	4,398	51	13	78	115	1,545	1,442	114	116	540	374	10
	Male	2,949	45	8	63	52	774	1,054	105	76	458	306	8
	Unknown	3	1	-	-	-	-	-	-	-	1	1	-
	Total	7,350	97	21	141	167	2,319	2,496	219	192	999	681	18
35-44	Female	11,081	239	31	270	218	2,802	3,867	338	296	1,431	1,553	36
	Male	9,602	228	29	254	200	1,633	3,396	368	393	1,587	1,495	19
	Unknown	7	-	-	-	-	2	1	1	-	3	-	-
	Total	20,690	467	60	524	418	4,437	7,264	707	689	3,021	3,048	55
45-54	Female	9,137	159	25	288	192	2,357	3,194	311	229	1,136	1,229	17
	Male	11,533	243	53	373	313	1,812	4,258	474	455	1,724	1,813	15
	Unknown	11	1	-	-	-	1	3	-	-	3	3	-
	Total	20,681	403	78	661	505	4,170	7,455	785	684	2,863	3,045	32
55-64	Female	7,476	90	23	237	149	2,222	2,598	225	160	707	1,049	16
	Male	12,470	224	55	420	304	2,848	4,403	463	351	1,433	1,955	14
	Unknown	11	1	-	-	-	4	1	-	1	-	4	-
	Total	19,957	315	78	657	453	5,074	7,002	688	512	2,140	3,008	30
65+	Female	3,162	30	8	89	37	935	1,252	90	53	285	378	5
	Male	10,791	141	34	287	205	3,048	4,027	338	233	989	1,469	20
	Unknown	3	-	-	-	-	-	-	-	-	1	2	-
	Total	13,956	171	42	376	242	3,983	5,279	428	286	1,275	1,849	25
Unknown Age	Female	1,501	12	-	23	4	1,013	340	24	7	37	41	-
	Male	1,950	63	4	60	3	942	655	61	17	73	71	1
	Unknown	7	-	-	-	-	6	1	-	-	-	-	-
Total	Female	36,755	581	100	985	715	10,874	12,693	1,102	861	4,136	4,624	84
	Male	49,295	944	183	1,457	1,077	11,057	17,793	1,809	1,525	6,264	7,109	77
	Unknown	42	3	-	-	-	13	6	1	1	8	10	-
	Total	86,092	1,528	283	2,442	1,792	21,944	30,492	2,912	2,387	10,408	11,743	161

Source: CMA Masterfile January 2019, Canadian Medical Association

AGE RANGE	CANADA	NL	PE	NS	NB	QC	ON	MB	SK	AB	BC	TERR
<35	8.5%	6.3%	7.4%	5.8%	9.3%	10.6%	8.2%	7.5%	8.0%	9.6%	5.8%	11.2%
35-44	24.0%	30.6%	21.2%	21.5%	23.3%	20.2%	23.8%	24.3%	28.9%	29.0%	26.0%	34.2%
45-54	24.0%	26.4%	27.6%	27.1%	28.2%	19.0%	24.4%	27.0%	28.7%	27.5%	25.9%	19.9%
55-64	23.2%	20.6%	27.6%	26.9%	25.3%	23.1%	23.0%	23.6%	21.4%	20.6%	25.6%	18.6%
Over 65	16.2%	11.2%	14.8%	15.4%	13.5%	18.2%	17.3%	14.7%	12.0%	12.3%	15.7%	15.5%
Unk	4.0%	4.9%	1.4%	3.4%	0.4%	8.9%	3.3%	2.9%	1.0%	1.1%	1.0%	0.6%

APPENDIX I – CONSUMER PRICE INDEX

Summary of CPI since 2002 (= 100)

Province	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	July 21 to June 22
NS	125.1	126.6	128.8	129.3	130.9	132.4	135.3	137.5	137.9	143.5	8.7
NB	122.0	123.0	124.8	125.4	128.2	131.2	134.0	136.3	136.6	141.8	8.0
PE	125.5	128.0	130.1	129.3	130.8	133.2	136.3	137.9	137.9	144.9	9.5
NL	123.9	126.0	128.4	129.0	132.5	135.7	137.9	139.3	139.6	144.7	6.9
ON	121.8	123.0	125.9	127.4	129.7	131.9	135.0	137.5	138.4	143.2	7.6
QC	120.8	121.7	123.4	124.7	125.6	126.9	129.0	131.7	132.8	137.8	7.3
MB	120.3	123.0	125.3	126.8	128.4	130.5	133.8	136.8	137.5	142.0	8.8
SK	123.9	125.7	128.7	130.8	132.2	134.4	137.5	139.9	140.7	144.4	8.1
AB	127.1	128.9	132.2	133.7	135.2	137.3	140.6	143.1	144.7	149.3	7.4
BC	117.8	117.7	118.9	120.2	122.4	125.0	128.4	131.4	132.4	136.1	8.0
Can	121.7	122.8	125.2	126.6	128.4	130.4	133.4	136.0	137.0	141.6	7.6

Summary: NS has the 5th highest cost of living (CPI) increase in Canada since 2002.
In the last year (21-22), NS had the third highest CPI behind PEI and MB

Source: Stats Can Website

APPENDIX J – TAXES – PERSONAL, SMALL BUSINESS, LARGE CORPORATION & SALES

Summary of Taxes Across Canada

**Highest Personal Marginal Tax Rate
For Salary/Interest**

Province	2022	Marginal Threshold
NS	54.00%	>\$221,708
NB	53.30%	>\$221,708
PE	51.37%	>\$221,708
NL	54.80%	>\$1,000,000
ON	53.53%	>\$221,708
QC	53.31%	>\$221,708
MB	50.40%	>\$221,708
SK	47.50%	>\$221,708
AB	48.00%	>\$314,928
BC	53.50%	>\$227,091

Small Business Tax

Province	2022	Small Business Limit
NS	11.5%	500,000
NB	11.5%	500,000
PE	10.0%	500,000
NL	12.0%	500,000
ON	12.2%	500,000
QC	12.2%	500,000
MB	9.0%	500,000
SK	9%/10%	600,000
AB	11.0%	500,000
BC	11.0%	500,000

Large Corporation Tax

Province	2022
NS	29.0%
NB	29.0%
PE	31.0%
NL	30.0%
ON	26.5%
QC	26.5%
MB	27.0%
SK	27.0%
AB	23.0%
BC	27.0%

**Sales Tax
includes GST/HST/PST**

Province	2014
NS	15.0%
NB	15.0%
PE	15.0%
NL	15.0%
ON	13.0%
QC	14.975%
MB	12.0%
SK	11.0%
AB	5.0%
BC	12.0%

Summary: NS has the 2nd highest (behind NL) marginal tax rate for personal income, for 3rd highest large corporate taxes (tied with NB) and highest sales tax (with other Atlantic provinces).

Source: Websites: Taxtips.ca

APPENDIX K – AVERAGE WEEKLY WAGES TRENDS

**Average Weekly Earnings
For Hours and Salary
For 2021 compared 2011**

Province	\$ Hours w O/T	2011/2021 % Chg	\$ Salary	2011/2021 % Chg	Hours w O/T		Salary	
					Rank	% Rank	Rank	% Rank
Canada	882.06	31.40%	1,506.65	28.10%				
NS	783.41	32.00%	1,338.41	27.90%	9	4	9	6
NL	888.3	28.00%	1,448.26	20.90%	3	9	5	10
PE	733.09	31.30%	1,273.44	29.80%	10	6	10	4
NB	813.32	32.10%	1,404.58	30.70%	7	3	7	3
QC	890.05	38.90%	1,409.20	28.80%	2	1	6	5
ON	874.99	31.10%	1,538.09	27.60%	6	7	2	7
MB	796.18	31.40%	1,400.22	33.40%	8	5	8	1
SK	876.35	30.20%	1,476.59	25.50%	5	8	4	8
AB	932.79	14.40%	1,662.64	24.30%	1	10	1	9
BC	879.96	36.30%	1,497.94	31.50%	4	2	3	2

Source: Stats Canada

APPENDIX L – POPULATION TRENDS

Geography	Q4 2011	Q4 2012	Q4 2013	Q4 2014	Q4 2015	Q4 2016	Q4 2017	Q4 2018	Q4 2019	Q4 2020	Q4 2021
Canada	34,457,998	34,836,008	35,211,866	35,559,047	35,822,894	36,258,726	36,721,223	37,250,385	37,811,399	38,033,014	38,436,447
Newfoundland and Labrador	525,936	527,180	528,117	528,461	528,696	529,900	528,288	525,729	523,847	520,194	521,758
Prince Edward Island	144,378	144,520	144,103	144,538	144,894	147,936	151,376	155,152	158,778	161,402	165,936
Nova Scotia	945,016	943,341	940,105	938,972	938,320	946,030	953,683	963,447	976,495	981,552	998,832
New Brunswick	756,420	758,673	758,670	759,524	759,778	764,844	767,935	772,597	780,631	783,257	794,300
Quebec	8,021,860	8,078,388	8,124,660	8,165,447	8,190,014	8,249,692	8,336,460	8,434,705	8,542,198	8,579,476	8,631,147
Ontario	13,308,659	13,434,943	13,558,528	13,661,314	13,757,688	13,946,431	14,150,783	14,392,903	14,638,247	14,740,704	14,915,270
Manitoba	1,238,019	1,254,178	1,268,428	1,283,366	1,297,329	1,319,911	1,340,565	1,357,968	1,374,081	1,380,447	1,386,333
Saskatchewan	1,070,687	1,088,959	1,103,730	1,116,203	1,124,919	1,140,690	1,154,755	1,165,929	1,176,427	1,178,164	1,180,867
Alberta	3,807,726	3,900,333	4,010,903	4,106,056	4,159,519	4,208,958	4,258,195	4,317,665	4,384,982	4,424,557	4,464,170
British Columbia	4,525,684	4,590,545	4,658,875	4,737,725	4,802,955	4,884,002	4,956,550	5,040,353	5,130,251	5,156,587	5,249,635
Yukon	35,668	36,425	36,448	37,272	37,751	38,750	39,804	40,679	41,648	42,300	43,095
Northwest Territories 5	43,593	43,681	43,756	44,064	44,428	44,542	45,126	44,970	45,189	45,265	45,515
Nunavut 5	34,352	34,842	35,543	36,105	36,603	37,040	37,703	38,288	38,625	39,109	39,589

Canada		1.1%	1.1%	1.0%	0.7%	1.2%	1.3%	1.4%	1.5%	0.6%	1.1%	11.5%
Newfoundland and Labrador		0.2%	0.2%	0.1%	0.0%	0.2%	-0.3%	-0.5%	-0.4%	-0.7%	0.3%	-0.8%
Prince Edward Island		0.1%	-0.3%	0.3%	0.2%	2.1%	2.3%	2.5%	2.3%	1.7%	2.8%	14.9%
Nova Scotia		-0.2%	-0.3%	-0.1%	-0.1%	0.8%	0.8%	1.0%	1.4%	0.5%	1.8%	5.7%
New Brunswick		0.3%	0.0%	0.1%	0.0%	0.7%	0.4%	0.6%	1.0%	0.3%	1.4%	5.0%
Quebec		0.7%	0.6%	0.5%	0.3%	0.7%	1.1%	1.2%	1.3%	0.4%	0.6%	7.6%
Ontario		0.9%	0.9%	0.8%	0.7%	1.4%	1.5%	1.7%	1.7%	0.7%	1.2%	12.1%
Manitoba		1.3%	1.1%	1.2%	1.1%	1.7%	1.6%	1.3%	1.2%	0.5%	0.4%	12.0%
Saskatchewan		1.7%	1.4%	1.1%	0.8%	1.4%	1.2%	1.0%	0.9%	0.1%	0.2%	10.3%
Alberta		2.4%	2.8%	2.4%	1.3%	1.2%	1.2%	1.4%	1.6%	0.9%	0.9%	17.2%
British Columbia		1.4%	1.5%	1.7%	1.4%	1.7%	1.5%	1.7%	1.8%	0.5%	1.8%	16.0%
Yukon		2.1%	0.1%	2.3%	1.3%	2.6%	2.7%	2.2%	2.4%	1.6%	1.9%	20.8%
Northwest Territories 5		0.2%	0.2%	0.7%	0.8%	0.3%	1.3%	-0.3%	0.5%	0.2%	0.6%	4.4%
Nunavut 5		1.4%	2.0%	1.6%	1.4%	1.2%	1.8%	1.6%	0.9%	1.3%	1.2%	15.2%

Source: Stats Canada, Table: 17-10-0009-01 (formerly CANSIM 051-0005)

APPENDIX M – POPULATION BY AGE DEMOGRAPHICS

Geography **Nova Scotia**

Age group	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
All ages	944,274	943,635	940,434	938,545	936,525	942,790	950,108	958,406	970,243	981,889	992,055
0 to 4 years	44,407	44,596	43,891	43,318	42,626	42,603	42,482	42,416	42,484	42,283	41,451
5 to 9 years	44,216	43,910	44,241	44,503	45,276	45,998	46,526	46,373	46,264	46,224	46,633
10 to 14 years	49,517	48,197	46,993	46,394	45,574	45,781	45,744	46,463	47,155	48,215	48,857
15 to 19 years	57,930	56,538	54,730	53,282	52,503	52,059	51,857	51,474	51,449	50,895	49,324
20 to 24 years	64,170	63,962	62,936	61,611	59,754	59,575	59,782	60,177	61,736	62,725	62,652
25 to 29 years	57,269	57,240	56,721	56,670	56,704	57,976	59,350	60,701	62,558	63,813	65,426
30 to 34 years	56,863	56,046	55,335	54,555	53,846	54,726	56,209	57,507	59,215	61,462	63,711
35 to 39 years	59,721	57,987	56,425	55,393	54,481	54,115	54,811	56,218	57,543	58,874	60,685
40 to 44 years	64,249	63,352	62,232	61,130	59,769	58,494	57,183	56,411	56,525	57,100	57,746
45 to 49 years	76,675	73,811	70,609	67,177	64,370	63,307	62,606	62,157	61,779	61,298	60,609
50 to 54 years	77,894	78,545	78,896	79,184	78,836	76,826	73,849	70,651	67,604	65,395	64,616
55 to 59 years	71,167	73,110	74,874	75,830	76,511	77,665	78,414	78,832	79,173	78,849	77,281
60 to 64 years	66,225	65,851	65,872	67,167	68,865	70,511	72,220	73,912	75,009	75,942	77,185
65 to 69 years	49,347	53,324	56,684	59,241	61,723	63,469	63,367	63,589	64,926	66,683	68,391
70 to 74 years	36,469	37,886	39,527	41,174	42,971	45,161	49,071	52,391	55,008	57,432	59,294
75 to 79 years	27,639	28,104	28,771	29,730	30,360	31,306	32,724	34,268	35,920	37,755	39,834
80 to 84 years	20,022	20,391	20,665	20,965	21,318	21,732	22,134	22,753	23,531	24,190	25,100
85 to 89 years	12,655	12,531	12,681	12,805	12,826	13,155	13,482	13,683	13,914	14,222	14,495
90 to 94 years	6,020	6,324	6,395	6,366	6,181	6,125	6,042	6,197	6,231	6,297	6,504
95 to 99 years	1,578	1,657	1,676	1,745	1,768	1,927	1,947	1,929	1,871	1,883	1,870
100 years and over	241	273	280	305	263	279	308	304	348	352	391
Median age	43	43.4	43.9	44.4	44.8	45	45.1	45.1	45	44.9	45

APPENDIX N – CHRONIC DISEASE STATISTICS

Age-standardized prevalence, percent - Year 2017	Canada	NS	NL	PE	NB	QC	ON	MB	SK	AB	BC	Rank
Heart Failure	3.29	2.65	4.00	2.96	2.98	3.17	3.19	3.64	3.70	3.52	3.58	1 out of 10
Hypertension	23.46	26.54	30.62	24.42	27.39	20.54	23.96	27.37	25.44	24.71	22.25	7 out of 10
Ischemic Heart Disease	7.55	7.05	7.35	6.11	8.88	7.84	7.86	6.33	7.31	7.26	6.62	4 out of 10
Stroke	2.58	1.99	2.07	3.06	2.20	2.40	2.74	3.05	2.87	2.45	2.59	1 out of 10
Asthma	11.77	11.80	11.00	11.46	9.94	11.24	13.18	12.55	11.03	10.61	10.03	8 out of 10
COPD	9.61	11.71	9.98	9.92	10.90	8.70	9.81	10.65	9.83	9.61	9.49	10 out of 10
Diabetes	8.07	8.18	9.11	7.86	8.94	6.79	8.78	9.21	8.11	7.58	7.91	5 out of 10
Use of health services for Mental Illness and alcohol/drug induced	15.11	18.48	15.94	18.40	12.47	11.53	15.61	16.45	13.07	16.05	18.11	10 out of 10
Use of health service for Mood and anxiety (2016)	10.29	13.00	10.05	12.76	10.97	7.01	10.97	12.56	9.26	11.30	11.55	10 out of 10
Use of health service for schizophrenia	0.40	0.22	0.15	0.32	0.10	0.39	0.42	0.39	0.28	0.36	0.54	3 out of 10
Use of health service arthritis	6.28	6.50	7.79	7.35	7.79	4.47	6.31	8.45	7.84	8.07	6.77	3 out of 10
Dementia, including Alzheimer disease	6.54	5.69	4.23	5.86	5.54	6.76	6.95	5.78	5.46	6.71	5.93	4 out of 10

Source:

<https://health-infobase.canada.ca/ccdss/data-tool/>

APPENDIX O - LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT TRENDS

Geography	Labour force characteristics	10-Dec	11-Dec	12-Dec	13-Dec	14-Dec	15-Dec	16-Dec	17-Dec	18-Dec	19-Dec	20-Dec	21-Dec	2021 over 2011
Canada	Persons	27,737	28,053	28,377	28,689	28,962	29,192	29,547	29,957	30,437	30,898	31,178	31,510	12.30%
	Labour force	18,467	18,612	18,863	18,993	18,981	19,198	19,408	19,673	19,887	20,249	20,299	20,612	10.70%
	Employment	17,041	17,219	17,490	17,614	17,714	17,819	18,051	18,516	18,741	19,082	18,493	19,376	12.50%
	Full-time employment	13,723	13,947	14,195	14,217	14,360	14,473	14,555	14,971	15,188	15,485	15,120	15,797	13.30%
	Part-time employment	3,318	3,272	3,294	3,397	3,354	3,346	3,496	3,545	3,553	3,598	3,373	3,579	9.40%
	Unemployment	1,427	1,392	1,373	1,378	1,267	1,379	1,357	1,157	1,146	1,166	1,805	1,236	-11.20%
	Percentage													
	Unemployment rate	7.7	7.5	7.3	7.3	6.7	7.2	7	5.9	5.8	5.8	8.9	6	-20.00%
	Participation rate	66.6	66.3	66.5	66.2	65.5	65.8	65.7	65.7	65.3	65.5	65.1	65.4	-1.40%
Employment rate	61.4	61.4	61.6	61.4	61.2	61	61.1	61.8	61.6	61.8	59.3	61.5	0.20%	
Newfoundland and Labrador	Persons	439	442	444	445	446	447	448	448	446	446	445	446	0.90%
	Labour force	264	269	275	274	270	272	268	265	258	253	256	253	-6.00%
	Employment	226	233	244	242	239	233	226	224	227	221	222	223	-4.30%
	Full-time employment	191	201	209	206	205	196	189	191	191	186	186	190	-5.60%
	Part-time employment	34	32	35	36	34	37	37	34	36	35	36	33	3.40%
	Unemployment	39	36	32	32	31	39	42	41	31	32	34	30	-17.10%
	Percentage													
	Unemployment rate	14.7	13.4	11.4	11.6	11.5	14.3	15.5	15.4	12.1	12.7	13.2	11.9	-11.20%
	Participation rate	60.3	60.9	62	61.5	60.4	60.7	59.7	59.2	57.9	56.8	57.5	56.7	-6.90%
Employment rate	51.4	52.8	54.9	54.4	53.4	52	50.4	50.1	50.8	49.6	49.9	50	-5.30%	
Prince Edward Island	Persons	118	119	119	119	119	120	122	125	128	131	133	136	14.60%
	Labour force	78	82	84	82	81	80	81	83	85	88	86	91	10.80%
	Employment	69	73	75	73	72	72	72	75	77	82	78	84	14.50%
	Full-time employment	57	61	60	61	61	60	59	64	65	69	66	68	11.60%
	Part-time employment	12	12	14	12	11	12	14	12	12	13	12	15	29.70%
	Unemployment	10	9	9	10	9	8	8	8	8	7	9	7	-20.50%
	Percentage													
	Unemployment rate	12.4	10.8	10.8	11.7	11.6	9.8	10.3	9.7	9.6	7.8	10.2	7.7	-28.70%
	Participation rate	66.6	68.7	70.4	69.1	68	66.3	65.8	66.6	66.1	67.3	64.8	66.3	-3.50%
Employment rate	58.5	61.3	62.7	61	60.1	59.8	59	60.1	59.8	62	58.3	61.2	-0.20%	
Nova Scotia	Persons	778	780	780	778	777	778	784	791	800	811	817	828	6.20%
	Labour force	500	498	495	489	484	478	484	489	491	504	500	511	2.70%
	Employment	446	458	447	444	444	436	443	449	456	463	454	470	2.60%
	Full-time employment	365	370	363	356	364	361	352	364	375	378	377	383	3.50%
	Part-time employment	81	88	84	88	80	75	91	85	81	84	78	87	-1.10%
	Unemployment	54	40	48	45	40	42	41	40	35	41	45	42	4.00%
	Percentage													
	Unemployment rate	10.8	8	9.8	9.2	8.3	8.9	8.5	8.1	7.1	8.2	9	8.1	1.30%
	Participation rate	64.3	63.8	63.5	62.8	62.3	61.5	61.7	61.7	61.4	62.1	61.1	61.7	-3.30%
Employment rate	57.4	58.7	57.3	57	57.1	56	56.5	56.7	57	57	55.6	56.7	-3.40%	
New Brunswick	Persons	620	623	624	626	627	628	631	635	639	646	648	655	5.20%
	Labour force	396	392	393	398	393	388	394	391	391	392	400	395	0.80%
	Employment	358	354	351	357	353	353	357	360	358	361	360	363	2.40%
	Full-time employment	302	298	297	299	297	302	300	308	305	311	302	309	3.70%
	Part-time employment	56	56	55	58	56	51	56	52	53	51	58	54	-4.30%
	Unemployment	38	37	42	41	41	36	37	31	33	30	39	32	-13.90%
	Percentage													
	Unemployment rate	9.6	9.5	10.6	10.3	10.4	9.2	9.4	7.8	8.5	7.8	9.8	8.2	-13.70%
	Participation rate	63.9	62.9	63	63.6	62.7	61.8	62.4	61.6	61.3	60.7	61.6	60.3	-4.10%
Employment rate	57.7	56.9	56.3	57	56.3	56.2	56.5	56.8	56	56	55.6	55.4	-2.60%	
Quebec	Persons	6,592	6,652	6,693	6,722	6,745	6,761	6,807	6,878	6,960	7,029	7,078	7,120	7.00%
	Labour force	4,297	4,298	4,362	4,368	4,317	4,379	4,409	4,446	4,504	4,568	4,514	4,576	6.50%
	Employment	3,970	3,918	4,029	4,029	3,996	4,035	4,111	4,222	4,258	4,326	4,204	4,360	11.30%
	Full-time employment	3,208	3,172	3,266	3,222	3,205	3,245	3,314	3,419	3,452	3,514	3,452	3,584	13.00%
	Part-time employment	762	746	763	807	791	790	797	803	806	812	751	777	4.20%
	Unemployment	327	380	333	339	322	344	298	223	246	241	311	216	-43.30%
	Percentage													
	Unemployment rate	7.6	8.8	7.6	7.8	7.5	7.9	6.8	5	5.5	5.3	6.9	4.7	-46.60%
	Participation rate	65.2	64.6	65.2	65	64	64.8	64.8	64.6	64.7	65	63.8	64.3	-0.50%
Employment rate	60.2	58.9	60.2	59.9	59.2	59.7	60.4	61.4	61.2	61.5	59.4	61.2	3.90%	
Ontario	Persons	10,779	10,904	11,024	11,137	11,229	11,330	11,503	11,701	11,930	12,147	12,275	12,420	13.90%
	Labour force	7,166	7,195	7,297	7,344	7,321	7,372	7,448	7,586	7,662	7,895	8,014	8,139	13.10%
	Employment	6,575	6,650	6,720	6,775	6,807	6,878	6,963	7,147	7,231	7,472	7,233	7,639	14.90%
	Full-time employment	5,294	5,369	5,414	5,468	5,479	5,618	5,636	5,794	5,868	6,107	5,964	6,259	16.60%
	Part-time employment	1,280	1,281	1,306	1,307	1,328	1,260	1,326	1,353	1,362	1,365	1,269	1,380	7.70%
	Unemployment	591	546	577	569	515	494	486	440	431	423	781	499	-8.50%
	Percentage													
	Unemployment rate	8.3	7.6	7.9	7.7	7	6.7	6.5	5.8	5.6	5.4	9.7	6.1	-19.70%
	Participation rate	66.5	66	66.2	65.9	65.2	65.1	64.8	64.8	64.2	65	65.3	65.5	-0.80%
Employment rate	61	61	61	60.8	60.6	60.7	60.5	61.1	60.6	61.5	58.9	61.5	0.80%	
Manitoba	Persons	934	945	957	967	978	989	1005	1020	1034	1046	1049	1054	11.50%
	Labour force	644	650	660	656	667	671	673	682	698	694	685	702	7.90%
	Employment	609	615	627	619	631	632	632	645	655	658	627	665	8.20%
	Full-time employment	490	497	506	502	514	505	509	516	533	524	510	534	7.60%
	Part-time employment	119	118	121	117	117	127	124	129	122	135	117	131	10.90%
	Unemployment	35	36	33	37	36	39	41	38	42	36	58	37	3.90%
	Percentage													
	Unemployment rate	5.4	5.5	4.9	5.7	5.4	5.8	6	5.5	6.1	5.1	8.4	5.3	-3.60%
	Participation rate	69	68.8	68.9	67.8	68.2	67.8	66.9	66.9	67.5	66.4	65.3	66.5	-3.30%
Employment rate	65.2	65	65.5	64	64.5	63.9	62.9	63.2	63.4	63	59.8	63.1	-2.90%	
Saskatchewan	Persons	806	818	831	842	849	855	864	873	880	887	888	891	8.90%
	Labour force	564	566	581	583	588	594	596	598	604	609	595	604	6.80%
	Employment	534	539	554	559	565	561	557	558	570	572	547	571	5.90%
	Full-time employment	441	446	454	459	470	466	457	453	466	469	448	470	5.30%
	Part-time employment	93	93	99	101	95	95	100	105	104	103	99	101	8.90%
	Unemployment	30	27	27	24	23	34	39	40	34	37	48	33	24.60%
	Percentage													
	Unemployment rate	5.4	4.7	4.7	4.1	4	5.7	6.5	6.6	5.6	6.1	8.1	5.5	17.00%
	Participation rate	70	69.2	69.9	69.3	69.3	69.5	69	68.5	68.6	68.7	67	67.8	-2.00%
Employment rate	66.2	65.9	66.6	66.5	66.5	65.6	64.5	63.9	64.7	64.5	61.6	64.1	-2.70%	
Alberta	Persons	2,987	3,039	3,111	3,1									

	Labour force	2,158	2,245	2,275	2,327	2,375	2,389	2,404	2,423	2,432	2,458	2,442	2,485	10.70%
	Employment	2,033	2,134	2,169	2,212	2,258	2,217	2,196	2,253	2,274	2,277	2,168	2,300	7.80%
	Full-time employment	1,669	1,777	1,831	1,859	1,887	1,819	1,789	1,838	1,863	1,844	1,770	1,868	5.10%
	Part-time employment	364	357	338	352	371	399	407	415	411	433	398	432	20.90%
	Unemployment	125	112	106	115	118	172	208	170	158	181	275	185	66.30%
		Percentage		Percentage		Percentage		Percentage		Percentage		Percentage		
	Unemployment rate	5.8	5	4.7	5	5	7.2	8.6	7	6.5	7.4	11.2	7.5	50.00%
	Participation rate	72.2	73.9	73.1	72.8	72.8	72.4	72.2	71.9	71	70.6	69.3	69.7	-5.70%
	Employment rate	68	70.2	69.7	69.2	69.2	67.2	66	66.9	66.4	65.4	61.5	64.5	-8.10%
British Columbia		Persons		Persons		Persons		Persons		Persons		Persons		
	Population	3,685	3,732	3,794	3,859	3,929	3,986	4,052	4,118	4,197	4,273	4,319	4,391	17.70%
	Labour force	2,400	2,417	2,441	2,473	2,484	2,577	2,653	2,710	2,763	2,787	2,807	2,857	18.20%
	Employment	2,222	2,246	2,274	2,306	2,351	2,404	2,495	2,583	2,636	2,650	2,601	2,702	20.30%
	Full-time employment	1,706	1,757	1,795	1,786	1,879	1,901	1,951	2,025	2,070	2,083	2,045	2,133	21.40%
	Part-time employment	516	490	479	519	472	503	544	558	565	567	556	569	16.30%
	Unemployment	178	171	167	167	133	172	158	127	127	137	206	155	-9.20%
		Percentage		Percentage		Percentage		Percentage		Percentage		Percentage		
	Unemployment rate	7.4	7.1	6.8	6.7	5.3	6.7	5.9	4.7	4.6	4.9	7.3	5.4	-23.90%
	Participation rate	65.1	64.8	64.3	64.1	63.2	64.6	65.5	65.8	65.8	65.2	65	65.1	0.50%
	Employment rate	60.3	60.2	59.9	59.8	59.8	60.3	61.6	62.7	62.8	62	60.2	61.5	2.20%

Sex Both sexes
 Age group 15 years and over
 Statistics Estimate
 Data type Seasonally adjusted

Source: Stats Canada

Gross Domestic Product (GDP)
By Province, Canada
For 2011 to 2021

APPENDIX P – GROSS DOMESTIC PRODUCT

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2020 to 2021	2017 to 2021
Canada	1,678,549	1,709,693	1,753,296	1,803,540	1,818,029	1,835,714	Dollars 1,892,927	1,945,806	1,950,464	1,876,362	1,966,050		
Newfoundland and Labrador	31,376	29,977	31,486	31,143	30,806	31,282	31,674	30,772	31,818	30,138	30,493	1.2	-3.7
Prince Edward Island	5,044	5,091	5,187	5,206	5,281	5,394	5,636	5,732	5,993	5,883	6,273	6.6	11.3
Nova Scotia	34,805	34,478	34,384	34,747	35,013	35,489	36,214	36,841	37,907	36,950	39,082	5.8	7.9
New Brunswick	29,468	29,117	29,017	29,040	29,276	29,546	30,243	30,645	31,017	30,052	31,630	5.3	4.6
Quebec	324,566	328,855	333,048	338,319	341,688	347,198	357,097	367,215	378,018	357,742	377,909	5.6	5.8
Ontario	625,937	634,944	643,937	659,861	677,384	692,621	711,695	735,936	750,793	713,444	746,495	4.6	4.9
Manitoba	54,058	55,676	57,170	58,276	59,083	59,967	61,965	63,195	63,417	60,545	61,279	1.2	-1.1
Saskatchewan	72,612	73,952	78,709	80,176	79,574	79,318	81,121	82,388	81,454	77,273	77,038	-0.3	-5
Alberta	290,514	302,131	319,548	338,263	326,477	314,599	327,996	334,580	334,202	307,522	323,065	5.1	-1.5
British Columbia	201,413	206,591	211,555	219,061	224,153	230,764	239,206	248,163	225,698	246,927	262,187	6.2	9.6
Yukon	2,364	2,458	2,495	2,511	2,320	2,488	2,537	2,607	2,555	2,687	2,931	9.1	15.5
Northwest Territories	4,274	4,250	4,367	4,575	4,621	4,570	4,737	4,801	4,509	4,036	4,291	6.3	-9.4
Nunavut	2,120	2,173	2,393	2,363	2,353	2,479	2,806	2,932	3,084	3,164	3,376	6.7	20.3
Canada		1.9%	2.6%	2.9%	0.8%	1.0%	3.1%	2.8%	0.2%	-3.8%	4.8%		17.1%
Newfoundland and Labrador		-4.5%	5.0%	-1.1%	-1.1%	1.5%	1.3%	-2.8%	3.4%	-5.3%	1.2%		-2.8%
Prince Edward Island		0.9%	1.9%	0.4%	1.4%	2.1%	4.5%	1.7%	4.6%	-1.8%	6.6%		24.4%
Nova Scotia		-0.9%	-0.3%	1.1%	0.8%	1.4%	2.0%	1.7%	2.9%	-2.5%	5.8%		12.3%
New Brunswick		-1.2%	-0.3%	0.1%	0.8%	0.9%	2.4%	1.3%	1.2%	-3.1%	5.3%		7.3%
Quebec		1.3%	1.3%	1.6%	1.0%	1.6%	2.9%	2.8%	2.9%	-5.4%	5.6%		16.4%
Ontario		1.4%	1.4%	2.5%	2.7%	2.2%	2.8%	3.4%	2.0%	-5.0%	4.6%		19.3%
Manitoba		3.0%	2.7%	1.9%	1.4%	1.5%	3.3%	2.0%	0.4%	-4.5%	1.2%		13.4%
Saskatchewan		1.8%	6.4%	1.9%	-0.8%	-0.3%	2.3%	1.6%	-1.1%	-5.1%	-0.3%		6.1%
Alberta		4.0%	5.8%	5.9%	-3.5%	-3.6%	4.3%	2.0%	-0.1%	-8.0%	5.1%		11.2%
British Columbia		2.6%	2.4%	3.5%	2.3%	2.9%	3.7%	3.7%	-9.1%	9.4%	6.2%		30.2%
Yukon		4.0%	1.5%	0.7%	-7.6%	7.2%	2.0%	2.7%	-2.0%	5.2%	9.1%		24.0%
Northwest Territories 5		-0.6%	2.8%	4.7%	1.0%	-1.1%	3.6%	1.3%	-6.1%	-10.5%	6.3%		0.4%
Nunavut 5		2.5%	10.1%	-1.2%	-0.4%	5.4%	13.2%	4.5%	5.2%	2.6%	6.7%		59.2%

Source: Stats Canada