GUIDELINES RELATING TO FEES FOR DOCTORS WORKING IN PART-TIME OCCUPATIONAL HEALTH APPOINTMENTS IN INDUSTRY FOR 2016.

Confidential

1. Introduction

Introduction: The Health Care Sector in South Africa is a highly regulated industry within which general practitioners and specialists alike operate. The only exception is certain private specialists who are contracted out and charge rates in excess of Medical Scheme tariffs. These specialists are the most highly paid health professionals. On the other side of the spectrum it is well known that highly qualified professionals in academic institutions don’t receive remuneration packages even close to their counterparts. Furthermore, it is also well known that some companies providing occupational health services pay lower hourly rates for salaried Occupational Medicine Practitioners than the SASOM Guideline relating to fees for doctors working in part-time occupational health appointments. The fee structure is based on remuneration for actual work done. Currently certain senior experienced Occupational Medicine Practitioners perform similar services as occupational medicine specialists to industry.

SASOM is a member based Society predominantly made up of general practitioners with a post graduate Diploma in Occupational Health. The Society has to look after its members who provide an invaluable service to industry. SASOM as a Society has over the years provided a guideline on fees to its members.

Our members have over the past year requested a tariff on a sliding scale per category of service delivery and have also requested a separate Specialist in Occupational Medicine hourly rate. It has been brought to our attention that there are recommended consultation fees which have been approved by the South African Council for Natural Scientific Professions (refer www.sacnasp.org.za) and we have utilized this SANC BN110/2014 fee structure together with our current SASOM 2015 fee structure (escalated by a 6% CPI related increase) to recommend the following fee structure for 2016.

Advisory: This guideline on fees charged by doctors working in industry is not prescriptive and fees should be negotiated directly between the employing industry/ factory and the doctor concerned dependant on the qualification and expertise of the doctor, and on supply and demand issues in the specific geographical area. There is no specific tariff and the approximate figures given below are an estimate of what is currently charged by the profession for these services.
2. Sessional appointments

These appointments are normally based on an all-inclusive hourly rate and not on a fee per consultation.

2.1 General practitioners doing predominantly primary health care at factory clinics generally charge in the region of between R 1070.00 and R 1117.00 per hour (excluding VAT). If not post graduate occupational health qualified they should not perform clinical or consulting occupational health work.

2.2 Medical practitioners with a qualification in occupational medicine as defined in the Occupational Health and Safety Act, providing clinical occupational health services (pre-employment and periodic health examinations, biological monitoring, job ability assessment, diagnosis of occupational diseases, and non-clinical occupational health services (occupational health risk assessments, workplace surveys, audits, policies and procedures etc.) generally charge in the region of between R 1590.00 and R1800.00 per hour (excluding VAT).

2.3. Specialists in Occupational Medicine

Registered Occupational Medical specialists providing clinical occupational health services (pre-employment and periodic health examinations, biological monitoring, job ability assessment, diagnosis of occupational diseases, and non-clinical occupational health services (occupational health risk assessments, workplace surveys, audits, policies and procedures etc.) generally charge in the region of between R 1900.00 and R 2110.00 per hour (excluding VAT).

Registered Occupational Medical specialists who provide consultancy services on a fee for service basis may charge fees similar to specialist physicians, pulmonologists etc dependant on the specific services provided.

3. Important notes

3.1 It is recommended that all occupational medical practitioners in industry should make the SASOM publication: ‘SASOM Guideline on Occupational Medicine Practice’ available to their companies. Please contact our national office, should you not yet have this publication.

3.2 Travelling fees

3.2.1 The Society recommends that the charges for travelling expenses in own car from home/office are negotiated between the employing industry/factory and the doctor. It is recommended that fees set by an independent body such as the AA is used as a starting point for vehicle costs.