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Services Provided In The Inuvik Region

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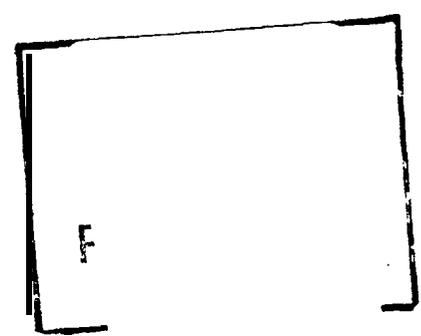
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**NOGAP PROJECT H-59**  
**COMPARISON OF HEALTH SERVICES**  
**PROVIDED IN THE INUVIK REGION**  
**Fiscal Years 1988-1993**

Submitted March 31, 1994 by:  
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## ABSTRACT

Northern Oil and Gas Action Plan (NOGAP) Project H-59 was designed to identify the costs of primary care services provided by nurses through community health centres in smaller communities and the costs of primary care services provided by physicians in larger communities. The purpose for doing so is to begin to compare the delivery and cost of delivery of primary care provided by nurses with the delivery and cost of delivery of primary care provided by physicians. Project H-59 studies services provided between April 1, 1988, and March 31, 1993.

The goals of cost identification and cost comparison were achieved, but only to a limited extent, and with questionable reliability, due to shortcomings with and variables in data entry, and problems gaining access to the data necessary to complete this study. Despite these concerns, some basic comparisons of the direct and indirect labour costs of health service delivery were completed. The inclusion of other typical cost variables - operation and maintenance, administration, support - was not attempted because of delays gaining access to data.

The data is available, however, and the extent of this study has indicated that an expansion of this analysis to include a more complete set of cost variables could be accomplished. As well, the comparison could be moved from services provided within health centres to services provided within regional hospitals and medical clinics. The data limitations make the few recommendations from the analysis more indicative than conclusive, but some conclusive recommendations for refining health system databases have been made.

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TABLE OF CONTENTS

ABSTRACT . . . . . i

ACKNOWLEDGMENTS . . . . . ii

TABLE OF CONTENTS . . . . . .iii

INTRODUCTION AND PURPOSE . . . . . 1

BACKGROUND . . . . . 1

DATABASES . . . . . 2

DEVELOPMENT OF METHODOLOGY . . . . . 3

FINDINGS . . . . . 6

    Opportunities . . . . . 6

    Barriers . . . . . 6

DISCUSSION . . . . . 7

    Opportunities . . . . . 7

    Barriers . . . . . 10

SUMMARY OF RECOMMENDATIONS. . . . . 13

    Opportunities . . . . . 13

    Barriers . . . . . 13

REFERENCES . . . . . 15

USING THE TABLES IN THE APPENDICES . . . . . 17

APPENDIX A . . . . . 18

TABLE A . . . . . ...1

TABLE B . . . . . ...11

## INTRODUCTION AND PURPOSE

Northern Oil and Gas Action Plan (NOGAP) Project H-59 is designed to support pursuit of the Department of Health's overall goal of optimum health in the Northwest Territories. The need for this study is in part due to the inability to borrow upon similar studies of health delivery in Southern Canada. Provincial studies have focused upon the difficulties of costing indirect health care provided to inpatients, but in the Northwest Territories (NWT), primary care is predominantly an outpatient service, where indirect care is of less consequence. For the purposes of this study, "primary care" is understood to mean "front line medicine."<sup>1</sup> This is not to be confused with "primary health care", understood to include "appropriate treatment for common diseases and injuries [but also] promotive, preventive, curative and rehabilitative services [like] health promotion, immunization, health education, disease prevention, and basic sanitation."<sup>2</sup>

There is a need, then, to develop an accurate, reliable costing mechanism designed for primary care delivery in the Northwest Territories, and a need to support strategic planning for future facility and service needs of the Northwest Territories population. NOGAP Project H-59 will provide the initial framework for a reliable, valid method for costing primary care services delivered through community health centres in the Inuvik region.

The development of a costing mechanism will allow pursuit of the specific task of NOGAP Project H-59: the identification of the costs of primary care services provided by nurses through community health centres in smaller communities, and the costs of primary care services provided by physicians in regional hospitals, for the purpose of comparing the costs of delivering primary care through the community-based nurse model with the delivery through the medical model. Services provided between April 1, 1988, and March 31, 1993, were studied.

These comparisons will not address health outcomes produced through the different delivery systems. That will require further study, but could build upon NOGAP Project H-59. This study is the first attempt to produce a comparative cost analysis of health delivery systems in the NWT, and so an additional task of this study is to identify existing opportunities and barriers to this form of analysis.

## BACKGROUND

The Northern Oil and Gas Action Program (NOGAP) was initiated in 1984 to fund basic research and planning that would prepare government for

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<sup>1</sup> Innes, Jean. "Primary Health Care in Perspective". *The Canadian Nurse*, September 1987.

<sup>2</sup> Ibid.

hydrocarbon development in the late 1980s. Originally a seven year program, it was extended to the end of the 1993-94 fiscal year to prepare for hydrocarbon development in the late 1990s. The economics of the oil and gas industries have changed, however, and there is now little expectation of further expansion of those industries in the Inuvik region. The concomitant elimination of NOGAP is indicative of these lessened expectations for further economic activity driven by oil and gas exploration.

The 1982 Inuvik Region Health Study (IRHS) was the first attempt by the Department of Health, Government of the Northwest Territories (GNWT), to study the delivery of health services in the Inuvik region. That 1982 study, like NOGAP-funded projects, focused on the impact of oil and gas exploration on the quality and sustainability of health care. The 1982 IRHS estimated that impact by using population projections based upon greatly expanded economic activity in the region. These findings did not indicate a great increase of resident population, however, nor much resident involvement in this increased activity. The migrant character of the majority of the workers indicated a much less dramatic impact on the delivery of primary care than might have been expected, and so less relevance for this variable in analyses of the cost of NWT primary care delivery. The consequences of this change are reflected in the final direction and results of NOGAP Project H-59. The ability of current delivery systems to handle the impact of dramatic population growth in the region is not considered.

#### DATABASES

Several GNWT health system databases were crucial to setting the final direction of this study. The Community Health Management Information System (CHMIS) and Medicare databases were used for this study. These databases include data gathered since administrative responsibility for health was transferred from the federal government to the GNWT in 1988.

CI-IMIS, which employs International Classification of Diseases-9 (ICD-9) diagnostic codes, provided data on time per treatment for treatments provided by nurses in health centres. CHMIS includes fields for tests, including x-rays and blood tests performed by nurses, but no fields to isolate the time spent performing these tests from the time spent diagnosing and treating the patient. As well, while the patient record cards include any secondary diagnoses performed, if more than one diagnosis of a patient's condition is made in a single visit, only the initial or most significant diagnosis is taken from the card and entered into the CHMIS database.

Medicare data provided frequency and billing data for treatments provided by physicians visiting community health centres. In the Medicare database, data entered into the "institution code" field for physician visits to health centres is not reliable. A large percentage of these entries had a default entry of the medical clinic in Inuvik with which the physician was associated. As a

result, while there are 1,281 services recorded in the Medicare database as being performed by physicians at health centres in the 1988-1989 fiscal year, the next fiscal year just 169 are recorded, and in 1990-1991, there were 0 services recorded. In 1991-1992 just 47 services were recorded as being performed by physicians at health centres, but in 1992-1993 there were 1,434 services recorded in the Medicare database.

Medicare data also provides frequency and billing data for treatments provided by physicians through the clinics such as the Inuvik Medical Clinic. This study was expected to compare services provided by physicians through the Inuvik Medical Clinic with services provided by nurses through health centres, but a delay receiving the medicare data eliminated the time necessary to complete that analysis.

Approved budget data for health centres and the Inuvik Hospital were used to develop calculations for the direct and indirect costs of the treatments included in this comparison.

Neither the Territorial Hospital Information System (THIS) database nor the Medical Travel database were used for this study. The latter was not used because the information within it - patient information on travel to and from the communities to Inuvik, Yellowknife and destinations outside of the Northwest Territories - was not pertinent for this study. THIS was not used because the fields for fee information that exist within THIS had not been requested previously and so were not present in the THIS data available when this project began. With the fields that include fee data, THIS could be used for cost analyses of inpatient services provided by physicians in the Inuvik Regional Hospital.

Paradox 4.0 for DOS and Quattro Pro 5.0 for DOS were the database and spreadsheet software used for completing the analyses and graphic presentation of this study, and WordPerfect 5.1 was the word processing software used for the final report.

#### DEVELOPMENT OF METHODOLOGY

Comparisons were made on a per treatment basis because the GNWT health system databases used in this study are structured around ICD-9 codes, or treatments, rather than Health Care Plan numbers, or patients. The consequence of this is the fragmentation and reduction of the record of care for a patient into diagnostic groups. This ignores the direct and indirect services delivered, at least by nurses, that are not or cannot be coded as medical treatment. Examples of "direct" services provided by nurses either in hospitals or health centres, but not coded or databased, include bathing, arranging follow-up appointments, toileting, consultation, observation, vital signs, medication, bedmaking and ambulation. Example of "indirect" services provided by either nurses or doctors, but not coded or databased, include preparation of equipment, the processing of samples, tests and x-rays,

maintenance of the equipment or facility, and administration of the unit or facility.

Three specific comparisons were to be completed: services by nurses in health centres with services by physicians in the hospital outpatient ward; services by nurses in health centres with services by physicians in medical clinics; and services by both nurses and physicians through health centres. Medicare data provides frequency and billing data for treatments provided by physicians through the clinics such as the Inuvik Medical Clinic. THIS data provides frequency and billing data for treatments provided by physicians through the outpatient ward at the Inuvik Region Hospital.

It also was planned that the costing formula for each of these three sets of comparisons would include calculations for the costs of five categories of services, beginning from budget data provided by Health and Hospital Facilities Division, and services data from the CHMIS, Medicare and THIS databases. The categories to be included were: [a] administration, [b] support, [c] treatment, [d] preventative care, and [e] facility maintenance and operation.

The formulae were developed to do this, but it was necessary to reduce the study to an analysis of some aspects of [c], treatment, for three reasons. The single most important of these was a two month delay within the Systems & Communications (S&C) Division, Department of Public Works and Services, in responding to the request for the Medicare data necessary to begin these cost analyses. The request must be made to S&C because the GNWT health data entry system involves taking data from cards and entering this data into databases on a GNWT computer mainframe system managed by S&C. From there data is distributed on tapes by S&C as requested by departments. Due to the ongoing implementation of the Northern Health Information Management (NHIM) system, the S&C labour resources NECESSARY to complete that request were not dedicated to it, and so the request was not completed for the length of time stated. This eliminated at least 65% of the time allotted to analysis for this project.

The second factor is the lack of services in some categories of care, specifically preventative care, that are common to both delivery systems, or if there are common services, it is problematic to compare them because they are not identified with the same coding system in both Medicare and CHMIS. CHMIS employs a "P-code" system for coding preventative care provided by nurses through health centres. Medicare does not use the "P-code" system for preventative care provided by physicians in hospitals or clinics.

The third factor was problems with data entry: the lack of data for administration services and other indirect care services in health centres; the lack of a common coding system for common services in preventative care; the insufficient fields of data available in both CHMIS and Medicare to carry out analyses; and the lack of the THIS database fields containing fee data. On November 22, 1993, a request for that additional THIS data was forwarded to Systems and Communications Division, Department of Public Works and

Services, but that request was not met until March 15, 1994, two weeks before the final report was due, and would have not been met except for the support received from Health Management Services, Finance Division.

The two month delay receiving the Medicare data and four month delay receiving THIS data eliminated the time necessary to complete analyses including the Inuvik Medical Clinic or the Inuvik Region Hospital outpatient ward. As a consequence, NOGAP Project H-59 includes only those medical treatments delivered by both physicians and nurses through community health centres, to allow for direct cost comparisons of services provided to patients both by nurses and by physicians. To emphasize those services using up the largest portion of health centre budgets, the services provided most often by nurses were then isolated.

A fourth factor affecting methodology is the fee information for physician's services. The Inuvik Region Health Board pays physicians on a per diem basis, but fee information for physician visits to health centres in the Inuvik Region is recorded in Medicare on a fee for service basis. It was not possible to gather fee information on a per diem basis, because audits of physician activities in the communities are not performed by the Department of Health. It may be possible to perform this audit using Medicare data, but unfortunately this was not attempted because of time limitations. As a result, conclusions from cost comparisons in this study are not as immediately relevant to the delivery of primary care in the Inuvik Region Health Board as they could be with the addition of fee information on a per diem basis.

## **FINDINGS**

### **Opportunities**

1. The sample size of Medicare and CHMIS records is large enough for statistically valid comparisons of the labour costs for direct health care services provided by physicians and nurses through community health centres.
2. The comparison of Medicare and CHMIS data suggests that the labour cost of primary care in the Inuvik region provided by nurses ranges from 2.9% to 90.4% of the cost of primary care provided by physicians, for the 617 unique diagnostic treatments compared in this study.  
In 1988-89, the range is 8.8% to 78.60A, with an average of 30.5%.  
In 1989-90, the range is 9.1 % to 90.4%, with an average of 36.4%.  
In 1990-91, the range is 6.1 % to 59.7%, with an average of 23.0%.  
In 1989-90, the range is 2.9% to 65.6%, with an average of 27.0%.  
These ranges were derived by sorting Table 1 by the field "Ave \$/Serv", from the lowest to the highest value.
3. The four year mean of this range is 29.5%. In other words, the cost of the 617 unique diagnostic treatments considered in this study were provided by nurses in health centres at 29.5% of the cost of providing the same 617 diagnostic treatments by physicians in health centres. This figure was derived by calculating, for each fiscal year, the number of unique treatments (for example, 286 in 1988-89), divided by the total number of unique services (617), and multiplying this figure by the average of the cost differentials for the same fiscal year (for example, 30.5% in 1988-89). So,  $286 / 617 * 30.5 = 14.138$ . This calculation was performed for each year, and the four results were added together. The result was 29.5%, the four year mean of the difference in the cost of providing the given set of 617 diagnostic treatments by nurses rather than physicians.
4. Further analysis is required to clarify what conclusions can be drawn from these figures that refine identification of the point where nurses should provide primary care and where physicians should provide primary care. This would involve matching diagnostic codes with the corresponding diagnostic descriptions of those codes.

### **Barriers**

5. As a direct result of the default entry for "institution code" on many Medicare cards provided to physicians, there is a wide variance in recorded services over a five year period, from a low of 0 services in 1990-91 to highs of 1,281 in 1988-89 and 1,434 in 1992-93. In light of the regular number of monthly physician clinics that have occurred at health centres

over this period of time, it is very likely there is a large discrepancy between recorded and actual services performed by physicians at health centres in the Inuvik Region.

6. Other barriers to analysis due to data entry and data field limitations include: the use of a default entry for the “time” fields on CHMIS data cards; the lack of fields for secondary diagnoses and the time allotted to these diagnoses; the lack of fields for the time taken to perform tests, including blood tests and x-rays; the lack of a field that gives each record a unique identification code; and the lack of fields in Medicare and THIS that isolate the nursing activity in outpatient and inpatient wards at regional hospitals.
7. The Inuvik Region Health Board pays physicians on a per diem basis, but fee information for physician visits to health centres in the Inuvik Region is recorded in the Medicare database on a fee for service basis.
8. The health information systems employed by the GNWT fail to account for a significant number of direct and indirect primary care services, including health centre administration, provided by nurses and physicians in the Inuvik region. Until those information systems are modified or replaced, it will remain impossible to develop a reliable costing formula for primary care services provided through health centres in the NWT, and so it will not be possible to produce a comprehensive cost analysis of the direct and indirect primary care services provided by nurses and physicians.
9. The structural organization of the data collection and storage system for GNWT health records, which centralizes authority over access and distribution of information, was the greatest single limiting factor of the health information system for the findings of NOGAP Project H-59. To some extent this was due to the extraordinary pressure on resources at S&C as a result of the implementation of NHIM.

## **DISCUSSION**

### **Opportunities**

While there are concerns with the quality of data used in this study, some conclusions can be made.

1. The sample size of Medicare and CHMIS records provides a statistically valid basis for cost comparisons of primary care services provided by physicians and nurses through community health centres.  
Only 0.6 percent, or 781 of 131,291 services recorded in the Medicare database, were compared with 7.4 percent, or 18,436 of 248,749 services

recorded in the CHMIS database. However, those 781 services are 17.6 percent of the 4,428 services recorded in the Medicare database as being performed by physicians at community health centres. The first figure, 0.6 percent, is a statistically insignificant sample of the total services in the Medicare database provided by physicians in either the Inuvik Regional Hospital or Inuvik region community health centres. However, this does not indicate that there is insufficient data for statistically valid comparisons of the services delivered through health centres with the services delivered through hospitals. That question cannot be answered without also comparing services provided by physicians through medical clinics with services provided through health centres by nurses.

The second figure, 7.4 percent, is a statistically significant sample of the total services in the Medicare database provided by physicians in the Inuvik region community health centres. This is sufficient data for statistically valid comparisons of services provided by nurses through community health centres with services provided by physicians through community health centres. For example, on page 1 of Table B, the cost of a nurse performing ICD-9 code 716.9 (arthropathy, unspecified) in a health centre is 24.7% of the cost of that same service being performed by a physician in a health centre. Given that this service is being performed frequently -21 times - by nurses, and by physicians -6 times, this service may be a prime candidate for maintaining the quality of health care in the Inuvik region while reducing the cost of that health care, by identifying this service as a primary care service to be delivered by nurses.

2/3. The comparison of Medicare and CHMIS data suggests that the labour cost of "primary care" in the Inuvik region provided by nurses ranges from 2.9% to 90.4% of the cost of "primary care" provided by physicians, for the 617 unique diagnostic treatments compared in this study. The four year mean of this range is 29.5%. In other words, the cost of the 617 unique diagnostic treatments considered in this study were provided by nurses in health centres at 29.5% of the cost of providing the same 617 diagnostic treatments by physicians in health centres.

The cost of the 617 unique diagnostic treatments considered in this study were provided by nurses in health centres at 23.0% to 36.4% of the cost of providing the same 617 diagnostic treatments by physicians in health centres. The vast majority of services common to both physicians and nurses were classified "first visits" by physicians. A typical "first visit" involves initial, rudimentary examinations and treatments. The fact that nurses provided similar diagnostic services on 18,436 occasions is a strong indication that nurses can be and are the providers of "primary care" for this set of 617 diagnostic treatments. The comparisons of the relative costs of providing these specific primary care services indicates the delivery of these "primary care" services is 70.5% more cost effective performed by nurses rather than by physicians.

These findings are too limited to provide valid conclusions about possible cost efficiencies from nurses assuming a larger responsibility for primary care. This study would have to include more than labour costs, as well as comparisons of health centres with medical clinics, and health centres with hospital outpatient wards, before any valid conclusions could be made.

4. Further analysis is required to refine identification of the point where nurses should provide “primary care” and where physicians should provide “primary care”, and to clarify what conclusions can be drawn from those figures. This would begin by matching diagnostic codes with the corresponding diagnostic descriptions of those codes.

First, matching diagnostic codes with the corresponding diagnostic descriptions of those codes is necessary to make the full use of the analyses already completed. This would allow for the completion of what this study indicates about how primary care is and can be delivered more cost effectively.

For example, the descriptions of codes in Table A, common services provided most often by nurses, would clarify what type of care people in the communities go to nurses to have delivered. By also identifying common services provided most often by physicians, it may be possible to clarify training requirements necessary to maintain the current quality of primary care in the Inuvik region, compared with the training being utilized. This comparison of training requirements with training utilization then could be used to identify what primary care could be more cost effective delivered by nurses, and what primary care could be more cost effective delivered by physicians.

Second, this study has indicated that an expansion of this analysis to include a more complete set of cost variables could be accomplished. The framework now is in place to expand the analysis of NOGAP Project H-59 to include those other variables commonly included in this sort of cost analysis. The data is already collected, so a more comprehensive cost analysis could be attempted by the Department of Health with little difficulty. Many of the questions about what budget figures to use, and the reliability of these, have also been taken into account or included as qualifications within the analysis framework developed here.

Third, initial preparations for two other specific comparisons are complete: services by nurses in health centres with services by physicians in the hospital outpatient ward, and services by nurses in health centres with services by physicians in medical clinics. Medicare data provides frequency and billing data for treatments provided by physicians through clinics such as the Inuvik Medical Clinic. The Medicare data for services delivered through clinics has been isolated, but not analyzed, and its analysis could be completed with little difficulty. THIS data provides frequency and billing data for treatments provided by physicians through the outpatient ward at the Inuvik Region Hospital. THIS data was not received in time to perform any stage of analysis.

### Barriers

It is important to qualify any “conclusions” from these tables with comments about the limitations of the data used in this study.

5. As a direct result of the default entry for “institution code” on many Medicare cards used by physicians, there is a wide variance in recorded services over a five year period, from a low of 0 services in 1990-91 to highs of 1,281 in 1988-89 and 1,434 in 1992-93.

In the 1988-1989 fiscal year 1,281 services were recorded in the Medicare database as being performed by physicians at health centres. The next fiscal year just 169 are recorded, and in 1990-1991, there were 0 services recorded. In 1991-1992 just 47 services were recorded as being performed by physicians at health centres, but in 1992-1993 there were 1,434 services recorded in the Medicare database. This wide variance in recorded services over a five year period, when a regular number of monthly physician clinics have occurred at health centres over this period of time, suggests a large discrepancy between recorded and actual services performed by physicians at health centres in the Inuvik Region. This will not affect the accuracy of the costs assigned to the 617 diagnostic codes studied, but it is almost certain these figures understate the number of similar treatments provided by both physicians and nurses at health centres. To the extent this was the case, the value of analyses like NOGAP Project H-59 are limited.

6. There are several other barriers to analysis due to data entry and data field limitations.

The existence of a default time entry with the CHMIS database system, the times attributed to nursing activities, may be reliable but invalid, because those default entries may include a margin of error that is too wide. While default entries eliminate the problem of non-entries, non-entries do not undermine the accuracy of manual entries, while the default entry undermines data accuracy.

The lack of fields for secondary diagnoses and the time allotted to these diagnoses is hard to understand. The field structure of CHMIS is not so large that more fields would make it cumbersome, and the data exists on the CHMIS cards sent from the health centres to be databased. The addition of these fields would stop the loss of data already collected and the addition of these fields is a very simple modification. The same can be said regarding the lack of fields for the time taken to perform tests, including blood tests and x-rays. Fields with services performed are incomplete and of little or no value without fields for time spent providing the service.

The lack of a field in CHMIS that gives each record a unique identification code, such as the claim field in THIS, creates problems for querying the data that need not exist. Adding such a field would be a very useful, simple modification to the CHMIS database and one suited to an automatic entry

system. It would require no more data entry resources but increase the flexibility of the CHMIS database.

The lack of fields in Medicare and THIS that isolate the nursing activity in outpatient and inpatient wards at regional hospitals would involve more data entry in the field. It also would require the addition of fields in Medicare and THIS. However, the addition of these fields and the capturing of these activities would be invaluable for identifying with much more accuracy the points at which primary care should be delivered by nurses or by physicians.

7. The Inuvik Region Health Board pays physicians on a per diem basis, but fee information for physician visits to health centres in the Inuvik Region is recorded in the Medicare database on a fee for service basis.

It was not possible to gather fee information on a per diem basis, because audits of physician activities in the communities are not performed by the Department of Health. It may be possible to perform this audit using Medicare data, but unfortunately this was not attempted because of time limitations. As a result, conclusions from cost comparisons in this study are not as immediately relevant to the delivery of primary care in the Inuvik Region Health Board as they could be with the addition of fee information on a per diem basis.

8. The health information systems employed by the GNWT fail to account for a significant number of direct and indirect health services, including health centre administration, provided by nurses and physicians in the Inuvik region, or the GNWT. Until those information systems are modified or replaced, it will remain impossible to develop a reliable costing formula for nursing services provided through health centres in the NWT, and so it will not be possible to produce a comprehensive cost analysis of the direct and indirect health services provided by nurses and physicians.

This is a much more difficult concern to resolve. Other shortcomings are due to coded information not being entered, or a lack of fields in the structure of CHMIS for data already being collected. In this case, the problem is the lack of a coding system to capture this activity. It may be that other database systems are in place within NWT hospitals that capture these activities. If not, the implementation of an existing provincial system or the development of an NWT system, perhaps within the umbrella of the Informatics Strategy, would be extremely useful for developing comprehensive, accurate cost analyses of health service delivery in the Inuvik region.

9. The structural organization of data collection and storage services for GNWT health records, which centralizes authority over access and distribution of information, was the greatest single limiting factor of the health information system for the findings of NOGAP Project H-59. To some extent this was due to the extraordinary pressure on resources at S&C as a result of the implementation of NHIM.

The difficulties suffered by this project as a result of the organization and authority of health information systems cannot be overstated. A two month delay for the data request met most quickly, and a four month delay for the slowest response, is difficult to justify. It is important to remember that S&C is implementing NHIM, and this has created a temporary inflated demand on resources at S&C. An audit of other responses to data requests would be required to validate the representativeness of the examples mentioned here. Something must be done to remedy this situation.

## SUMMARY OF RECOMMENDATIONS

### Opportunities

1. Services being performed frequently by nurses at health centres appear to be primary care services most cost effectively delivered by nurses. If this proves to be the case, the more often nurses can be assigned the task of delivering these specific primary care services, the more cost effective the GNWT health system can become, without impacting the quality of primary care delivered.
- 2/3. While it is tempting to speculate on what the findings indicate about possible cost efficiencies from primary care becoming the sole responsibility of nurses, it is recommended that this study be expanded to include, in addition to labour costs: comparisons of health centres with medical clinics and health centres with hospital outpatient wards, and fee information on a per diem basis, so some statistically valid conclusions can be made.
- 4a. Diagnostic codes should be matched with the corresponding diagnostic descriptions of those codes to make full use of the analyses already completed by NOGAP Project H-59.
- 4b. This study should and can be expanded to include a more complete set of cost variables.
- 4c. This study should be expanded to include two other specific comparisons are complete: services by nurses in health centres with services by physicians in the hospital outpatient ward, and services by nurses in health centres with services by physicians in medical clinics.

### Barriers

5. A default entry of the Inuvik Medical Clinic in the "institution code" field of the Medicare record cards should be discontinued. It has been shown that, as a result of this unnecessary default entry, there is a high probability of wide variance between services recorded and services performed for physicians visiting health centres. This default could be combined with the "unique identification code" field in a way that would identify the number of services performed at each institution within the jurisdiction of each region.
- 6a. Default entries for "time" fields - overtime hours and minutes, regular hours and minutes - in CHMIS should be discontinued. This is a structured margin of error that is not necessary and that places skepticism upon any labour cost analyses using CHMIS data.
- 6b. Fields should be added to CHMIS to allow for secondary diagnoses and the time allotted to these diagnoses. At the moment, this data is entered

- onto CHMIS cards but not databased. Addition of these fields would allow for more sophisticated cost analyses.
- 6c. Fields should be added to track the time taken to perform tests, including blood tests and x-rays. Without time fields for corresponding tests, these services cannot be included in cost analyses.
  - 6d. A field should be added that can give each record a unique identification code similar to the “claim” field in THIS. The lack of this field proved a major barrier to the feasibility and efficiency of data analysis, and its addition. Its addition would also reduce the opportunity for error in health data analysis.
  - 6e. Fields should be added to Medicare and/or THIS to isolate the nursing activity in outpatient and inpatient wards at regional hospitals. Inclusion in THIS and Medicare will allow for the identification of when and where nurses or physicians do provide “primary” care. This information would allow for substantial identification of when and where nurses or physicians should be providing primary care.
  7. Investigate the possibility of implementing an audit system for physicians’ activity records, so that travel, time spent, and services provided through health centres can be identified and used for future cost analyses of health service delivery.
  8. An existing coding system should be applied, or a new coding system developed, perhaps within the umbrella of the Informatics Strategy, to capture many significant direct and indirect health services provided by nurses and physicians in the Inuvik region.
  9. An audit of S&C responses to data requests should be carried out, as part of the Informatics Strategy, to validate the representativeness of the problems obtaining data mentioned in this study, to verify whether this is a temporary or a structural problem, and to suggest remedies to prevent delays of this magnitude in the future.

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## USING THE TABLES IN THE APPENDICES

Two sets of tables are included in the Appendices. These are labelled Appendix A and Appendix B. Both sets of tables compare treatments provided by both nurses and physicians at health centres. Both sets of tables use ICD-9 codes to organize the data presented. Both sets of tables have the same 12 fields of data. Appendix A tabulates this data by ICD-9 codes in descending numerical order. Appendix B tabulates this data by ICD-9 codes in descending numerical order of the treatments most often provided by nurses at health centres.

The following is an explanation of the 12 fields of data in Appendices A and B.

<b>CODE:</b>	The ICD-9 codes that were common to both Medicare and CHMIS databases. These codes are duplicated in the first field under “Services Provided By Nurses” and the first field under “Services Provided by Physicians”.
<b># SERV:</b>	The number of times the corresponding ICD-9 code occurred. Under “Services Provided by Nurses”, this is the number of services provided by nurses in health centres. Under “Services Provided by Physicians”, this is the number of services provided by physicians.
<b>TOT MIN:</b>	The total time recorded by nurses in health centres to deliver the total number of services attributed to the corresponding ICD-9 code.
<b>AVE MIN/SERV:</b>	The average time per service for services provided by nurses in health centres. This figure is calculated by dividing the number of services per ICD-9 code by the total time per ICD-9 code. This figure only relates to services by nurses in health centres.
<b>AVE \$/SERV:</b>	The average dollar value of a nurse’s labour dedicated to providing the corresponding ICD-9 treatment. This is calculated by multiplying the average hourly wage, for each fiscal year, for all community health centre nurses, excluding community health representatives, in the Inuvik region ( <u>total</u> salary dollars, excluding benefits/26.088 pay periods per year/75 hours per pay period), by the corresponding AVE MIN/ SERV figure, for a given ICD-9 code.
<b>TOT FEES:</b>	For each ICD-9 code, the sum of fees charged by physicians for services provided at health centres.
<b>AVE \$/SERV:</b>	For each ICD-9 code, the sum of fees charged by physicians for services provided at health centres, divided by the total number of services provided by physicians at health centres.
<b>NIP:</b>	AVE \$/SERV (average nursing labour cost per ICD-9 code) divided by AVE \$/SERV (average physician charge for the same ICD-9 code), stated as a percentage. Thus, N/P indicates the cost of a nurse providing a given service as a percentage of the cost of a physician providing the same service.



## APPENDIX A

The following is a list of descriptions of the queries used to isolate the tabulated data, provided for ease of use of this study as a starting point for future cost analyses, or to revisit the analyses performed in this study. Table A and Table B shared the following initial construction.

1. Both were fragmented by fiscal year and region.
2. CHMIS was queried to reduce the fields to: HCP number, service date, diagnostic code, diagnostic class, number of patients, institution ID code, overtime hours, overtime minutes, regular hours, regular minutes, number of prescriptions, settlement code, age and status (Inuit, Dene, Non-native).
3. Medicare was queried to reduce the fields to: HCP number, service date, diagnostic code, diagnostic class, number of calls, fee submitted, fee approved, fee code, fee calculated, doctor ID, doctor account ID, institution ID code, settlement code, sex, age and status (Inuit, Dene, Non-native).
4. Using an example element, the diagnostic codes common to Medicare and CHMIS for each fiscal year were isolated.
5. Using an example element, the table of common diagnostic codes per fiscal year was linked with all records for each corresponding fiscal year of CHMIS, and each fiscal year of Medicare, to isolate all patient records that involved delivery of the common diagnostic treatments. The fields queried in Medicare included diagnostic code, number of calls, fee submitted and fee code. The fields queried in CHMIS included diagnostic code, number of patients and regular minutes (the other fields with time data held virtually no data). These tables were labelled "\*\*\*xsum1" or "cs\*\*sum1".
6. The tables of total common records from these queries were sorted by unique diagnostic code. For CHMIS, the total number of patients and total regular minutes for each treatment code were calculated. For Medicare, the total number of call and total fees submitted were calculated. These tables were labelled "\*\*\*xsum2" or "cs\*\*sum2".
7. These tables were transferred to Quattro Pro 5.0.
8. Calculations of average minutes per service, average dollars per service, average fee per service, and nursing costs as a percentage of physician fees were performed.
9. The results of these calculations were tabulated and appear in this study.
10. The computer files for this project have been archived under the name "NOGAP.H59", with Health Management Systems, Finance Division, Department of Health.

**TABLE A:**

**Labour Cost of Treatments, listed by ICD-9 code, in descending order of treatments performed most often by nurses at healthcentres.**

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 88/89 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres										
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS					
Code	# Serv	Tot	Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	NIP
460.	55	422		7.67	3.42	460.	1	25.50	25.50	1 3.4%
463.	39	474		12.15	5.41	463.	2	52.00	26.00	20.8%
525.9	30	271		9.03	4.02	525.9	2	52.00	26.00	1 5.5%
465.9	27	479		17.74	7.90	465.9	3	74.40	24.80	31.9%
789.0	26	498		19.15	8.53	789.0	5	154.20	30.84	27.7%
616.10	24	456		19.00	8.46	616.10	1	25.50	25.50	33.2%
382.9	24	433		18.04	8.04	382.9	3	66.90	22.30	36.0%
599.0	24	413		17.21	7.67	599.0	2	52.00	26.00	29.5%
496.	23	380		16.52	7.36	496.	3	129.10	43.03	17.1%
428.0	23	372		16.17	7.21	428.0	4	206.90	51.73	1 3.9%
786.50	23	518		22.52	10.03	786.50	1	25.50	25.50	39.3%
564.0	22	398		18.09	8.06	564.0	2	52.00	26.00	31.0%
305.0	21	471		22.43	9.99	305.0	3	72.70	24.23	41.2%
716.9	21	362		17.24	7.68	716.9	6	186.40	31.07	24.7%
558.9	21	456		21.71	9.67	558.9	1	25.50	25.50	37.9%
780.3	20	416		20.80	9.27	780.3	4	155.60	38.90	23.89%
692.9	20	352		17.60	7.84	692.9	3	87.10	29.03	27.0%
300.00	20	431		21.55	9.60	300.00	1	25.50	25.50	37.6%
311.	20	425		21.25	9.47	311.	4	125.30	31.33	30.2%
381.4	20	388		19.40	8.64	381.4	2	42.00	21.00	41.2%
682.9	20	397		19.85	8.84	682.9	1	25.50	25.50	34.7%

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 89/90 Fiscal Year									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv1	Code	# Serv	Tot Fees	Ave \$/Serv	N/P1
465.9	1535	27773	18.09	9.76	465.9	4	168.2	42.05	23.2%
463.	1305	24153	18.51	9.98	463.	3	92.1	30.70	32.5%
716.9	1032	19011	18.42	9.94	716.9	1	26.5	26.60	37.5%
496.	848	14804	17.46	9.42	496.	1	27.6	27.60	34.1%
382.9	834	14437	17.31	9.34	382.9	5	204.7	40.94	22.8%
692.9	716	12975	18.12	9.77	692.9	3	92.1	30.70	31.8%
616.10	596	11771	19.75	10.65	616.10	1	27.6	27.60	38.6%
462.	484	8577	17.72	9.56	462.	2	54.1	27.05	36.3%
522.5	305	5969	19.57	10.56	522.5	1	26.5	26.50	39.6%
780.3	305	5845	19.16	10.34	780.3	1	26.5	26.50	39.0%
401.9	298	5338	17.91	9.66	401.9	1	27.6	27.60	35.0%
490.	296	5809	19.63	10.58	490.	3	92.1	30.70	34.5%
883.0	276	5179	18.76	10.12	883.0	1	27.6	27.60	36.7%
782.1	243	4551	18.73	10.10	782.1	1	27.6	27.60	36.6%
684.	225	4289	19.06	10.28	684.	1	27.6	27.60	37.2%
564.0	216	3377	15.63	8.43	564.0	1	26.5	26.50	31.8%
682.9	206	4355	21.14	11.40	682.9	1	38	38.00	30.0%
133.0	190	3761	19.79	10.68	133.0	1	26.5	26.50	40.3%
486.	180	3983	22.13	11.93	486.	1	26.5	26.50	45.0%
786.50	170	3299	19.41	10.47	786.50	1	76.1	76.10	13.8%
686.9	159	3180	20.00	10.79	686.9	2	54.1	27.05	39.9%
493.9	149	2856	19.17	10.34	493.9	2	108.5	54.25	19.1%
521.0	138	2902	21.03	11.34	521.0	14	360.6	25.76	44.0%
958.3	135	2632	19.50	10.52	958.3	1	26.5	26.50	39.7%
380.10	124	2109	17.01	9.17	380.10	1	27.6	27.60	33.2%
959.7	120	2500	20.83	11.24	959.7	2	54.1	27.05	41.5%
380.4	83	1524	18.36	9.90	380.4	1	27.6	27.60	35.9%
078.1	80	1543	19.29	10.40	078.1	1	27.6	27.60	37.7%
873.0	69	1412	20.46	11.04	873.0	1	76.1	76.10	14.5%
466.0	66	1192	18.06	9.74	466.0	1	26.5	26.50	36.8%
691.0	63	1024	16.25	8.77	691.0	1	26.5	26.50	33.1%
921.9	49	1017	20.76	11.19	921.9	1	27.6	27.60	40.6%
079.9	48	869	18.10	9.76	079.9	1	26.5	26.50	36.8%
127.4	48	830	17.29	9.33	127.4	1	54.9	54.90	17.0%
706.2	46	890	19.35	10.43	706.2	1	26.5	26.50	39.4%
274.9	41	809	19.73	10.64	274.9	1	26.5	26.50	40.2%
680.9	36	653	18.14	9.78	680.9	1	27.6	27.60	35.4%
381.4	34	627	18.44	9.95	381.4	1	26.5	26.50	37.5%
991.3	32	413	12.91	6.96	991.3	1	76.1	76.10	9.1%
977.9	32	575	17.97	9.69	977.9	1	76.1	76.10	12.7%
703.0	26	475	18.27	9.85	703.0	1	27.6	27.60	35.7%
289.3	25	543	21.72	11.71	289.3	2	54.1	27.05	43.3%
464.0	24	354	14.75	7.96	464.0	1	26.5	26.50	30.0%

Inuvik Region Community HealthCentres: Salaries/Benefits/Hours, 91 /92 Fiscal Year. Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv1	Code	# Serv	Tot Fees	Ave \$/Serv	N/P1
789.0	589	13436	22.81	10.18	789.0	1	30.40	30.40	33.5%
616.10	374	7804	20.87	9.31	616.10	1	30.40	30.40	30.6%
682.9	215	4893	22.76	10.16	682.9	1	42.70	42.70	23.8%
486.	156	3724	23.87	10.65	486.	2	46.50	23.25	45.8%
295.9	132	2458	18.62	8.31	295.9	1	30.40	30.40	27.3%
729.5	114	2230	19.56	8.73	729.5	2	72.40	36.20	24.1%
346.9	99	2266	22.89	10.22	346.9	1	42.00	42.00	24.3%
112.1	92	1848	20.09	8.97	112.1	1	30.40	30.40	29.5%
844.9	55	1247	22.67	10.12	844.9	1	133.90	133.90	7.6%
455.6	50	1025	20.50	9.15	455.6	1	57.40	57.40	15.9%
944.00	24	517	21.54	9.61	944.00	1	16.10	16.10	59.7%
922.1	23	490	21.30	9.51	922.1	1	30.40	30.40	31.3%

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 92/93 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	NIP
382.4	29	527	18.17	8.05	382.4	1	30.40	30.40	26.6%
599.0	27	488	18.07	8.01	599.0	1	30.40	30.40	26.3%
311.	26	523	20.12	8.91	311.	2	0.00	0.00	n/a
780.6	26	536	20.62	9.14	780.6	1	30.40	30.40	30.1%
789.0	26	603	23.19	10.28	789.0	1	30.40	30.40	33.8%
716.9	25	430	17.20	7.62	716.9	1	30.40	30.40	25.1%
465.9	25	423	16.92	7.50	465.9	2	114.40	57.20	13.1%
463.	24	439	18.29	8.11	463.	1	30.40	30.40	26.7%
519.8	24	406	16.92	7.50	519.8	1	30.40	30.40	24.7%
692.9	24	438	18.25	8.09	692.9	1	30.40	30.40	26.6%
558.9	23	438	19.04	8.44	558.9	1	30.40	30.40	27.8%
382.9	23	431	18.74	8.30	382.9	1	30.40	30.40	27.3%
616.10	22	438	19.91	8.82	616.10	1	30.40	30.40	29.0%
300.00	22	445	20.23	8.96	300.00	1	30.40	30.40	29.5%
724.5	22	371	16.86	7.47	724.5	1	30.40	30.40	24.6%
715.9	21	370	17.62	7.81	715.9	1	30.40	30.40	25.7%
466.1	21	460	21.90	9.71	466.1	1	30.40	30.40	31.9%
490.	21	370	17.62	7.81	490.	1	30.40	30.40	25.7%
496.	21	341	16.24	7.20	496.	1	30.40	30.40	23.7%
564.0	21	393	18.71	8.29	564.0	1	30.40	30.40	27.3%
462.	21	355	16.90	7.49	462.	1	30.40	30.40	24.6%
787.0	20	433	21.65	9.59	787.0	1	30.40	30.40	31.6%
487.1	20	360	18.00	7.98	487.1	1	30.40	30.40	26.2%
883.0	20	433	21.65	9.59	883.0	1	30.40	30.40	31.6%

**TABLE B:**

**Labour Cost of Treatments, listed by ICD-9 code, in descending numerical order.**

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 88/89 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	N/P
011.9	4	49	12.25	5.46	011.9	1	25.50	25.50	21.4%
034.0	14	207	14.79	6.59	034.0	2	52.00	26.00	25.3%
052.9	14	209	14.93	6.65	052.9	2	52.00	26.00	25.6%
054.2	1	20	20.00	8.91	054.2	1	25.50	25.50	34.9%
078.0	3	38	12.67	5.64	078.0	1	25.50	25.50	22.1%
078.1	10	181	18.10	8.06	078.1	2	52.00	26.00	31.0%
079.9	10	170	17.00	7.57	079.9	1	26.50	26.50	28.6%
091.3	2	35	17.50	7.80	091.3	1	25.50	25.50	30.6%
099.4	10	215	21.50	9.58	099.4	1	25.50	25.50	37.6%
110.5	2	30	15.00	6.68	110.5	1	25.50	25.50	26.2%
112.0	13	138	10.62	4.73	112.0	1	25.50	25.50	18.5%
112.1	11	207	18.82	8.38	112.1	1	25.50	25.50	32.9%
112.9	9	116	12.89	5.74	112.9	1	25.50	25.50	22.5%
132.9	3	60	20.00	8.91	132.9	1	25.50	25.50	34.9%
133.0	15	237	15.80	7.04	133.0	1	25.50	25.50	27.6%
199.1	2	55	27.50	12.25	199.1	1	25.50	25.50	48.0%
203.0	1	20	20.00	8.91	203.0	1	25.50	25.50	34.9%
242.9	5	82	16.40	7.31	242.9	1	25.50	25.50	28.7%
244.9	7	126	18.00	8.02	244.9	1	25.50	25.50	31.4%
250.0	6	88	14.67	6.53	250.0	1	25.50	25.50	25.6%
268.0	1	10	10.00	4.46	268.0	1	25.50	25.50	17.5%
274.9	8	165	20.63	9.19	274.9	1	25.50	25.50	36.0%
278.0	8	75	9.38	4.18	278.0	1	25.50	25.50	16.4%
285.9	5	81	16.20	7.22	285.9	1	25.50	25.50	28.3%
287.0	1	20	20.00	8.91	287.0	1	26.50	26.50	33.6%
289.3	9	205	22.78	10.15	289.3	1	25.50	25.50	39.6%
289.9	1	20	20.00	8.91	289.9	1	25.50	25.50	34.9%
295.9	14	268	19.14	8.53	295.9	11	192.00	17.45	48.9%
300.00	20	431	21.55	9.60	300.00	1	25.50	25.50	37.6%
300.9	7	137	19.57	8.72	300.9	1	25.50	25.50	34.2%
303.9	5	113	22.60	10.07	303.9	3	72.70	24.23	41.5%
305.0	21	471	22.43	9.99	305.0	3	72.70	24.23	41.2%
311.	20	425	21.25	9.47	311.	4	125.30	31.33	30.2%
312.1	2	30	15.00	6.68	312.1	2	49.00	24.50	27.3%
314.01	2	42	21.00	9.36	314.01	1	25.50	25.50	36.7%
315.39	1	20	20.00	8.91	315.39	1	25.50	25.50	34.9%

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 88/89 Fiscal Year									
Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	N/P
322.9	3	75	25.00	11.14	322.9	1	26.50	26.50	42.0%
342.9	6	81	13.50	6.01	342.9	1	25.50	25.50	23.6%
346.9	13	324	24.92	11.10	346.9	1	25.50	25.50	43.6%
351.0	5	120	24.00	10.69	351.0	2	78.30	39.15	27.3%
355.9	2	30	15.00	6.68	355.9	1	26.50	26.50	25.2%
366.9	5	81	16.20	7.22	366.9	1	25.50	25.50	28.3%
368.8	5	82	16.40	7.31	368.8	1	25.50	25.50	28.7%
370.00	4	75	18.75	8.35	370.00	1	25.50	25.50	32.8%
372.30	16	262	16.38	7.30	372.30	4	155.60	38.90	18.8%
380.10	12	173	14.42	6.42	380.10	1	25.50	25.50	25.2%
381.01	8	156	19.50	8.69	381.01	1	25.50	25.50	34.1%
381.4	20	388	19.40	8.64	381.4	2	42.00	21.00	41.2%
381.60	4	70	17.50	7.80	381.60	1	25.50	25.50	30.6%
382.9	24	433	18.04	8.04	382.9	3	66.90	22.30	36.0%
384.2	3	55	18.33	8.17	384.2	1	26.50	26.50	30.8%
384.20	8	101	12.63	5.62	384.20	1	25.50	25.50	22.1%
388.70	12	180	15.00	6.68	388.70	1	25.50	25.50	26.2%
389.9	9	123	13.67	6.09	389.9	2	52.00	26.00	23.4%
390.	4	73	18.25	8.13	390.	1	26.50	26.50	30.7%
401.9	14	287	20.50	9.13	401.9	2	52.00	26.00	35.1%
410.9	7	133	19.00	8.46	410.9	1	25.50	25.50	33.2%
411.1	1	20	20.00	8.91	411.1	1	25.50	25.50	34.9%
413.9	9	130	14.44	6.44	413.9	1	25.50	25.50	25.2%
414.0	3	48	16.00	7.13	414.0	2	76.30	38.15	18.7%
424.0	2	40	20.00	8.91	424.0	1	50.80	50.80	17.5%
427.0	6	83	13.83	6.16	427.0	1	25.50	25.50	24.2%
427.31	8	151	18.88	8.41	427.31	2	76.30	38.15	22.0%
428.0	23	372	16.17	7.21	428.0	4	206.90	51.73	13.9%
429.9	6	108	18.00	8.02	429.9	1	26.30	26.30	30.5%
435.9	2	50	25.00	11.14	435.9	1	52.80	52.80	21.1%
436.	9	120	13.33	5.94	436.	3	129.10	43.03	13.8%
443.9	4	68	17.00	7.57	443.9	1	50.80	50.80	14.9%
454.9	4	75	18.75	8.35	454.9	2	76.30	38.15	21.9%
457.2	5	75	15.00	6.68	457.2	1	25.50	25.50	26.2%
460.	55	422	7.67	3.42	460.	1	25.50	25.50	13.4%
462.	19	329	17.32	7.71	462.	2	52.00	26.00	29.7%

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 88/89 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	N/P
463.	39	474	12.15	5.41	463.	2	52.00	26.00	20.8%
464.4	9	158	17.56	7.82	464.4	2	60.60	30.30	25.8%
465.9	27	479	17.74	7.90	465.9	3	74.40	24.80	31.9%
466.0	14	244	17.43	7.76	466.0	3	88.50	29.50	26.3%
466.1	19	358	18.84	8.39	466.1	1	25.50	25.50	32.9%
470.	3	80	26.67	11.88	470.	1	26.50	26.50	44.8%
471.9	2	33	16.50	7.35	471.9	1	25.50	25.50	28.8%
472.0	3	60	20.00	8.91	472.0	1	25.50	25.50	34.9%
473.9	6	106	17.67	7.87	473.9	1	25.50	25.50	30.9%
477.9	4	75	18.75	8.35	477.9	1	25.50	25.50	32.8%
478.1	8	101	12.63	5.62	478.1	1	25.50	25.50	22.1%
485.	11	262	23.82	10.61	485.	1	50.80	50.80	20.9%
486.	18	417	23.17	10.32	486.	2	76.30	38.15	27.1%
490.	19	318	16.74	7.46	490.	5	151.80	30.36	24.6%
493.9	17	402	23.65	10.53	493.9	1	26.50	26.50	39.8%
496.	23	380	16.52	7.36	496.	3	129.10	43.03	17.1%
511.0	6	116	19.33	8.61	511.0	1	25.50	25.50	33.8%
511.9	1	10	10.00	4.46	511.9	1	26.50	26.50	16.8%
519.1	5	70	14.00	6.24	519.1	1	25.50	25.50	24.5%
521.0	15	235	15.67	6.98	521.0	2	52.00	26.00	26.8%
522.5	16	246	15.38	6.85	522.5	1	25.50	25.50	26.9%
523.1	4	85	21.25	9.47	523.1	1	25.50	25.50	37.1%
524.6	1	20	20.00	8.91	524.6	1	25.50	25.50	34.9%
525.9	30	271	9.03	4.02	525.9	2	52.00	26.00	15.5%
528.0	10	171	17.10	7.62	528.0	2	52.00	26.00	29.3%
528.2	8	118	14.75	6.57	528.2	1	25.50	25.50	25.8%
528.5	4	100	25.00	11.14	528.5	1	25.50	25.50	43.7%
529.0	3	45	15.00	6.68	529.0	1	25.50	25.50	26.2%
530.1	6	150	25.00	11.14	530.1	1	25.50	25.50	43.7%
530.3	4	75	18.75	8.35	530.3	1	25.50	25.50	32.8%
532.9	7	137	19.57	8.72	532.9	1	25.50	25.50	34.2%
533.9	10	196	19.60	8.73	533.9	1	25.50	25.50	34.2%
535.5	18	334	18.56	8.27	535.5	2	52.00	26.00	31.8%
536.8	13	241	18.54	8.26	536.8	1	25.50	25.50	32.4%
550.9	6	132	22.00	9.80	550.9	1	25.50	25.50	38.4%

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 88/89 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres										
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS					
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	NIP	
553.21	1	10	10.00	4.46	553.21	1	50.80	50.80	8.8%	
555.9	1	30	30.00	13.37	555.9	1	25.50	25.50	52.4%	
558.9	21	456	21.71	9.67	558.9	1	25.50	25.50	37.9%	
564.0	22	398	18.09	8.06	564.0	2	52.00	26.00	31.0%	
565.0	1	20	20.00	8.91	565.0	1	25.50	25.50	34.9%	
569.3	7	136	19.43	8.66	569.3	1	26.50	26.50	32.7%	
577.0	2	16	8.00	3.56	577.0	1	25.50	25.50	14.0%	
581.9	6	80	13.33	5.94	581.9	1	25.50	25.50	23.3%	
583.9	6	133	22.17	9.88	583.9	1	25.50	25.50	38.7%	
590.80	11	189	17.18	7.65	590.80	2	52.00	26.00	29.4%	
595.9	13	270	20.77	9.25	595.9	1	25.50	25.50	36.3%	
597.8	5	115	23.00	10.25	597.8	1	25.50	25.50	40.2%	
599.0	24	413	17.21	7.67	599.0	2	52.00	26.00	29.5%	
599.7	8	124	15.50	6.91	599.7	2	52.00	26.00	26.6%	
601.9	3	70	23.33	10.40	601.9	1	28.50	26.50	39.2%	
608.9	1	20	20.00	8.91	608.9	1	25.50	25.50	34.9%	
610.0	1	20	20.00	8.91	610.0	1	25.50	25.50	34.9%	
611.0	9	169	18.78	8.37	611.0	1	25.50	25.50	32.8%	
611.71	6	105	17.50	7.80	611.71	1	25.50	25.50	30.6%	
611.72	10	139	13.90	6.19	611.72	1	25.50	25.50	24.3%	
611.9	1	10	10.00	4.46	611.9	1	25.50	25.50	17.6%	
614.9	17	353	20.76	9.25	614.9	1	25.50	25.50	36.3%	
615.9	1	22	22.00	9.80	615.9	1	25.50	25.50	38.4%	
616.0	9	186	20.67	9.21	616.0	2	52.00	26.00	35.4%	
616.10	24	456	19.00	8.46	616.10	1	25.50	25.50	33.2%	
616.8	1	10	10.00	4.46	616.8	1	25.50	25.50	17.5%	
618.0	2	21	10.50	4.68	618.0	1	25.50	25.50	18.3%	
620.2	4	87	21.75	9.69	620.2	1	25.50	25.50	38.0%	
623.8	13	331	25.46	11.34	623.8	1	25.50	25.50	44.5%	
625.6	1	10	10.00	4.46	625.6	1	25.50	25.50	17.6%	
625.9	4	95	23.75	10.58	625.9	1	25.50	25.50	41.5%	
626.0	13	163	12.54	5.59	626.0	2	52.00	26.00	21.5%	
626.2	10	221	22.10	9.85	626.2	1	25.50	25.50	38.6%	
626.4	3	65	21.67	9.65	626.4	1	25.50	25.50	37.9%	
627.2	5	61	12.20	5.44	627.2	1	25.50	25.50	21.3%	
627.3	3	43	14.33	6.39	627.3	1	25.50	25.50	25.0%	

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 88/89 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	N/P
628.9	6	79	13.17	5.87	628.9	2	60.60	30.30	1 9.4%
637.9	2	52	26.00	11.58	637.9	1	25.50	25.50	46.4%
650.	5	110	22.00	9.80	650.	3	42.00	14.00	70.0%
666.1	1	0	0.00	0.00	666.1	1	25.50	25.50	0.0%
681.02	7	121	17.29	7.70	681.02	1	25.50	25.50	30.2%
682.9	20	397	19.65	8.84	682.9	1	25.50	25.50	34.7%
684.	16	285	17.81	7,94	684.	2	52.00	26.00	30.5%
686.9	15	217	14.47	6.44	686.9	3	87.80	29.27	22.0%
692.9	20	352	17,60	7.84	692.9	3	87.10	29.03	27.0%
696.1	8	130	16.25	7.24	696.1	1	25.50	25.50	28.4%
696.3	1	30	30.00	13.37	696.3	1	25.50	25.50	52.4%
698.0	1	15	15.00	6.68	698.0	1	25.50	25.50	26.2%
698.9	8	96	12.00	5.35	698.9	1	25.50	25.50	21.0%
700.	2	30	15.00	6.68	700.	1	48.10	48.10	1 3.9%
703.0	7	130	18.57	8.27	703.0	1	48.10	48.10	17.2%
706.1	11	217	19.73	8.79	706.1	1	25.50	25.50	34.6%
706.2	8	156	19.50	8.69	706.2	5	195.30	39.06	22.2%
706.3	2	25	12.50	5.57	706.3	1	25.60	25.50	21.8%
707.1	6	120	20.00	8.91	707.1	1	50.80	50.80	1 7.5%
707.9	12	226	18.83	8.39	707.9	1	25.50	25.50	32.9%
708.9	7	117	16.71	7.45	708.9	1	25.50	25.50	29.2%
709.2	2	17	8.50	3.79	709.2	1	25.50	25.50	1 4.9%
709.8	4	75	18.75	8.35	709.8	1	25.50	25.50	32.8%
709.9	8	111	13.88	6.18	709.9	1	48.10	48.10	12.9%
714.0	11	193	17.55	7.82	714.0	3	102.80	34.27	22.8%
715.9	12	234	19.50	8.69	715.9	3	111.40	37.13	23.4%
716.9	21	362	17.24	7.68	716.9	6	186.40	31.07	24.7%
718.86	7	140	20.00	8.91	718.86	1	25.50	25.50	34.9%
719.07	3	80	26.67	11.88	719.07	1	25.50	25.50	45.6%
719.41	9	126	14.00	6.24	719.41	1	25.50	25.50	24.6%
719.42	5	102	20.40	9.09	719.42	1	25.50	25.50	35.6%
719.43	5	58	11.60	5.17	719.43	2	41,60	20.80	24.8%
719.45	11	172	15.64	6.97	719.45	2	76.30	36.15	18.3%
719.46	11	200	18.18	8.10	719.46	3	76.80	25.60	31.6%
719.47	5	105	21.00	9.36	719.47	1	25.50	25.50	36.7%
721.0	1	20	20.00	8.91	721.0	1	25.50	25.50	34.9%

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 88/89 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres										
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS					
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	N/P	
723.1	10	172	17.20	7.66	723.1	1	25.50	25.50	30.0%	
724.2	12	241	20.08	8.95	724.2	2	78.30	39.15	22.9%	
724.3	7	128	18.29	8.15	724.3	1	25.50	25.50	31.9%	
724.5	14	287	20.50	9.13	724.5	4	117.10	29.28	31.2%	
726.0	2	30	15.00	6.68	726.0	1	25.50	25.50	26.2%	
726.10	2	30	15.00	6.68	726.10	1	25.50	25.50	26.2%	
726.33	2	37	18.50	8.24	726.33	1	25.50	25.50	32.3%	
726.60	1	20	20.00	8.91	726.60	2	51.30	25.65	34.7%	
726.90	7	111	15.86	7.06	726.90	1	25.50	25.50	27.796	
727.41	5	82	16.40	7.31	727.41	1	25.50	25.50	28.7%	
727.43	3	45	15.00	6.68	727.43	1	25.50	25.50	26.2%	
728.85	10	172	17.20	7.66	728.85	1	25.50	25.50	30.0%	
729.0	5	82	16.40	7.31	729.0	1	25.50	25.50	28.7%	
729.1	7	107	15.29	6.81	729.1	3	111.40	37.13	18.3%	
729.2	6	82	13.67	6.09 U	729.2	1	25.50	25.50	23.9%	
729.5	8	148	18.50	8.24	729.5	1	25.50	25.50	32.3%	
729.81	6	123	20.50	9.13	729.81	1	25.50	25.50	35.8%	
729.82	6	96	16.00	7.13	729.82	1	25.50	25.50	28.0%	
733.99	7	173	24.71	11.01	733.99	1	25.50	25.50	43.2%	
737.30	1	22	22.00	9.80	737.30	2	60.60	30.30	32.3%	
745.4	8	103	12.88	5.74	745.4	2	52.00	26.00	22.1 %	
752.5	4	55	13.75	6.13	752.5	1	25.50	25.50	24.0%	
771.7	4	75	18.75	8.35	771.7	1	25.50	25.50	32.8%	
780.2	5	72	14.40	6.42	780.2	1	25.50	25.50	25.2%	
780.3	20	416	20.60	9.27	780.3	4	155.60	38.90	23.8%	
780.4	13	255	19.62	8.74	780.4	3	65.80	21.93	39.89(	
780.52	11	183	16.64	7.41	780.52	3	74.50	24.63	29.8%	
780.7	12	202	16.63	7.50	780.7	1	25.50	25.50	29.49(	
782.1	15	241	16.07	7.16	782.1	1	25.50	25.50	28.1 %	
782.2	6	78	13.00	5.79	782.2	1	35.80	35.80	16.2%	
782.3	6	160	26.67	11.88	782.3	1	25.50	25.50	46.6%	
782.4	5	68	13.60	6.06	782.4	1	25.50	25.50	23.89(	
783.2	6	95	15.83	7.05	783.2	2	52.00	26.00	27.19(	
763.3	1	20	20.00	8.91	783.3	1	25.50	25.50	34.9%	
783.4	3	60	20.00	8.91	783.4	1	25.50	25.50	34.9%	
784.0	17	311	18.29	8.15	784.0	2	52.00	26.00	31.3%	

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 88/89 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	NIP
784.2	4	67	16.75	7.46	784.2	1	25.50	25.50	29.3%
784.49	2	30	15.00	6.68	784.49	1	26.50	26.50	25.2%
784.7	13	240	18.46	8.22	784.7	2	95.90	47.95	17.2%
785.0	2	27	13.50	6.01	785.0	1	26.50	26.50	22.7%
785.1	7	163	23.29	10.37	785.1	1	25.50	25.50	40.7%1
785.2	2	23	11.50	5.12	785.2	2	52.00	26.00	19.7%1
785.6	9	173	19.22	8.56	785.6	1	25.50	25.50	33.6%
786.09	12	259	21.58	9.62	786.09	1	25.50	25.50	37.7%
786.2	13	176	13.54	6.03	786.2	2	52.00	26.00	23.2%
786.3	9	189	21.00	9.36	786.3	2	52.00	26.00	36.0%
786.50	23	518	22.52	10.03	786.50	1	25.50	25.50	39.3%
786.52	4	135	33.75	15.04	786.52	3	74.40	24.80	60.6%1
787.0	19	370	19.47	8.68	787.0	1	25.50	25.50	34.0%1
787.2	9	150	16.67	7.43	787.2	1	25.50	25.50	29.1%
788.1	7	95	13.57	6.05	788.1	1	25.50	25.50	23.7%
788.3	5	76	15.20	6.77	788.3	2	52.00	26.00	26.0%
789.0	26	498	19.15	8.53	789.0	5	154.20	30.84	27.7%
802.0	8	113	14.13	6.29	802.0	2	52.00	26.00	24.2%
807.0	11	255	23.18	10.33	807.0	1	25.50	25.50	40.5%
810.00	8	212	26.50	11.81	810.00	1	25.50	25.50	46.3%
813.83	1	25	25.00	11.14	813.83	1	32.00	32.00	34.8%
814.00	7	137	19.57	8.72	814.00	1	25.50	25.50	34.2%
815.00	12	315	26.25	11.69	815.00	2	57.50	28.75	40.7%
820.8	3	90	30.00	13.37	820.8	1	50.80	50.80	26.3%
823.80	7	89	12.71	5.66	823.80	1	25.50	25.50	22.2%
823.82	7	117	16.71	7.45	823.82	1	25.50	25.50	29.2%
824.2	3	52	17.33	7.72	824.2	1	32.00	32.00	24.1%
824.8	6	118	19.67	8.76	824.8	2	52.00	26.00	33.7%
825.29	1	0	0.00	0.00	825.29	1	25.50	25.50	0.0%
831.00	7	142	20.29	9.04	831.00	2	137.60	68.80	13.1%
840.9	7	132	18.86	8.40	840.9	1	25.50	25.50	32.9%
843.8	1	15	15.00	6.68	843.8	1	25.50	25.50	26.2%
844.2	2	65	32.50	14.48	844.2	1	25.50	25.50	56.8%
844.9	8	175	21.88	9.75	844.9	1	25.50	25.50	38.2%
845.00	15	351	23.40	10.42	845.00	1	25.50	25.50	40.9%1
845.10	6	132	22.00	9.80	845.10	1	25.50	25.50	38.4%

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 88/89 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	NIP
846.9	2	50	25.00	11.14	846.9	2	52.00	26.00	42.8%
847.0	6	105	17.50	7.80	847.0	1	25.50	25.50	30.6%
847.2	3	65	21.67	9.65	847.2	1	25.50	25.50	37.9%1
847.9	14	274	19.57	8.72	847.9	1	25.50	25.50	34.2%
848.8	12	270	22.50	10.02	848.8	1	25.50	25.50	39.3%
848.9	13	284	21.85	9.73	848.9	1	25.50	25.50	38.2%
854.0	11	244	22.18	9.88	854.0	1	25.50	25.50	38.8%
862.8	A	83	20.75	9.24	862.8	1	25.50	25.50	36.3%
874.2	1	15	15.00	6.68	874.2	1	35.10	35.10	19.0%
879.8	15	330	22.00	9.80	879.8	3	86.10	28.70	34.1%
882.0	16	316	19.75	8.80	882.0	1	25.50	25.50	34.5%
883.1	1	45	45.00	20.05	883.1	1	25.50	25.50	78.6%
890.0	8	190	23.75	10.58	890.0	1	25.50	25.50	41.5%1
891.0	15	340	22.67	10.10	891.0	1	25.50	25.50	39.6%
1892.2	1	6	6.00	2.67	892.2	1	25.50	25.50	10.5961
918.1	7	180	25.71	11.46	918.1	1	25.50	25.50	44.9%
919.4	8	119	14.88	6.63	919.4	1	25.50	25.50	26.09(
919.5	8	107	13.38	5.96	919.5	1	25.50	25.50	23.49(
920.	12	228	19.00	8.46	920.	1	25.50	25.50	33.2%
921.9	10	192	19.20	8.55	921.9	2	82.00	41.00	20.99(
922.3	6	87	14.50	6.46	922.3	1	25.50	25.50	25.3%
923.3	5	115	23.00	10.25	923.3	1	25.50	25.50	40.2%
924.11	6	146	24.33	10.84	924.11	1	25.50	25.50	42.5%
924.9	9	126	14.00	6.24	924.9	1	25.50	25.50	24.5%
928.20	1	25	25.00	11.14	928.20	1	25.50	25.50	43.7%
955.9	7	119	17.00	7.57	955.9	1	25.50	25.50	29.7%
956.3	17	339	19.94	8.88	958.3	2	52.00	26.00	34.2%
959.0	12	217	18.08	8.06	959.0	1	25.50	25.50	31.6%
959.2	6	134	22.33	9.95	959.2	1	25.50	25.50	39.0%
959.3	5	98	19.60	8.73	959.3	1	25.50	25.50	34.2%
959.7	11	188	17.09	7.61	959.7	2	52.00	26.00	29.3%
996.3	16	315	19.69	8.77	995.3	1	25.50	25.50	34.4%

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 89/90 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIAN				
Code I	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	NIP
008.8	4	110	27.50	14.83	008.8	1	38	38.00	39.0%
078.0	15	233	15.53	8.38	078.0	1	26.5	26.50	31.6%
078.1	80	1543	19.29	10.40	078.1	1	27.6	27.60	37.7%
079.9	48	869	18.10	9.76	079.9	1	26.5	26.50	36.6%
117.9	7	116	16.57	8.94	117.9	1	26.5	26.50	33.7%
127.4	46	830	17.29	9.33	127.4	1	54.9	54.90	17.0%
133.0	190	3761	19.79	10.68	133.0	1	26.5	26.50	40.3%
274.9	41	809	19.73	10.64	274.9	1	26.5	26.50	40.2%
289.3	25	543	21.72	11.71	289.3	2	54.1	27.05	43.3%
353.0	1	20	20.00	10.79	353.0	1	27.6	27.60	39.1%
380.10	124	2109	17.01	9.17	380.10	1	27.6	27.60	33.2%
380.4	83	1524	18.36	9.90	380.4	1	27.6	27.60	35.9%
381.4	34	627	18.44	9.95	381.4	1	26.5	26.50	37.5%
382.9	834	14437	17.31	9.34	382.9	5	204.7	40.94	22.8%
401.9	298	5338	17.91	9.66	401.9	1	27.6	27.60	35.0%
462.	484	8577	17.72	9.56	462.	2	54.1	27.05	35.3%
463.	1305	24153	18.51	9.96	463.	3	92.1	30.70	32.5%
464.0	24	354	14.75	7.96	464.0	1	26.5	26.50	30.0%
465.9	1535	27773	18.09	9.76	465.9	4	168.2	42.05	23.2%
466.0	66	1192	18.06	9.74	466.0	1	26.5	26.50	36.6%
474.11	1	20	20.00	10.79	474.11	1	27.6	27.60	39.1%
486.	180	3983	22.13	11.93	486.	1	26.5	26.50	45.0%
490.	296	5809	19.63	10.58	490.	3	92.1	30.70	34.6%
493.9	149	2856	19.17	10.34	493.9	2	108.5	54.25	19.1%
496.	848	14804	17.46	9.42	496.	1	27.6	27.60	34.1%
521.0	138	2902	21.03	11.34	521.0	14	360.6	25.76	44.0%
522.5	305	5969	19.57	10.56	522.5	1	26.5	26.50	39.8%
564.0	216	3377	15.63	8.43	564.0	1	26.5	26.50	31.8%
598.9	1	20	20.00	10.79	598.9	1	27.6	27.60	39.1%
616.10	596	11771	19.75	10.65	616.10	1	27.6	27.60	38.6%
680.9	36	653	18.14	9.78	680.9	1	27.6	27.60	35.4%
682.9	206	4355	21.14	11.40	682.9	1	38	38.00	30.0%
684.	225	4289	19.06	10.28	684.	1	27.6	27.60	37.2%

Inuvik Region Community Health Centres:Salaries/Benefits/Hours, 89/90 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	NIP
686.9	159	3180	20.00	10.79	686.9	2	54.1	27.05	39.9%
691.0	63	1024	16.25	8.77	691.0	1	26.5	26.50	33.1%
691.8	4	58	14.50	7.82	691.8	1	26.5	26.50	29.5%
692.9	716	12975	18.12	9.77	692.9	3	92.1	30.70	31.8%
703.0	26	475	18.27	9.85	703.0	1	27.6	27.60	35.7%
706.2	46	890	19.35	10.43	706.2	1	26.5	26.50	39.4%
716.9	1032	19011	18.42	9.94	716.9	1	26.5	26.50	37.5%
723.5	9	215	23.89	12.88	723.5	1	26.5	26.50	48.6%
726.32	9	165	18.33	9.89	726.32	1	27.6	27.60	35.8%
727.43	1	15	15.00	8.09	727.43	1	27.6	27.60	29.3%
728.9	1	30	30.00	16.18	728.9	1	27.6	27.60	58.6%
729.0	2	30	15.00	8.09	729.0	1	26.5	26.50	30.5%
729.1	10	185	18.50	9.98	729.1	1	26.5	26.50	37.7%
733.99	19	349	18.37	9.91	733.99	1	27.6	27.60	35.9%
780.2	11	247	22.45	12.11	780.2	1	27.6	27.60	43.9%
780.3	305	5845	19.16	10.34	780.3	1	26.5	26.50	39.0%
781.0	8	190	23.75	12.81	781.0	1	27.6	27.60	46.4%
782.1	243	4551	18.73	10.10	782.1	1	27.6	27.60	36.6%
783.4	10	212	21.20	11.43	783.4	1	26.5	26.50	43.1%
784.2	14	280	20.00	10.79	784.2	1	26.5	26.50	40.7%
785.2	4	65	16.25	8.76	785.2	1	27.6	27.60	31.8%
786.50	170	3299	19.41	10.47	786.50	1	76.1	76.10	13.8%
788.0	4	115	28.75	15.51	788.0	1	27.6	27.60	56.2%
826.0	6	180	30.00	16.18	826.0	1	27.6	27.60	58.6%
873.0	69	1412	20.46	11.04	873.0	1	76.1	76.10	14.6%
874.8	2	55	27.50	14.83	874.8	1	27.6	27.60	53.7%
883.0	276	5179	18.76	10.12	883.0	1	27.6	27.60	36.7%
921.9	49	1017	20.76	11.19	921.9	1	27.6	27.60	40.6%
932.	11	258	23.45	12.65	932.	1	14	14.00	90.4%
958.3	135	2632	19.50	10.52	958.3	1	26.5	26.50	39.7%
959.7	120	2500	20.83	11.24	959.7	2	54.1	27.05	41.5%
977.9	32	575	17.97	9.69	977.9	1	76.1	76.10	12.7%
991.1	9	176	19.56	10.55	991.1	1	27.6	27.60	38.2%
991.3	32	413	12.91	6.96	991.3	1	76.1	76.10	9.1%
V30.0	2	20	10.00	5.39	V30.0	2	59.6	29.80	18.1%

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 91 /92 Fiscal Year.									
Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	NIP
112.1	92	1848	20.09	8.97	112.1	1	30.40	30.40	29.5%
295.9	132	2458	18.62	8.31	295.9	1	30.40	30.40	27.3%
300.0	1	10	10.00	4.46	300.0	1	42.00	42.00	10.6%
346.9	99	2266	22.89	10.22	346.9	1	42.00	42.00	24.3%
373.2	5	106	21.20	9.46	373.2	2	151.30	75.65	12.5%
455.6	50	1025	20.50	9.15	455.6	1	57.40	57.40	15.9%
472.0	7	163	23.29	10.39	472.0	1	30.40	30.40	34.2%
486.	156	3724	23.87	10.65	486.	2	46.50	23.25	45.8%
564.1	9	207	23.00	10.27	564.1	1	77.80	77.80	13.2%
578.9	15	345	23.00	10.27	578.9	1	167.80	167.80	6.1%
616.10	374	7804	20.87	9.31	616.10	1	30.40	30.40	30.6%
625.9	3	35	11.67	5.21	625.9	1	63.00	63.00	8.3%
628.9	5	100	20.00	8.93	628.9	1	96.00	96.00	9.3%
682.9	215	4893	22.76	10.16	682.9	1	42.70	42.70	23.6%
728.9	8	192	24.00	10.71	728.9	1	77.80	77.80	13.8%
729.5	114	2230	19.56	8.73	729.5	2	72.40	36.20	24.1%
789.0	589	13436	22.81	10.18	789.0	1	30.40	30.40	33.5%
812.40	3	60	20.00	8.93	812.40	1	30.40	30.40	29.4%
844.9	55	1247	22.67	10.12	844.9	1	133.90	133.90	7.6%
922.1	23	490	21.30	9.51	922.1	1	30.40	30.40	31.3%
944.00	24	517	21.54	9.61	944.00	1	16.10	16.10	59.7%
944.20	5	175	35.00	15.62	944.20	1	84.00	84.00	18.6%

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 92/93 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	NIP
008.8	1	10	10.00	4.43	008.8	1	30.40	30.40	14.6%
052.9	8	115	14.38	6.37	052.9	1	30.40	30.40	21.0%
053.9	6	126	21.00	9.31	053.9	1	30.40	30.40	30.6%
054.9	10	190	19.00	8.42	054.9	1	30.40	30.40	27.7%
078.0	7	140	20.00	8.86	078.0	1	30.40	30.40	29.2%
078.1	9	129	14.33	6.35	078.1	1	30.40	30.40	20.9%
079.9	16	319	19.94	8.84	079.9	1	30.40	30.40	29.1%
112.0	13	177	13.62	6.03	112.0	1	30.40	30.40	19.6%
112.1	16	299	18.69	8.28	112.1	1	30.40	30.40	27.2%
214.9	2	42	21.00	9.31	214.9	1	30.40	30.40	30.6%
242.0	1	20	20.00	8.86	242.0	1	30.40	30.40	29.2%
242.9	1	20	20.00	8.86	242.9	1	30.40	30.40	29.2%
250.0	9	148	16.44	7.29	250.0	1	30.40	30.40	24.0%
250.00	15	251	16.73	7.42	250.00	1	30.40	30.40	24.4%
272.0	5	92	18.40	8.15	272.0	1	30.40	30.40	26.8%
274.9	9	189	21.00	9.31	274.9	1	30.40	30.40	30.6%
278.0	8	116	14.50	6.43	278.0	1	30.40	30.40	21.1%
285.9	5	75	15.00	6.65	285.9	1	30.40	30.40	21.9%
295.9	7	100	14.29	6.33	295.9	1	30.40	30.40	20.6%
300.00	22	445	20.23	8.96	300.00	1	30.40	30.40	29.5%
300.01	2	40	20.00	8.86	300.01	1	30.40	30.40	29.2%
303.9	2	50	25.00	11.08	303.9	1	30.40	30.40	36.4%
307.81	8	152	19.00	8.42	307.81	1	30.40	30.40	27.7%
308.9	7	175	25.00	11.08	308.9	1	30.40	30.40	36.4%
311.	26	523	20.12	8.91	311.	2	0.00	0.00	n/a
312.9	1	40	40.00	17.73	312.9	1	30.40	30.40	58.3%
314.01	3	25	8.33	3.69	314.01	1	30.40	30.40	12.1%
332.0	4	38	9.50	4.21	332.0	1	30.40	30.40	13.8%
345.9	8	123	15.38	6.81	345.9	1	30.40	30.40	22.4%
346.9	15	287	19.13	8.48	346.9	1	30.40	30.40	27.9%

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 92/93 Fiscal Year										
Labour Cost of Services, Nurses and Physicians, at Health Centres										
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS					
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	NIP	
354.0	4	98	24.50	10.86	354.0	1	30.40	30.40	35.7%	
354.2	2	35	17.50	7.76	354.2	1	30.40	30.40	25.5%	
360.00	5	88	17.60	7.80	360.00	1	30.40	30.40	25.7%	
364.3	2	20	10.00	4.43	364.3	1	30.40	30.40	14.6%	
366.9	4	48	12.00	5.32	366.9	1	30.40	30.40	17.5%	
368.13	7	124	17.71	7.85	368.13	1	30.40	30.40	25.8%	
368.8	3	41	13.67	6.06	368.8	1	30.40	30.40	19.9%	
372.30	17	315	18.53	8.21	372.30	1	30.40	30.40	27.0%	
372.40	2	70	35.00	15.51	372.40	1	30.40	30.40	51.0%	
373.2	2	30	15.00	6.65	373.2	1	30.40	30.40	21.9%	
374.84	2	30	15.00	6.65	374.84	1	30.40	30.40	21.9%	
376.01	2	40	20.00	8.86	376.01	2	91.10	45.56	19.5%	
378.9	2	17	8.50	3.77	378.9	1	30.40	30.40	12.4%	
379.91	3	45	15.00	6.65	379.91	1	30.40	30.40	21.9%	
379.99	1	20	20.00	8.86	379.99	1	30.40	30.40	29.2%	
380.10	15	284	18.93	8.39	380.10	1	30.40	30.40	27.6%	
380.4	16	310	19.38	8.59	380.4	1	30.40	30.40	28.2%	
382.4	29	527	18.17	8.05	382.4	1	30.40	30.40	26.5%	
382.9	23	431	18.74	8.30	382.9	1	30.40	30.40	27.3%	
384.20	14	204	14.57	6.46	384.20	1	30.40	30.40	21.2%	
388.30	3	45	15.00	6.65	388.30	1	30.40	30.40	21.9%	
388.60	3	43	14.33	6.35	388.60	1	30.40	30.40	20.9%	
388.70	10	180	18.00	7.98	388.70	1	30.40	30.40	26.2%	
389.9	8	121	15.13	6.70	389.9	1	30.40	30.40	22.0%	
401.9	13	262	20.15	8.93	401.9	2	91.10	45.55	19.6%	
411.1	1	20	20.00	8.86	411.1	1	30.40	30.40	29.2%	
413.9	14	298	21.29	9.43	413.9	1	30.40	30.40	31.0%	
414.9	3	45	15.00	6.65	414.9	1	30.40	30.40	21.9%	
426.4	1	20	20.00	8.66	426.4	1	30.40	30.40	29.2%	
427.31	5	100	20.00	8.86	427.31	1	30.40	30.40	29.2%	
427.89	3	58	19.33	8.57	427.89	1	60.70	60.70	14.1%	
427.9	6	90	15.00	6.65	427.9	1	30.40	30.40	21.9%	
428.0	15	241	16.07	7.12	428.0	1	30.40	30.40	23.4%	
451.2	1	20	20.00	8.86	451.2	1	30.40	30.40	29.2%	
454.9	4	73	18.25	8.09	454.9	1	30.40	30.40	26.6%	

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 92/93 Fiscal Year										
Labour Cost of Services, Nurses and Physicians, at Health Centres										
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS					
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	N/P	
455.6	11	182	16.55	7.33	455.6	1	30.40	30.40	24.1%	
462.	21	355	16.90	7.49	462.	1	30.40	30.40	24.6%	
463.	24	439	18.29	8.11	463.	1	30.40	30.40	26.7%	
465.9	25	423	16.92	7.50	465.9	2	114.40	57.20	13.1%	
466.1	21	460	21.90	9.71	466.1	1	30.40	30.40	31.9%	
472.0	10	130	13.00	5.76	472.0	1	30.40	30.40	19.0%	
473.9	7	100	14.29	6.33	473.9	1	30.40	30.40	20.8%	
478.1	14	247	17.64	7.82	478.1	1	30.40	30.40	25.7%	
486.	18	393	21.83	9.68	486.	1	30.40	30.40	31.8%	
487.1	20	360	18.00	7.98	487.1	1	30.40	30.40	26.2%	
490.	21	370	17.62	7.81	490.	1	30.40	30.40	25.7%	
493.9	18	350	19.44	8.62	493.9	1	30.40	30.40	26.3%	
496.	21	341	16.24	7.20	496.	1	30.40	30.40	23.7%	
518.3	3	60	20.00	8.86	518.3	1	30.40	30.40	29.2%	
518.8	2	50	25.00	11.08	518.8	1	30.40	30.40	36.4%	
519.1	5	68	13.60	6.03	519.1	1	30.40	30.40	19.6%	
519.8	24	406	16.92	7.50	519.8	1	30.40	30.40	24.7%	
522.5	18	341	18.94	8.40	522.5	1	30.40	30.40	27.6%	
528.9	7	121	17.29	7.66	528.9	1	30.40	30.40	25.2%	
530.1	9	167	18.56	8.22	530.1	1	30.40	30.40	27.1%	
530.3	2	35	17.50	7.76	530.3	1	30.40	30.40	25.5%	
533.9	12	196	16.33	7.24	533.9	1	30.40	30.40	23.8%	
535.5	17	324	19.06	8.45	535.5	1	30.40	30.40	27.8%	
536.8	13	206	15.85	7.02	536.8	1	30.40	30.40	23.1%	
1553.1	3	65	21.67	9.60	1553.1	1	30.40	30.40	31.6%	
553.21	1	10	10.00	4.43	553.21	1	30.40	30.40	14.6%	
553.3	4	88	22.00	9.75	553.3	1	30.40	30.40	32.1%	
558.9	23	436	19.04	8.44	558.9	1	30.40	30.40	27.8%	
562.11	4	73	18.25	8.09	562.11	1	30.40	30.40	26.6%	
564.0	21	393	18.71	8.29	564.0	1	30.40	30.40	27.3%	
564.1	3	65	21.67	9.60	564.1	1	30.40	30.40	31.6%	
569.42	2	52	26.00	11.52	569.42	1	30.40	30.40	37.9%	
569.49	1	45	45.00	19.94	569.49	1	30.40	30.40	65.6%	
575.1	6	107	17.83	7.90	575.1	1	30.40	30.40	26.0%	
575.9	5	102	20.40	9.04	575.9	1	30.40	30.40	29.7%	

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 92/93 Fiscal Year									
Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	NIP
577.0	2	30	15.00	6.65	577.0	1	30.40	30.40	21.9%
579.8	2	45	22.50	9.97	579.8	1	30.40	30.40	32.8%
597.80	11	239	21.73	9.63	597.80	1	30.40	30.40	31.7%
599.0	27	488	18.07	8.01	599.0	1	30.40	30.40	26.3%
599.7	12	200	16.67	7.39	599.7	1	30.40	30.40	24.3%
601.9	4	125	31.25	13.85	601.9	1	30.40	30.40	45.6%
603.9	2	36	18.00	7.98	603.9	1	30.40	30.40	26.2%
605.	2	17	8.50	3.77	605.	1	30.40	30.40	12.4%
608.9	5	110	22.00	9.75	608.9	1	30.40	30.40	32.1%
610.0	2	30	15.00	6.65	610.0	1	30.40	30.40	21.9%
610.1	3	65	21.67	9.60	610.1	1	30.40	30.40	31.6%
611.0	9	198	22.00	9.75	611.0	1	30.40	30.40	32.1%
611.71	11	204	18.55	8.22	611.71	1	30.40	30.40	27.0%
611.72	8	144	18.00	7.98	611.72	1	30.40	30.40	26.2%
614.9	12	290	24.17	10.71	614.9	1	30.40	30.40	35.2%
616.0	8	177	22.13	9.81	616.0	1	30.40	30.40	32.3%
616.10	22	438	19.91	8.82	616.10	1	30.40	30.40	29.0%
616.2	3	45	15.00	6.65	616.2	1	30.40	30.40	21.9%
617.9	1	20	20.00	8.86	617.9	1	30.40	30.40	29.2%
620.2	1	20	20.00	8.86	620.2	1	30.40	30.40	29.2%
625.0	1	30	30.00	13.30	625.0	1	30.40	30.40	43.7%
625.3	15	273	18.20	8.07	625.3	1	30.40	30.40	26.5%
625.6	6	108	18.00	7.98	625.6	1	30.40	30.40	26.2%
625.9	5	89	17.80	7.89	625.9	1	30.40	30.40	25.9%
626.0	12	194	16.17	7.16	626.0	1	30.40	30.40	23.6%
626.2	9	177	19.67	8.72	626.2	1	30.40	30.40	28.7%
626.9	8	223	27.88	12.35	626.9	1	30.40	30.40	40.6%
627.2	9	131	14.56	6.46	627.2	1	30.40	30.40	21.2%
628.9	3	55	16.33	8.12	628.9	1	30.40	30.40	26.7%
680.9	11	164	14.91	6.61	680.9	1	30.40	30.40	21.7%
682.0	2	60	30.00	13.30	682.0	1	30.40	30.40	43.7%
682.2	1	40	40.00	17.73	682.2	1	30.40	30.40	58.3%
682.6	5	165	33.00	14.62	682.6	1	30.40	30.40	48.1%
682.9	16	327	20.44	9.06	682.9	1	30.40	30.40	29.8%
684.	12	177	14.75	6.54	684.	1	30.40	30.40	21.5%

Inuvik Region Community Health Centres: Salaries\ Benefits/Hours, 92/93 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres										
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS					
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	N/P	
686.9	10	184	18.40	8.15	686.9	1	30.40	30.40	26.8%	
690.	5	82	16.40	7.27	690.	1	30.40	30.40	23.9%	
691.8	4	90	22.50	9.97	691.8	1	30.40	30.40	32.8%	
692.8	1	7	7.00	3.10	692.8	1	30.40	30.40	1 0.2%	
692.9	24	438	18.25	8.09	692.9	1	30.40	30.40	26.6%	
695.3	1	20	20.00	8.86	695.3	1	30.40	30.40	29.2%	
696.1	9	182	20.22	8.96	696.1	1	30.40	30.40	29.5%	
698.9	5	80	16.00	7.09	696.9	1	30.40	30.40	23.3%	
703.0	9	166	18.44	8.17	703.0	1	30.40	30.40	26.9%	
704.00	7	88	12.57	5.57	704.00	1	30.40	30.40	18.3%	
704.8	5	80	16.00	7.09	704.8	1	30.40	30.40	23.3%	
706.1	11	198	18.00	7.98	706.1	1	30.40	30.40	26.2%	
706.2	8	175	21.88	9.69	706.2	2	87.80	43.90	22.1 %	
709.2	1	15	15.00	6.65	709.2	1	30.40	30.40	21.99(	
709.9	6	93	15.50	6.87	709.9	1	30.40	30.40	22.69(	
714.0	7	160	22.86	10.13	714.0	1	30.40	30.40	33.3%	
715.9	21	370	17.62	7.81	715.9	1	30.40	30.40	25.79(	
716.9	25	430	17.20	7.62	716.9	1	30.40	30.40	25.1%	
719.02	3	60	20.00	8.86	719.02	1	30.40	30.40	29.2%	
719.06	3	37	12.33	5.47	719.06	1	30.40	30.40	18.0%	
719.07	1	6	6.00	2.66	719.07	1	30.40	30.40	8.7%	
719.41	12	222	18.50	8.20	719.41	1	30.40	30.40	27.0%	
719.42	4	130	32.50	14.40	719.42	1	30.40	30.40	47.4%	
719.43	6	117	19.50	8.64	719.43	1	30.40	30.40	28.4%	
719.45	10	185	18.50	8.20	719.45	1	30.40	30.40	27.0%	
719.46	12	252	21.00	9.31	719.46	2	91.10	45.55	20.4%	
719.58	1	5	5.00	2.22	719.58	1	30.40	30.40	7.3%	
720.0	2	45	22.50	9.97	720.0	1	30.40	30.40	32.8%	
720.2	2	35	17.50	7.76	720.2	1	30.40	30.40	25.5%	
722.90	2	40	20.00	8.66	722.90	1	30.40	30.40	29.2%	
723.1	6	108	18.00	7.98	723.1	1	30.40	30.40	26.2%	
723.4	2	45	22.50	9.97	723.4	1	30.40	30.40	32.8%	
724.2	19	314	16.53	7.32	724.2	1	30.40	30.40	24.1%	
724.5	22	371	16.86	7.47	724.5	1	30.40	30.40	24.6%	
726.0	2	20	10.00	4,43	726.0	1	30.40	30.40	14.6%	

Inuvik Region community Health Centres: Salaries/Benefits/Hours, 92/93 Fiscal Year									
Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	N/P
726.32	4	75	18.75	8.31	726.32	1	30.40	30.40	27.3%
726.5	2	22	11.00	4.87	726.5	1	30.40	30.40	16.0%
726.70	1	20	20.00	8.86	726.70	1	30.40	30.40	29.2%
726.90	6	135	16.88	7.48	<b>726.90</b>	1	<b>30.40</b>	<b>30.40</b>	<b>24.6%</b>
727.1	2	50	25.00	11.08	<b>727.1</b>	1	<b>30.40</b>	<b>30.40</b>	<b>36.4%</b>
727.3	5	80	16.00	7.09	<b>727.3</b>	1	<b>30.40</b>	<b>30.40</b>	<b>23.3%</b>
727.43	2	50	25.00	11.08	<b>727.43</b>	1	<b>30.40</b>	<b>30.40</b>	<b>36.4%</b>
728.71	1	20	20.00	8.86	<b>728.71</b>	1	<b>30.40</b>	<b>30.40</b>	<b>29.2%</b>
728.85	9	148	16.44	7.29	<b>728.85</b>	1	<b>30.40</b>	<b>30.40</b>	<b>24.0%</b>
729.1	7	115	16.43	7.28	<b>729.1</b>	1	<b>30.40</b>	<b>30.40</b>	<b>23.9%</b>
729.5	12	195	16.25	7.20	<b>729.5</b>	1	<b>30.40</b>	<b>30.40</b>	<b>23.7%</b>
733.99	8	164	20.50	9.08	<b>733.99</b>	1	<b>30.40</b>	<b>30.40</b>	<b>29.9%</b>
734.	1	10	10.00	4.43	<b>734.</b>	1	<b>30.40</b>	<b>30.40</b>	<b>14.6%</b>
736.70	1	10	10.00	4.43	<b>736.70</b>	1	<b>30.40</b>	<b>30.40</b>	<b>14.6%</b>
736.89	1	45	45.00	19.94	<b>736.89</b>	1	<b>30.40</b>	<b>30.40</b>	<b>65.6%</b>
780.2	5	77	15.40	6.82	<b>780.2</b>	1	<b>30.40</b>	<b>30.40</b>	<b>22.4%</b>
<b>780.3</b>	12	272	22.67	10.05	<b>780.3</b>	1	<b>30.40</b>	<b>30.40</b>	<b>33.0%</b>
<b>780.4</b>	15	285	19.00	8.42	<b>780.4</b>	1	<b>30.40</b>	<b>30.40</b>	<b>27.7%</b>
<b>780.6</b>	26	536	20.62	9.14	<b>780.6</b>	1	<b>30.40</b>	<b>30.40</b>	<b>30.1%</b>
<b>780.7</b>	17	304	17.88	7.92	<b>780.7</b>	1	<b>30.40</b>	<b>30.40</b>	<b>26.1%</b>
<b>782.0</b>	6	110	18.33	8.12	<b>782.0</b>	1	<b>30.40</b>	<b>30.40</b>	<b>26.7%</b>
<b>782.1</b>	16	288	18.00	7.98	<b>782.1</b>	1	<b>30.40</b>	<b>30.40</b>	<b>26.2%</b>
<b>782.3</b>	6	135	22.50	9.97	<b>782.3</b>	1	<b>30.40</b>	<b>30.40</b>	<b>32.8%</b>
<b>783.2</b>	8	146	18.25	8.09	<b>783.2</b>	1	<b>30.40</b>	<b>30.40</b>	<b>26.6%</b>
<b>783.4</b>	5	75	15.00	6.65	<b>783.4</b>	1	<b>30.40</b>	<b>30.40</b>	<b>21.9%</b>
<b>784.0</b>	18	330	18.33	8.12	<b>784.0</b>	1	<b>30.40</b>	<b>30.40</b>	<b>26.7%</b>
<b>784.49</b>	1	11	11.00	4.87	<b>784.49</b>	1	<b>30.40</b>	<b>30.40</b>	<b>16.0%</b>
<b>784.7</b>	14	249	17.79	7.88	<b>784.7</b>	1	<b>30.40</b>	<b>30.40</b>	<b>25.9%</b>
<b>784.9</b>	2	60	30.00	13.30	<b>784.9</b>	1	<b>30.40</b>	<b>30.40</b>	<b>43.7%</b>
<b>785.1</b>	6	105	17.50	7.76	<b>785.1</b>	1	<b>30.40</b>	<b>30.40</b>	<b>25.5%</b>
<b>785.6</b>	7	94	13.43	5.95	<b>785.6</b>	1	<b>30.40</b>	<b>30.40</b>	<b>19.6%</b>
<b>786.01</b>	3	48	16.00	7.09	<b>786.01</b>	1	<b>30.40</b>	<b>30.40</b>	<b>23.3%</b>
<b>786.09</b>	16	328	20.50	9.08	<b>786.09</b>	1	<b>30.40</b>	<b>30.40</b>	<b>29.9%</b>
786.2	15	214	14.27	6.32	<b>786.2</b>	1	<b>30.40</b>	<b>30.40</b>	<b>20.8%</b>
<b>786.50</b>	19	337	17.74	7.86	<b>786.50</b>	2	<b>91.10</b>	<b>45.55</b>	<b>17.3%</b>

Inuvik Region Community Health Centres: Salaries/Benefits/Hours, 92/93 Fiscal Year Labour Cost of Services, Nurses and Physicians, at Health Centres									
SERVICES PROVIDED BY NURSES					SERVICES PROVIDED BY PHYSICIANS				
Code	# Serv	Tot Min	Ave Min/Serv	Ave \$/Serv	Code	# Serv	Tot Fees	Ave \$/Serv	N/P
786.52	10	198	19.80	8.77	786.52	1	30.40	30.40	28.9%
787.0	20	433	21.65	9.59	787.0	1	30.40	30.40	31.6%
787.1	8	136	17.00	7.53	787.1	1	30.40	30.40	24.8%
787.2	4	86	21.50	9.53	787.2	1	30.40	30.40	31.3%
788.0	8	167	20.88	9.25	788.0	1	30.40	30.40	30.4%
788.3	9	178	19.78	8.76	788.3	1	30.40	30.40	28.8%
788.4	8	149	18.63	8.25	788.4	1	30.40	30.40	27.2%
789.0	26	603	23.19	10.28	789.0	1	30.40	30.40	33.8%
790.6	4	72	18.00	7.98	790.6	1	30.40	30.40	26.2%
802.0	7	116	16.57	7.34	802.0	1	30.40	30.40	24.2%
815.00	8	182	22.75	10.08	815.00	1	30.40	30.40	33.2%
831.00	7	162	23.14	10.26	831.00	1	30.40	30.40	33.7%
834.00	2	50	25.00	11.08	834.00	1	30.40	30.40	36.4%
842.00	8	186	23.25	10.30	842.00	1	30.40	30.40	33.9%
842.10	10	215	21.50	9.53	842.10	1	30.40	30.40	31.3%
845.00	11	251	22.82	10.11	845.00	1	30.40	30.40	33.3%
847.0	6	140	23.33	10.34	847.0	1	30.40	30.40	34.0%
847.2	1	25	25.00	11.08	847.2	1	30.40	30.40	36.4%
847.9	14	229	16.36	7.25	847.9	2	114.40	57.20	12.7%
848.9	13	285	21.92	9.72	848.9	1	30.40	30.40	32.0%
866.01	2	60	30.00	13.30	866.01	1	30.40	30.40	43.7%
873.42	13	339	26.08	11.56	873.42	1	30.40	30.40	38.0%
882.0	16	303	18.94	8.39	882.0	1	30.40	30.40	27.6%
883.0	20	433	21.65	9.59	883.0	1	30.40	30.40	31.6%
923.11	3	63	21.00	9.31	923.11	1	30.40	30.40	30.6%
958.3	17	334	19.65	8.71	958.3	1	30.40	30.40	28.6%
959.1	13	275	21.15	9.37	959.1	1	30.40	30.40	30.8%
959.2	7	146	20.86	9.24	959.2	1	30.40	30.40	30.4%
959.3	9	194	21.56	9.55	959.3	1	30.40	30.40	31.4%
959.7	10	273	27.30	12.10	959.7	1	30.40	30.40	39.8%
959.9	6	120	20.00	8.86	959.9	1	30.40	30.40	29.2%
995.3	19	410	21.58	9.56	995.3	1	30.40	30.40	31.5%
995.5	1	10	10.00	4.43	995.5	1	155.20	155.20	2.9%
998.2	1	15	15.00	6.65	998.2	1	30.40	30.40	21.9%
998.5	6	135	22.50	9.97	998.5	1	30.40	30.40	32.8%

DR. OTTO SCHAEFER HEALTH LIBRARY