# Supplementary material

## Supplementary table 1: Earnings and percentage distribution between CAP and FFS by earning group, 2021

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | All self-employed | Low earning GPs (1st quartile) | Middle earning GPs (2nd and 3rd quartile) | High earning GPs (4th quartile) |
|  | Annual earnings | %  | Earnings per list patient  | Annual earnings | % | Earnings per list patient  | Annual earnings | % | Earnings per list patient  | Annual earnings | % | Earnings per list patient  |
| CAP+FFS | 2778648 |  | 2331 | 1930200 |  | 2093 | 2669831 |  | 2285 | 3843327 |  | 2661 |
| CAP | 714656 | 26 | 594 | 577525 | 30 | 605 | 710548 | 27 | 595 | 859776 | 22 | 581 |
| FFS | 2063992 | 74 | 1738 | 1352675 | 70 | 1488 | 1959283 | 73 | 1691 | 2983551 | 78 | 2081 |

## Supplementary table 2: Fees where low earning GPs earn more per list patient than high earning GPs, 2021.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Fee information (1) |  |  | Self-employed (2)  | Fixed salary (3) |
| (1a)Fee name |  (1b)Fee code | (1c)Fee claim | (2a) All self-employed | (2b)**Low earning GPs** (1st quartile) | (2c)**Middle earning GPs** (2nd and 3rd quartile) | (2d)**High earning GPs** (4th quartile) | (2e)Difference between high-and low earning GPs | (2f)Percent of difference attributed to the fee |
| Fee earnings per list patient | Fee earnings per list patient | Fee earnings per list patient | Fee earnings per list patient | Fee earnings per list patient  |  Percent | Earnings per list patient |
| Simple patient contact, daytime | 1AD | 73 | 20 | 24 | 20 | 17 | -7 | 41,18 | 47 |
| Covid-19 antigen test | 701H | 60 | 1 | 3 | 0 | 0 | -3 | 17,65 | 8 |
| Gynecological examination | 103B | 90 | 4 | 5 | 4 | 3 | -2 | 11,76 | 5 |
| Sample collection for external requester | 1AD2 | 73 | 2 | 3 | 2 | 1 | -2 | 11,76 | 3 |
| Simple patient contact, evening | 1AK | 91 | 0 | 1 | 0 | 0 | -1 | 5,88 | 0 |
| Completing sick leave for patient.  | 1H | 69 | 2 | 3 | 2 | 2 | -1 | 5,88 | 2 |
| Dialogue meeting with social welfare services | L36 | 613 | 0 | 1 | 0 | 0 | -1 | 5,88 | 10 |
|  Simple patient contact, daytime | 1AD | 73 | 20 | 24 | 20 | 17 | -7 | 41,18 | 47 |

## Supplementary table 3: Measures indicating how to interpret results, 2021.

|  |  |  |  |
| --- | --- | --- | --- |
| **Description** | **Fee code** | **Self-employed** | **Fixed salary** |
| All | **Low earning GPs**(1st quartile) | **Middle earning GPs**(2nd and 3rd quartile) | **High earning GPs**(4th quartile) |
| Share of consultations with unwarranted use of prolonged consultation fee (estimated) | 2cd | 0.32 (0.178) | 0.25 (0.134) | 0.31 (0.162) | 0.41 (0.208) | 0.25 (0.127) |
| Repetitions of cryosurgery fees | 111 | 2.65 (1.324) | 2.38 (1.212) | 2.55 (1.227) | 3.07 (1.489) | 2.15 (1.109) |
| E-consultations per simple patient contact (evening)  | 2aek / 1bk | 27.16 (110.007) | 7.43 (23.756) | 18.92 (64.916) | 54.81 (179.417) | 1.16 (2.512) |
| Prolonged specialist consultation fee per prolonged consultation fee. | 2cdd / 2cd | 0.92 (0.239) | 0.9 (0.265) | 0.93 (0.22) | 0.91 (0.25) | 0.82 (0.342) |

## Supplementary table 4a: Table 1 for sample of GPs without specialisation in general medicine

|  |  |  |
| --- | --- | --- |
|  2021 | Self-employed | Fixed salary |
| **All self-employed** | **Low earning GPs** (1st quartile) | **Middle earning GPs** (2nd and 3rd quartile) | **High earning GPs** (4th quartile) | **All**  |
| GP characteristics |
|  | Number of GPs   | 718 | 179 | 359 | 180 | 150 |
|  | Age (mean)  | 44,1 | 40,1 | 44,4 | 47,3 | 38,6 |
|  | Females (%)  | 43 | 57 | 46 | 22 | 59 |
|  | Number of list patient  | 1089 | 789 | 1097 | 1369 | 709 |
| List patient characteristics |
|  | Female patients (%)  | 49 | 50 | 49 | 47 | 49 |
|  | Age (%)  |  |  |  |  |  |
|  |  19 or less  | 22 | 24 | 22 | 22 | 24 |
|  |  20-66  | 60 | 60 | 60 | 60 | 56 |
|  |  67 or more  | 18 | 17 | 18 | 18 | 20 |
|  | **Fee earnings** |
|  | Annual fee earnings | 1 627 982 | 1 005 179 | 1 488 340 | 2 525 835 | 926 426 |
|  | Fee earnings per list patient | 1 626 | 1 549 | 1 499 |  1 954 | 1 394 |

## Supplementary table 4b: Table 2 for sample of GPs without specialisation in general medicine

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Fee information (1) |  |  | Self-employed (2)  | Fixed salary (3) |
| (1a)Fee name |  (1b)Fee code | (1c)Fee claim | (2a) All self-employed | (2b)**Low earning GPs** (1st quartile) | (2c)**Middle earning GPs** (2nd and 3rd quartile) | (2d)**High earning GPs** (4th quartile) | (2e)Earnings difference between high-and low earning GPs | (2f)Percent of earnings difference attributed to the fee |
| Fee earnings per list patient | Fee earnings per list patient | Fee earnings per list patient | Fee earnings per list patient | Fee earnings per list patient  |  Percent | Earnings per list patient |
| Total |  |  | 1626 | 1549 | 1499 | 1954 | 593 | 100 | 1587 |
| E-consultation, evening | 2AEK | 307 | 41 | 15 | 28 | 92 | 77 | 18,64 | 2 |
| Medication review | 2LD | 174 | 25 | 13 | 22 | 43 | 30 | 7,26 | 8 |
| Talking therapy | 615 | 170 | 39 | 29 | 34 | 59 | 30 | 7,26 | 11 |
| E-consultation, daytime | 2AE | 170 | 114 | 112 | 109 | 129 | 17 | 4,12 | 74 |
| Conversation with relatives | 612A | 250 | 10 | 4 | 7 | 20 | 16 | 3,87 | 2 |
| Prolonged consultation (>20 min), daytime | 2CD | 211 | 312 | 329 | 289 | 344 | 15 | 3,63 | 244 |
| Simple patient contact, phone | 1BD | 64 | 38 | 33 | 36 | 46 | 13 | 3,15 | 46 |
| Test for glycated hemoglobin | 709 | 130 | 22 | 18 | 19 | 30 | 12 | 2,91 | 17 |
| Home visit, for chronic illness | 11E | 505 | 7 | 3 | 4 | 14 | 11 | 2,66 | 3 |
| Minor surgical procedures | 100 | 119 | 23 | 20 | 22 | 30 | 10 | 2,42 | 19 |
| Covid-19 vaccination | 61A | 220 | 15 | 10 | 16 | 20 | 10 | 2,42 | 44 |
| Identify patients for Covid-19 vaccine | 62 | 375 | 18 | 15 | 15 | 25 | 10 | 2,42 | 5 |
| Influenza vaccine | V1 | 200 | 21 | 17 | 21 | 27 | 10 | 2,42 | 15 |
| Home visit, evening | 11AK | 634 | 4 | 2 | 2 | 11 | 9 | 2,18 | 0 |
| Communication with physiotherapist, social welfare services etc. | 1F | 100 | 45 | 42 | 43 | 51 | 9 | 2,18 | 48 |
| Conversation with guardian | 612B | 250 | 7 | 4 | 6 | 13 | 9 | 2,18 | 1 |
| Dietary counselling | 101 | 150 | 5 | 2 | 4 | 9 | 7 | 1,69 | 1 |
| Cryosurgery | 111 | 96 | 7 | 4 | 7 | 11 | 7 | 1,69 | 1 |
| Electronic prescription | 1I | 55 | 66 | 63 | 65 | 70 | 7 | 1,69 | 68 |
| Consultation, evening | 2AK | 297 | 4 | 2 | 2 | 9 | 7 | 1,69 | 3 |
| Referral to psychiatric care | 616 | 300 | 12 | 10 | 11 | 17 | 7 | 1,69 | 6 |
| Collaboration meeting | 14 | 750 | 35 | 35 | 33 | 41 | 6 | 1,45 | 36 |
| Prolonged consultation (>20 min), evening | 2CK | 174 | 3 | 1 | 2 | 7 | 6 | 1,45 | 0 |
| Home visit, time fee, evening | 11CK | 300 | 2 | 1 | 1 | 6 | 5 | 1,21 | 0 |
| Covid-19 vaccination, evening | 61B | 286 | 12 | 9 | 13 | 14 | 5 | 1,21 | 11 |
| Major surgical procedures | 105 | 219 | 7 | 6 | 6 | 10 | 4 | 0,97 | 6 |
| Home visit | 11AD | 450 | 8 | 7 | 7 | 11 | 4 | 0,97 | 9 |
| Simple patient contact, digital | 1BE | 65 | 34 | 35 | 30 | 39 | 4 | 0,97 | 24 |
| Simple patient contact, phone, evening | 1BK | 79 | 4 | 2 | 3 | 6 | 4 | 0,97 | 2 |
| Travel allowance per 30 min, evening | 21K | 275 | 2 | 1 | 1 | 5 | 4 | 0,97 | 0 |
| Use of interpreter | 7 | 160 | 7 | 6 | 6 | 10 | 4 | 0,97 | 3 |
| Microalbumin urine test | 712 | 125 | 3 | 2 | 2 | 6 | 4 | 0,97 | 3 |
| Systematic risk assessment, extra per > 30 min | 6B | 750 | 2 | 1 | 2 | 4 | 3 | 0,73 | 0 |
| CRP test | 705K | 42 | 11 | 11 | 10 | 14 | 3 | 0,73 | 11 |

## Supplementary table 4c: Table 3 for sample of GPs without specialisation in general medicine

|  |  |  |
| --- | --- | --- |
|  | Self-employed | Fixed salary |
|  | **All** | **Low earning GPs** (1st quartile) | **Middle earning GPs** (2nd and 3rd quartile) | **High earning GPs** (4th quartile) |
| 1. Frequency of procedure fees and consultations per list patient annually. Mean (SD)
 |
| Procedure fees (in cons.)  | 5,45 | 5.21 (5.665) | 5 (4.511) | 6.61 (3.147) | 4.08 (1.933) |
| Consultation, daytime | 2,34 | 2.47 (2.108) | 2.22 (1.483) | 2.44 (0.733) | 2.17 (0.977) |
| E-consultation, daytime | 0,67 | 0.66 (1.01) | 0.64 (0.609) | 0.76 (0.636) | 0.44 (0.334) |
| E-consultation, Evening | 0,13 | 0.05 (0.143) | 0.09 (0.223) | 0.3 (0.418) | 0.01 (0.025) |
| Sick leave certification (L1) | 0,66 | 0.7 (0.62) | 0.64 (0.389) | 0.68 (0.208) | 0.57 (0.249) |
| Consultation with talking therapy (daytime) | 0,19 | 0.15 (0.25) | 0.17 (0.291) | 0.27 (0.376) | 0.06 (0.081) |
| Prolonged consultation (daytime) | 1,4 | 1.47 (1.867) | 1.29 (1.188) | 1.52 (0.758) | 1.12 (0.604) |
| 1. Estimated consultation\* duration in minutes. Mean (SD)
 |
| Consultation, daytime | 18,82 | 21.41 (3.614) | 18.84 (3.618) | 16.21 (4.271) | 22.39 (4.569) |
| E-consultation, daytime | 10,48 | 12.68 (4.081) | 10.22 (3.41) | 8.83 (4.627) | 14.15 (5.215) |
| Consultation with sick leave certification (daytime) | 19,47 | 22.17 (4.003) | 19.39 (4.116) | 16.97 (4.756) | 23.23 (4.538) |
| Consultation with talk therapy (daytime) | 25,69 | 31.25 (11.872) | 25.16 (6.697) | 21.55 (5.254) | 31.34 (12.432) |
| Prolonged consultation (daytime) | 23,75 | 26.65 (3.853) | 23.72 (3.794) | 20.91 (4.163) | 27.66 (4.743) |
| 1. Mean estimated consultation\* duration in a year per list patient
 |
| Consultation, daytime | 43,52 | 52.25 (43.752) | 41.38 (28.582) | 39.12 (14.657) | 47.23 (19.338) |
| E-consultation, daytime | 7,02 | 8.49 (13.464) | 6.46 (6.242) | 6.68 (10.707) | 5.69 (4.011) |