



The Municipal Corporation of the Town of Fort Erie

By-law No. 123-2019

Being a By-law to adopt the Physician Recruitment, Retention and Medical Education Financial Incentive Guideline and to Repeal By-law Nos. 217-04 and 67-05

Whereas the Town of Fort Erie is considered an underserved area for Physicians; and

Whereas Council established the Community Health Care Services Committee in order to develop strategies to ensure health care services are maintained and enhanced within the Town of Fort Erie; and

Whereas in order to attract and retain Physicians, it is essential to provide incentive funding to remain competitive; and

Whereas Administrative Report No. CAO-21-2019 was considered and approved at the Council-in-Committee meeting held on August 12, 2019, to approve the Physician Recruitment, Retention and Medical Education Financial Incentive Guideline; and

Whereas it is deemed desirable to adopt the Physician Recruitment, Retention and Medical Education Financial Incentive Guideline.

Now therefore the Municipal Council of The Corporation of the Town of Fort Erie enacts as follows:

1. **That** the Physician Recruitment, Retention and Medical Education Financial Incentive Guideline attached to and forming part of this by-law, as Schedule "A", is adopted and approved.
2. **THAT** By-law Nos. 217-04 and 67-05 are repealed.
3. **That** the Clerk of the Town is authorized to effect any minor modifications, corrections or omissions, solely of an administrative, numerical, grammatical, semantical or descriptive nature to this by-law or its schedules after the passage of this by-law.

Read a first, second and third time and finally passed this 26th day of August, 2019.

Mayor

Clerk

I, Carol Schofield, the Clerk, of The Corporation of the Town of Fort Erie certifies the foregoing to be a true copy of By-law No. 123-2019 of the said Town. Given under my hand and the seal of the said Corporation, this _____ day of _____, 20__.

Schedule “A” to By-law No. 123-2019

Physician Recruitment, Retention and Medical Education Financial Incentive Guideline

Process:

The programs listed below are eligible for funding. The programs are reviewed annually as part of Council's budgetary process and are used as a guideline for all funding requests based on the competitive nature of the market.

A potential recruit who meets the criteria will submit in writing a request for financial incentive support to the Community Health Care Services Coordinator.

Staff will review the request and, if eligible, submit a report to Council outlining the funding request and details reflecting the budgetary impacts. If approved by Council, an agreement will be signed by all parties and a By-law submitted to Council for approval. If the request is not approved by Council, staff will be authorized to correspond in writing the decision made by Council. If the recruit wishes to review the decision, the request to provide further information must be made in writing to the Community Health Care Services Coordinator. Each agreement will have conditions and return of service attached as appropriate for each recruit. These conditions and return of service will be analyzed annually by staff with an update given to council on accountability to the binding agreements.

If the funding request is related to equipment purchase, the equipment must be new and proof of equipment purchased must be provided to substantiate the grant funding request. A practice or recruit may only request funding to a lifetime maximum of \$100,000. Purchase of new equipment must be directly related to the ongoing recruitment efforts and retention of providers.

Program funding requests under \$10,000 per practice may be approved by the CAO without Council approval. All program requests must be made in writing to the Community Health Care Services Coordinator.

Available revenue streams are important to note as some of the costs of the Medical Education and Physician Recruitment program can be offset by revenue. This will be updated annually as it does impact the program.

Program Description	Criteria	Upset Limit	Other comments
Physician Recruitment	5 years return of service within the Town of Fort Erie Eligibility limited to rostering model of practice.	Up to \$100,000 in total	Dependent upon model of practice; includes relocation/ moving expenses and all other costs associated with setting up a practice
Physician Retention	Locum coverage: a locum physician is a physician that is providing temporary coverage in the event of illness or retirement.	\$5,000 per calendar year; not to exceed 50% of the daily cost of a Locum	Locum coverage is a critical component of succession planning. It is not meant for vacation coverage.
	Equipment Replacement	Varies – must be Council approved	Does not include renovation costs or costs borne by lease holder or property owner
Education	Partnership programming (funded learners)	Maximum of \$2,000 for each visiting physician or medical student	i.e. Rural Medicine Week, Student Assistance Program, clerkships
Programs	Nurse Practitioner	\$40,000 per year	Victoria Order of Nurses (VON) Program
	Mental Health	\$20,000 per year	Partnership with Port Colborne (Pathstone Mental Health)
	Memory Clinic	\$6,000 per year	Partnership with City of Port Colborne
Revenue	Rural Ontario Medical Program (ROMP) Funded learners	Up to \$2000 for 5 learners for Rural Medicine week	
	Physician Assistant Grants with Health Force Ontario	Up to \$46,000 per year for 2 years direct payment to supervisory physician.	Employer matched funding. Funding allocation based on Rurality Index of Ontario.