Recommendation

That the report of the Chief Administrative Officer with regard to Physician Recruitment Incentive Policy 2018 – 2022 term review be received for information; and

That Council consider amending the Physician Recruitment Incentive Policy for the term 2018-2022 to provide for the following physician recruitment incentive grants:

<table>
<thead>
<tr>
<th>Roster Size</th>
<th>Grant – New Practice</th>
<th>Grant – Takeover Existing</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,000 or more</td>
<td>$15,000</td>
<td>$7,500</td>
</tr>
<tr>
<td>1,000 or less</td>
<td>$7,500</td>
<td>$3,750</td>
</tr>
</tbody>
</table>

That staff be directed to prepare the amended policy and required Bylaw to adopt the same for passage at its next regular meeting.

Information

Council discussed the previous report with regard to this matter on February 12, 2019 and directed that further information be provided for their consideration.

Northern and Rural Recruitment and Retention (NRRR)

The Northern and Rural Recruitment and Retention (NRRR) Initiative offers taxable financial incentives to each eligible physician who establishes a full-time practice in an eligible community of the province. The grants range between $80,000 and $117,600 paid over a four-year period. Eligibility of communities for this incentive is based upon the Rurality Index for Ontario (RIO) score. The RIO is described as follows:

Community eligibility for the NRRR Initiative is based on a Rurality Index for Ontario (RIO) score, a measure of rurality that ensures funding is specifically targeted to northern and very rural communities. The RIO2008_Basic score is derived from three factors: population (count and density), travel time to a basic referral centre, and travel time to an advanced referral centre. RIO scores are assigned to Statistics Canada census subdivisions (CSDs).

The municipality has little ability to influence these factors directly as they are based on demographics and physical locations of services being accessed.
I have attached for your information a list of the communities eligible for this incentive based on their RIO scores. You will note that in the County of Peterborough the eligible municipalities are Asphodel Norwood, Douro Dummer, Havelock Belmont Methuen, North Kawartha and Trent Lakes.

**Physician Retirements**

According to the data available to the Peterborough Family Health Team (PFHT), it is anticipated that there are two planned upcoming retirements of physicians practicing from the Chemong Medical Centre and the Morton Community Healthcare Centre over the next five years. Having said that there are other physicians who are at or approaching retirement age and, although they have not confirmed their plans as of yet, may indeed retire within that time frame. As a rule of thumb the PFHT suggests that for every one retirement, two physicians will be required to fill the vacancy. Given this trend, taking steps to ensure that the limited funds available are used as strategically as possible will be important.

**Orphan Patients**

It has been estimated that there are approximately 6,500 orphan patients within the City and County of Peterborough. While the PFHT is trying to develop an accurate list of residents without a local health care provider, it is at the preliminary stages at this point and complete numbers by municipality are not available. I have attached the information received earlier this year about the list that is being developed. The Township has promoted it on our social media to help promote awareness.

**CIP Grant Opportunities for Telemedicine Host Locations**

Opportunities for these businesses are similar to other business property owners or their tenants (with permission from the property owner) for improvements to buildings, signs, landscaping and other works. Currently, there are four CIP financial incentive programs available to existing businesses that are zoned commercial, industrial, institutional, mixed-use or agri-tourism. These financial incentive programs include:

- **Urban Design Study Grant**
  - The purpose is to help ensure professional urban design studies and architectural design drawings meet with CIP Design Guidelines and help offset costs of preparing professional drawings.
  - Township will provide a grant to an applicant equal to 50% of the cost of eligible works (excluding H.S.T.) to a maximum of $2,500 per property and a maximum of 1 urban design study grant per property.
• **Landscaping Improvement Grant**
  - The purpose is to promote improved landscaping, driveway accesses and parking areas on private properties with particular emphasis on the public street edge in order to improve visual quality and create a more comfortable pedestrian environment.
  - Township will provide a grant to an applicant equal to 50% of the cost of eligible works (excluding H.S.T.) to a maximum of $5,000 per property.

• **Facade Improvement Grant**
  - The purpose is to promote rehabilitation, restoration and improvement of the front, rear and side facades of buildings, including retail storefront display areas and business signage.
  - Township will provide a grant to an applicant equal to 50% of the cost of eligible works (excluding H.S.T.) to a maximum of $12,500 per property; and
  - A separate grant equal to 50% of the cost of eligible side and/or rear façade works (excluding H.S.T.) to a maximum of $7,500 per property. This separate grant may be provided where said rear and/or side facades are highly visible from a public road, public parking area or open space.

• **Ground Signage Improvement Grant**
  - The purpose is to promote the upgrading or replacement of ground signage.
  - Township will provide a grant to an applicant equal to 50% of the cost of eligible works (excluding H.S.T.) to a maximum of $2,500 per property.

**Financial Impact**

The budget provides for the continuation of the $3,750 annual tax contribution for this program. With the current balance in the reserve and the annual tax contributions throughout this term, the Township would be in a position to pay the balance of the currently approved grant and have approximately $55,000 to respond to grant requests over the term and beyond.

**Strategic Plan Reference**

- Achieve excellence in governance and service delivery
- Cultivate partnerships and promote collaboration

**Environmental Impact**

There are no environmental impacts related to this report.
Attachments

- Northern Health Programs Communities by Rurality Index for Ontario
- February 12, 2019 Report - Physician Recruitment Incentive Policy
- PFHT Press Release
- Current Physician Recruitment Incentive Policy

Janice Lavalley

Prepared By: Janice Lavalley, CAO

R. Lane Vance

Reviewed By: R. Lane Vance, Manager of Financial Services
Treasurer