

Policy: Physician Recruitment Policy	Effective Date: January 1, 2015
Adopted by By-law 2019 - 049	Revision Date: May 14, 2019
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Physician Recruitment Policy

Purpose/Application

The purpose of this policy is to provide for an incentive program to attract new physicians to establish/take over a family practice in the Township of Selwyn.

Policy Statement

The Council of the Township of Selwyn has established a policy to provide incentives to new physicians who establish or take over a family practice in the Township of Selwyn. Recognizing that there is an ongoing need to assist with the attraction of physicians, Council has established the requirements under which incentives will be provided to a new physician.

Scope

This policy will apply to physicians operating a practice as part of a Family Health Team in the Township, which includes the Chemong Medical Centre and the Morton Community Healthcare Centre as well as a physician who establishes a stand-alone practice within the Township of Selwyn.

Background

The Provincial Ministry of Health and Long-Term Care (MoHLTC) has committed to providing better health care to Ontarians by creating Family Health Teams across the Province of Ontario. Family Health Teams (FHT) improve patient access to health care by expanding the number and variety of health professionals available to individual patients and families. Individual Family Health Teams differ in size and composition having been designed to meet local healthcare needs.

Definitions:

- a) **New Physician** – A physician with no current roster of patients that is establishing a new practice or is accepting an existing roster, or portion thereof, of patients from an active physician who is leaving their Selwyn practice.
- b) **New Practice** – The physician will be required to furnish and equip new office space.
- c) **Practice Takeover** – The physician will be moving into existing office space that is already furnished and equipped.

Township of Selwyn Incentive

The Township of Selwyn will offer an incentive to each new physician, under the following conditions:

<u>Roster Size</u>	<u>Grant – New Practice</u>	<u>Grant – Practice Takeover</u>
1,000 or more	\$15,000	\$7,500
1,000 or less	\$ 7,500	\$3,750

The Physician:

- Shall be a new physician as defined in this policy.
- Shall give preference to rostering patients who reside in Selwyn who do not have a family physician.
- Shall negotiate with the Township the terms of payment, which as a minimum will be paid over a two year period and to a maximum of a four year period.
- Shall execute a letter of agreement with the Township that includes the above noted requirements.

Budget Considerations

The Township of Selwyn will include in the budget an amount of \$3,750 each year in the term (2018-2022), thereby providing an incentive grant for one (1) new physician over the course of the term. If not required to pay a grant in the current year, this amount will be transferred to the Physician Recruitment Incentive Reserve.

Review and Administration

This policy will be reviewed in the first year of the term of the new Council. Notwithstanding the forgoing, as conditions may change, Council may at any time review and/or amend the policy if deemed appropriate. Amendments or additions to this policy shall be approved by Resolution of Council and be coordinated with, and form part of this Policy.