

TOWN OF STETTLER

Prepared by: CAO Number: VII-7
Adopted by: Town of Stettler Council Original Policy: 2024 07 16
Previous Policy: 2024 07 16
Current Policy: 2024 12 03

Title: **Physician Recruitment & Retention Incentive**

Purpose: To establish a procedure for physicians to apply for a financial incentive to relocate to the community.

Policy Statement:

1. Councillors and Senior Administration will work with community groups, AHS, and local physicians to identify and attract Candidate Physicians to move to our community.
2. Wherever possible, Candidate Physicians will be invited to the community to give the Town and partners the opportunity to promote our community and encourage the Candidate Physician to relocate to Stettler.
3. A Candidate Physician who wishes to apply for a Physician Recruitment and Retention Incentive shall apply in writing to the Chief Administrative Officer.
4. A Candidate Physician must provide the following services to be eligible for the PRRI:
 - a. Full-time clinical family medicine; and
 - b. Full participation in the on-call rotation to provide emergency medical services at the Stettler Hospital and Care Center.
5. The value of the PRRI shall be dependent on the additional services the Candidate Physician is providing:
 - a. A Candidate Physician who will provide anesthesia and obstetrics including child delivery shall be eligible for a PRRI valued at \$70,000.
 - b. A Candidate Physician who will provide anesthesia shall be eligible for a PRRI valued at \$60,000.
 - c. A Candidate Physician who will provide obstetrics including child delivery shall be eligible for a PRRI valued at \$55,000.
 - d. A Candidate Physician not providing any of the aforementioned additional services shall be eligible for a PRRI valued at \$50,000.
6. A Candidate Physician not meeting the eligibility criteria or providing additional services not valued in this policy may apply to Council for consideration of a discretionary PRRI.
 - a. Council shall decide on the value of the PRRI based on the services the Candidate Physician proposed to provide.
 - b. Council shall consult with all funding partners before awarding a discretionary PRRI.

7. An award of the PRRI shall be subject to the Candidate Physician entering into an agreement with the Town of Stettler. Such agreement shall, at minimum, include provisions to
 - a. Require the physician to offer the proposed services for a period of 5 years;
 - b. Require repayment of the entirety of the incentive if any services are discontinued within 2 years;
 - c. Require repayment of a prorated portion of the incentive if any services are discontinued between 2 years and 5 years;
 - d. Require the physician to notify the Town if they are unable to become eligible or become ineligible, to practice medicine in the Province of Alberta prior to expiry of the agreement;

8. The Chief Administrative Officer may grant one or more reprieves of the requirement to provide services for a leave of absence of the physician of not more than 18 months.
 - a. To be eligible for a reprieve, the Candidate Physician must enter into a supplemental agreement to extend the duration of the offered services upon return from the leave of absence commensurate with the duration of the leave.

9. The Chief Administrative Officer or their designate shall be authorized to add additional provisions to the agreement or supplemental agreement, at their sole discretion.

10. The PRRI shall only be available where the Town of Stettler is in an agreement with one or more funding partners to provide at least 50% of the value of the PRRI.

11. This policy shall expire December 31, 2026.