

TOWN OF STETTLER

Prepared by: CAO

Number: VII-7

Adopted by: Town of Stettler Council

Original Policy: 2024 07 16

Previous Policy: 2024 12 03

Current Policy: 2025 05 20

Title: **Physician Recruitment & Retention Incentive**

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

Definitions:

Additional Services – The services beyond the Base Services the Candidate Physician intends to provide.

Additional Value – The portion of the value of the PRRI provided for the Additional Services.

Base Services – Full-time clinical family medicine and Full participation in the on-call rotation to provide emergency medical services at the Stettler Hospital and Care Center.

Base Value – The portion of the value of the PRRI provided for the Base Services.

Candidate Physician – A general or family practitioner who is eligible or will become eligible to independently practice medicine in the Province of Alberta that does not practice within the Community.

Community – The Town and County of Stettler or any other municipality within the borders of the County of Stettler

Partially Incentivized Physician – A general or family practitioner who practices medicine within the Community who received a recruitment incentive not exceeding \$20,000 between January 1, 2022 and June 30, 2024.

PRRI – Physician Recruitment and Retention Incentive, a monetary incentive awarded subject to the terms and conditions of this policy.

Supplemental Value - The difference between the Total Value of a PRRI under this policy, less the value of incentives previously provided

Total Value – The sum of the Base Value and the Additional Value.

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. The PRRI shall be in the form of a one-time payment.
5. A Candidate Physician must provide the Base Services to be eligible for the PRRI.
6. The Base Value of the PRRI for a Candidate Physician shall be \$50,000.
7. The Additional Value of the PRRI shall be dependent on the Additional Services the Candidate Physician will provide within one-year of the commencement of the services listed in Section 5:
 - a. The Additional Value for a Candidate Physician who will provide anesthesia and obstetrics including child delivery shall be \$20,000.
 - b. The Additional Value for a Candidate Physician who will provide anesthesia shall be \$10,000.
 - c. The Additional Value for a Candidate Physician who will provide obstetrics including child delivery shall be \$5,000.
8. A 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 physician proposed to provide.
 - b. Council shall consult with all funding partners before awarding a discretionary PRRI.
9. 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 Total Value if the Base Services are discontinued within 2 years;
 - c. Require repayment of a prorated portion of the Total Value if the Base Services are discontinued between 2 years and 5 years;
 - d. Require repayment of the Additional Value if the Additional Services are not provided within one-year or are discontinued within 5 years.
 - e. 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;
10. A Previously Incentivized Physician is eligible for a supplemental PRRI.

11. An award of the supplemental PRRI shall be subject to the Previously Incentivized Physician entering into an agreement with the County of Stettler. Such agreement shall, at minimum, include provisions to
 - a. Provide the Supplemental Value of the PRRI as a one-time payment;
 - b. Require the physician to offer the proposed services for a period of 5 years from the receipt of the supplemental PRRI;
 - c. Require repayment of the entirety of the Supplemental Value if the Base Services are discontinued within 2 years of the receipt of the supplemental PRRI;
 - d. Require repayment of a prorated portion of the Supplemental Value if the Base Services are discontinued between 2 years and 5 years of the receipt of the supplemental PRRI;
 - e. Require the physician to notify the County if they are unable to become eligible or become ineligible, to practice medicine in the Province of Alberta prior to expiry of the agreement;
12. The Chief Administrative Officer may grant one or more reprieves of the requirement to provide services for 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 resumption of services commensurate with the duration of the reprieves.
13. The Chief Administrative Officer or their designate shall be authorized to add additional provisions to the agreement or supplemental agreement, at their sole discretion.
14. 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.
15. The Town of Stettler will supply a 1-year family Stettler Recreation Centre pass to any physician who has entered into a new agreement with the Town of Stettler and County of Stettler upon it being requested within 1-year of the physician's start date determined by the signed agreement.
16. This policy shall expire December 31, 2026.