



Council Report

Report Number: CAO2024-006
Meeting Date: August 27, 2024
Title: **Physician Recruitment Reserve Request**
Description: Request from Kawartha Lakes Health Care Initiative (KLHCI) to Access the Physician Recruitment Reserve
Author and Title: Ron Taylor, CAO

Recommendation(s):

That Report CAO2024-006, **Physician Recruitment Reserve Request**, be received; and

That payment of up to \$270,000.00 to the Kawartha Lakes Health Care Initiative (KLHCI) be authorized from the Doctor Recruitment Reserve (\$224,000.00) and the Primary Care Recruitment and Retention Reserve (\$46,000.00) to support three Doctor Return of Service agreements.

Department Head: _____

Financial/Legal/HR/Other: _____

Chief Administrative Officer: _____

Background:

The City maintains a Doctor Recruitment Reserve, which is used to provide funding to the Kawartha Lakes Health Care Initiative (KLHCI) to support the cost of Return of Service agreements with newly recruited physicians. Council also recently established a Primary Care Recruitment and Retention Reserve to fund local primary care programs and initiatives.

Rationale:

The City has been advised by the KLHCI that they have recently signed three Return of Service Agreements with family physicians, namely:

Agreement with Dr. Nivi Navaratnam, full-time practice at the Community Health Centre, Lindsay;

Agreement with Dr. Emma Kinsella, full-time practice at the Community Health Centre, Lindsay; and

Agreement with Dr. Sarah Ebhomien, full-time practice in Lindsay (taking over Dr. Peter Petrosoniak's practice).

Each of the agreements includes a \$100,000 retention incentive. The KLHCI is requesting funds totaling \$270,000 to be provided from the City to fund these incentives. KLHCI advises that they have \$30,000 remaining from prior agreements that was not spent, and will reallocate those funds to balance to the \$300,000 total funding required.

Alignment to Strategic Priorities:

The City's Strategic Plan identifies within the strategic priority area of "An Exceptional Quality of Life" the goal to ... "improve the health and well-being of residents".

This goal is to be accomplished by, among other things, collaborating for recruitment and retention of health care professionals. Providing this funding for doctor recruitment efforts directly contributes to this goal.

Financial/Operation Impacts:

The Doctor Recruitment Reserve to support KLHCI recruitment efforts was established by Council to support these Return of Service incentives. The reserve currently has a balance of \$224,000 (account number 1.32295), leaving a shortfall of \$46,000 to cover the requested funding.

Council's newly established Primary Care Recruitment and Retention Reserve (account number 1.32278) currently has a balance of \$244,000.

It is recommended that the City Treasurer be authorized to transfer funds to the KLHCI totaling \$270,000, of which \$224,000 be funded from the Doctor Recruitment Reserve, and \$46,000 be funded from the Primary Care Recruitment and Retention Reserve.

The resultant transfers will leave a \$0 balance in the Doctor Recruitment Reserve, and a balance of \$198,000 in the Primary Care Recruitment and Retention Reserve. Staff will propose funding to replenish or top up these reserves through the 2025 budget process.

Other Alternatives Considered:

Council could choose not to support this funding request. That is not recommended as the funding is for established and committed to doctor recruitment incentives, resulting in three doctors providing service in Kawartha Lakes.

Consultations:

City Treasurer
Kawartha Lakes Health Care Initiative

Attachments:

n/a

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Department Head: Ron Taylor, CAO