

February 3, 2023

Mayor Don Murray
Township of Huron Kinloss
21 Queen Street
Ripley ON N0G 2R0
Via email - dmurray@huronkinloss.com

RE: Physician Recruitment and Retention

Your Worship Don Murray,

As you may know, a delegation from the Municipality of Kincardine attended the ROMA conference and participated in meetings with both our local MPP, the Honourable Lisa Thompson, Minister of Agriculture, Food, and Rural Affairs, and the Minister of Health to highlight the challenges of adequate access to health care in rural areas and the need to fund recruitment and retention programs for physicians and nurse practitioners.

We asked that the Province support physician recruitment and retention efforts in order to access equitable health care services in rural areas. We proposed that the Province acknowledge and financially support the work Municipalities have undertaken to recruit and retain physicians in rural communities, and create a rural grant program for the recruitment of healthcare positions, and increase financial contributions for funding of nurse practitioners, as well as include them as a practitioner in the OHIP system.

We believe that it is at the Provincial level where funding for local health care comes from. However, we also know that in the absence of that senior government funding our communities look to the local government to help make improvements to their day to day lives, including health care.

Kincardine has invested in physician recruitment and retention activities in our municipality to mitigate the current situation of doctor shortages occurring across all of Ontario, especially acute in rural areas. We appreciate the funding that has come from Huron Kinloss in the past to offset some of our local recruitment and retention initiatives.

Actions taken by the Municipality of Kincardine have included:

- Physician Recruitment and Retention Committee of Council

- Physician Recruiter Staff position for Kincardine
- Incentives for new Physicians
- Retention costs of Turnkey medical clinic
- Accommodations for temporary physician housing
- ER Program paying shift stipends
- Nurse Practitioner financial support to Family Health Team
- Hospital redevelopment financial support community share

The financial impacts for the Municipality of Kincardine to offer these programs to the community are not insignificant, as you can see from the table below:

Total Healthcare	2022	2021	2020	2019
	Actuals	Actuals	Actuals	Actuals
Revenue				
Grant Revenue	17,000	17,000	17,000	18,819
Other Income	236,027	207,592	181,440	179,879
Reserve Fund Contributions			2,531	8,152
Total Revenue	253,027	224,592	200,971	206,850
Expenses				
Salaries & Benefits	124,171	71,270	22,541	21,354
Interest & Debt Payments				364,532
Materials & Supplies	147,318	145,877	156,503	169,432
Contracted Services	20,216	16,615	21,720	14,795
Other Transfers	184,684	40,000	80,000	80,000
Reserve Fund Transfers		40,000	20,000	20,000
Total Expenses	476,389	313,762	300,764	670,113
Surplus/(Deficit)	(223,362)	(89,170)	(99,793)	(463,263)

Physician Recruitment
Locum Houses
Medical Centre (excl. amortization expense)

Additionally, Council has supported paying 60% of the cost of an additional full-time nurse practitioner to support the local Family Health Team.

Our request to you as our neighbouring municipality is that you work with us to advocate for more funding from the Province to go towards rural health care, including physician

recruitment, and that in the meantime your municipality consider increasing the amount of funding to help support our program which benefits residents from both of our municipalities.

If you have any questions, please do not hesitate to contact either myself, Mayor Kenneth Craig, or Councillor Doug Kennedy.

Warm Regards,

Jill

Jillene Bellchamber-Glazier
CAO
Municipality of Kincardine

c. Mayor Kenneth Craig, Municipality of Kincardine, Councillor Doug Kennedy,
Municipality of Kincardine