

## **Listowel and Wingham Recruitment Committees Framework March 2022**

Health professional recruitment for the Listowel Wingham Hospitals Alliance and North Huron and North Perth Family Health teams is a cooperative effort between communities with individual committees for both Listowel and Wingham. This proposal outlines the framework for each community committee to maintain individualism while optimizing resources for shared success in recruitment of healthcare professionals to benefit the Listowel Wingham Hospitals Alliance and the North Perth/North Huron Family Health Team.

- Each community will have a committee consisting of municipal, hospital, Family Health Team and community representation.
- Each committee will meet individually each quarter – March, June, September and December. Wingham on the 2<sup>nd</sup> Monday of the month and Listowel on the 2<sup>nd</sup> Wednesday of the month.
- A shared meeting of both committees will occur once yearly at the scheduled June meeting.
- Should a need arise; an ad hoc meeting may be called at any time by either committee outside of the quarterly schedule.
- The Recruitment Officer's role is a full time position that is shared equally between communities. The role follows the employment policies of the LWHA and reports to the VP of Human Resources. The Recruitment Committees provide direction and guidance related to recruitment activities. The Recruitment Officer is accountable to both Recruitment Committees. The LWHA CEO and Executive Director of the Family Health Team provide leadership of day to day recruitment matters.
- Each community recognizes that priorities shift and more focus may be required in one community on occasion. The Recruitment Officer will track hours monthly and each community will contribute according to hours worked. For budgeting purposes the assumption will be that time will be evenly split.
- Each community will maintain a separate budget.
- Contributions to the Wingham budget will follow the existing formula of hospital usage by municipality. The formula will be reviewed every three years. The last review was for usage in 2019.
- The Wingham Recruitment Committee is funded by the municipalities of North Huron, Huron Kinloss, South Bruce, Morris Turnberry, Ashfield Colbourne Wawanosh, the Wingham Hospital Foundation, the North Perth/North Huron Family Health Team and in kind support from the Listowel Wingham Hospital Alliance.
- The Listowel Recruitment Committee is funded by the municipality of North Perth, the Listowel Hospital Foundation, the North Perth North Huron Family Health Team and in kind support from the Listowel Wingham Hospital Alliance.

<b>WINGHAM &amp; AREA</b>			
<b>Health Professionals Recruiting Committee</b>			
<b>2022 Budget</b>			
<b>Actuals to February 28, 2022</b>			
	<b>2021</b>	<b>2022</b>	<b>2022</b>
	<b>Actual</b>	<b>Budget</b>	<b>Actual to Feb 28</b>
<b>Expenses - Operating</b>			
Visits - Physicians, Learners, Health Professionals	\$ 66.96	\$ 2,000.00	
Recruitment Events	\$ 28.02	\$ 5,400.00	
Membership Fees	\$ 322.50	\$ 200.00	
Doctor Appreciation Expenses	\$ 904.00	\$ 500.00	
Marketing & Advertising	\$ 405.80	\$ 1,500.00	
Office Supplies	\$ 83.22	\$ 300.00	\$ 45.00
Recruitment Coordinator Salaries & Benefits	\$ 45,399.60	\$ 45,000.00	
Miscellaneous Expenses (gifts, catering, banks fees, etc.)	\$ 1,132.07	\$ 1,000.00	
Cell Phone Charges (in kind)	\$ 900.00	\$ 900.00	
Housing Expenses (in kind)	\$ 7,500.00	\$ 7,500.00	
FE Madill Scholarship	\$ 500.00	\$ 500.00	
<b>Total Expenses - Operating</b>	<b>\$ 57,242.17</b>	<b>\$ 64,800.00</b>	<b>\$ 45.00</b>
<b>Surplus Reimbursement Expense</b>			
North Huron	\$ -	\$ -	\$ -
Huron Kinloss	\$ -	\$ -	\$ -
South Bruce	\$ -	\$ -	\$ -
Morris Turnberry	\$ -	\$ -	\$ -
ACW	\$ -	\$ -	\$ -
<b>Total Surplus Reimbursement Expense</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Total Expenses - ALL</b>	<b>\$ 57,242.17</b>	<b>\$ 64,800.00</b>	<b>\$ 45.00</b>
<b>Income - General</b>	<b>2021 Actual</b>	<b>2022 Budget</b>	<b>2022 Actual</b>
LWHA in Kind Donation (phone, housing, office supplies, catering)	\$ 8,700.00	\$ 8,700.00	
Wingham Foundation Donation	\$ 10,000.00	\$ 10,000.00	
Donations, other	\$ 835.00	\$ 500.00	
Raffle	\$ 253.10	\$ -	
LMH Cost Sharing Recovery	\$ -	\$ -	
Interest on Bank Account	\$ 86.34	\$ 85.00	\$ 8.70
<b>Total Income - General</b>	<b>\$ 19,874.44</b>	<b>\$ 19,285.00</b>	<b>\$ 8.70</b>
<b>Income - Municipal</b> Based on usage % (2020)	<b>2021 Actual</b>	<b>2022 Budget</b>	<b>2022 Actual</b>
North Huron 38%	\$ 24,624.00	\$ 24,624.00	
Huron Kinloss 16%	\$ 10,368.00	\$ 10,368.00	
South Bruce 11%	\$ 7,128.00	\$ 7,128.00	
Morris Turnberry 8%	\$ 5,184.00	\$ 5,184.00	
ACW 1%	\$ 648.00	\$ 648.00	
Municipal share 74% remaining 26% funded in part by Foundation			
<b>Total Income - Municipal</b>	<b>\$47,952.00</b>	<b>\$47,952.00</b>	<b>\$ -</b>
<b>Total income from all sources</b>	<b>\$ 67,826.44</b>	<b>\$ 67,237.00</b>	<b>\$ 8.70</b>
<b>(Deficit)/ Surplus</b>	<b>\$ 10,584.27</b>	<b>\$ 2,437.00</b>	<b>\$ (36.30)</b>

<b>Physician Incentives - Based on usage %</b>			
	<b>2021 Actual</b>	<b>2022 Budget</b>	<b>2022 Actual</b>
<b>Expense</b>			
Physician Signing Incentive	\$ 25,000.00	\$ -	\$ -
Physician Moving Incentive	\$ -	\$ 10,000.00	Yet to be paid out.
<b>Total Incentive expense</b>	<b>\$ 25,000.00</b>	<b>\$ 10,000.00</b>	<b>\$ -</b> Dr. Mousa has not relocated
<b>Income</b>			
Physician Signing Incentive held by municipalities	\$ 18,500.00	\$ -	\$ -
Physician Moving Incentive held by municipalities	\$ 7,400.00	\$ -	\$ -
<b>Total Income</b>		<b>\$ -</b>	<b>\$ -</b>
<b>(Deficit)/ Surplus</b>			<b>\$ -</b>
<b>Bank Balance as of December 31, 2020</b>	<b>\$ 68,163.55</b>		
<b>Bank Balance as of December 31, 2021</b>	<b>\$ 39,257.19</b>		
Bank Balance as of March 3, 2022	\$ 39,200.89		