

## THE CORPORATION OF THE MUNICIPALITY OF KINCARDINE

### Kincardine Physician Recruitment and Retention Committee Minutes

Thursday, May 20, 2021

Members Present      Deputy Mayor Roppel  
                                 Councillor Couture  
                                 Councillor Kennedy  
                                 Angela Cavanagh  
                                 Gary Gurbin  
                                 Lisa Scott

Staff Present            Sharon Chambers  
                                 Carly Craig  
                                 Leanne Gowing  
                                 Lorie Fioze

1.    **Call to Order**

The Kincardine Physician Recruitment and Retention Committee meeting of The Corporation of the Municipality of Kincardine was called to Order at 8:02 a.m. on May 20, 2021 electronically.

2.    **Additions/Deletions/Amendments to the Agenda**

None.

3.    **Disclosure of Pecuniary Interest**

None disclosed.

4.    **Adoption of Minutes**

**Resolution # 2021-05-20- 01**

**Moved by:** Doug Kennedy

**Seconded by:** Maureen Couture

THAT the Kincardine Physician Recruitment and Retention Committee adopt the minutes of the meeting held April 29, 2021 as presented.

Carried.

**5. Staff Update- Land Acknowledgement Statement**

Deputy Clerk, Jen White provided a verbal presentation on the land acknowledgement statement.

**6. Outstanding Business**

**6.1 Physician Recruiter Hiring Update**

Leanne Gowing provided an update on the hiring process and next steps for the Physician Recruiter/Clinic Manager. Interviews have been scheduled and will be held via Zoom. It is anticipated that the successful candidate will be introduced at the next meeting.

**6.2 Incentive Package Review/Proposal**

Angela Cavanagh provided an overview of the proposal presented by the Physician's Group. Gary Gurbin overviewed the retention proposal.

The group discussed specialists and that the municipality would not offer the incentive package to them as they are hired through the hospital. They mentioned that they would be supportive of specialists coming into the community and look to support them in other ways.

Councillor Couture added that she would be supportive of the Golf membership offered in the existing package being extended to 5 seasons, the Davidson Centre programming be expanded to include recreation programs, and that \$40,000 be provided to new physicians upfront and that the Municipality implement a \$60,000 interest free loan for the the purchase of a home.

Gary Gurbin outlined that garbage, EMR, and cleaning are key issues. He added that these items should be budgeted for on an annual basis.

**Resolution # 2021-05-20- 02**

**Moved by:** Maureen Couture

**Seconded by:** Randy Roppel

THAT the Physician Recruitment and Retention Committee direct Staff to engage in discussion with appropriate departments and bring a report back to the Committee regarding the impact of incentive and retention provisions in the Physician's Group proposal.

Carried.

**6.3 Website**

**6.4 Society of Rural Physicians Physician Recruitment Posting**

**Resolution # 2021-05-20-03**

**Moved by:** Maureen Couture

**Seconded by:** Doug Kennedy

THAT the committee defer Items 6.3 and 6.4 until the next Committee meeting when we have a recruiter in place.

Carried.

**7. New Business**

None.

**8. Closed Session**

**Resolution # 2021-05-20-04**

**Moved by:** Maureen Couture

**Seconded by:** Randy Roppel

THAT the Kincardine Physician Recruitment and Retention Committee move into closed meeting for the purpose of considering personal matters about an identifiable individual (physician recruitment leads) pursuant to Section 239 (2) of the *Municipal Act, 2001*, as amended;

AND FURTHER THAT the Committee return to regular open meeting upon completion.

Carried.

**9. Matters Arising from Closed Session**

Chair Kennedy reported that a Closed meeting was held to discuss personal matters about an identifiable individual (physician recruitment leads). This item was discussed for information only.

Sharon Chambers discussed defining goals for the group and developing a communications plan. She added that a goal setting exercise with the Committee would be beneficial to identify areas of focus. She also discussed adding a lifestyle package to the program developed by the Municipality.

10. **Schedule of Meetings**

Date of next meeting: June 17, 2021

11. **Adjournment**

**Resolution # 2021-05-20-05**

**Moved by:** Maureen Couture

**Seconded by:** Doug Kennedy

THAT the Physician Recruitment Committee adjourn at 9:21 a.m. to meet again on June 17, 2021 or at the call of the chair.

Carried.

---

Chair

---

Secretary