

Staff Report to Council

Title: Physician Recruitment and Retention Healthcare Priority Program Outline

Report Number: Strategic Initiatives-2024-07

Director: Chief Administrative Officer

Manager: Strategic Initiatives

Meeting Date:
Wednesday, April 10, 2024

Date to be considered by Council:
Wednesday, April 10, 2024

Recommendation:

That Council direct the Mayor and CAO to work with Saugeen Shores to advance a request to Bruce Power to fund the Healthcare Partnership Program as outlined.

Executive Summary:

Maintaining a strong and resilient local healthcare system is a priority for the Mayors and Councils in both the Municipality of Kincardine and Town of Saugeen Shores. Since the previous healthcare partnership dissolved in late 2020, the Municipality has been working to reestablish a working relationship with Saugeen Shores. This report details a Healthcare Partnership Program that has been jointly developed by the Municipality of Kincardine and Saugeen Shores staff. The report seeks endorsement to continue this work and direct the Mayor and CAO, in partnership with Saugeen Shores, to advance a request to Bruce Power for their consideration in funding the program as outlined.

Strategic Priorities:

C.12-Support community wellness in the Municipality of Kincardine

Financial Considerations:

Request \$150,000 from Bruce Power shared with Saugeen Shores annually over three years.

Context and Background Information:

The Municipality of Kincardine and Town of Saugeen Shores both have a special relationship with Bruce Power. Not only are the communities' home for most Bruce Power employees and their families, but over time, both municipalities have also demonstrated the long-standing support for nuclear power that will continue as the demand increases.

Forming a healthcare partnership will allow all parties to advance a program together; to put the right measures in place so the Emergency Departments at the Kincardine and Southampton Hospital never risk closure. Additionally, this work will form a local healthcare system that is both robust and resilient now and into the future, in order that all residents have access to primary care.

The Healthcare Partnership Program Outline attached details the requirements to support two overarching goals. One to support local emergency departments so they are never at risk of closure and remain open 24/7. The other ensures communities are resourced so every resident has access to a family physician.

In preparation for this proposal, a situational analysis was completed in both communities to better understand the current state of healthcare. This analysis was then compiled to form a list of gaps common in both communities. (Attachment: Joint Kincardine Saugeen Shores Healthcare Gap Analysis). This gap analysis forms the areas of focus for the program(s).

The \$150,000 was determined based on the current municipal budgets for physician recruitment and used as a basis to move specific activities forward that would be in addition to the current status quo. This is a combination of staff resource capacity to conduct recruitment initiatives and deliverables needed to execute a well-developed and sustainable program including marketing and promotional tactics.

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- Attachments:** 1. Healthcare Partnership Program Outline
 2. Joint Kincardine Saugeen Shores Healthcare Gap Analysis
- Prepared by:** Chrystal Murphy, Physician Recruiter
- Submitted by:** Lorie Fioze, Manager Strategic Initiatives