

PHYSICIAN RECRUITMENT AGREEMENT

Between

BRUCE POWER

And

THE CORPORATION OF THE MUNICIPALITY OF KINCARDINE

And

THE CORPORATION OF THE TOWN OF SAUGEEN SHORES

Effective Date: Dec. 31, 2020

BACKGROUND

Since 2010, the Municipalities of Saugeen Shores and Kincardine, along with Bruce Power, have collaborated on a joint physician recruitment initiative to attract physicians to both communities. This joint initiative commenced with a \$500,000 contribution by Bruce Power in 2010 to augment well-established programs in place in both municipalities.

Currently the program, which is supported by a full-time physician recruiter, is jointly funded by the three parties on an annual basis and is focused on ensuring the community attracts physicians in the short, medium, and long-term to both communities.

The existing agreement expires on December 31, 2020 and we are proposing to continue this agreement for another three-year term.

TERMS

Total cost of the program is \$120,000 annually and funded equally by the three parties: Bruce Power, the Municipality of Kincardine and the Municipality of Saugeen Shores. Of that total \$86,000 is paid to the recruiter in salary with the remaining \$34,000 for expenses including travel, recruiting events and miscellaneous. Salary is currently paid quarterly at \$21,500.00.

Bruce Power is willing to continue to host the full-time recruiter with office space, phone, and other overhead expenses at the Visitors Centre with access to support staff, however, we are willing to consider other arrangements to accommodate the recruiter based on the wishes of the municipalities.

OVERSIGHT

The Saugeen Shores, Kincardine and Bruce Power Physician Recruitment Steering Committee is, an oversight committee established for the purpose of monitoring the physician recruitment process and providing direction to the physician recruiter on physician requirements for the communities of Saugeen Shores and Kincardine. The Steering Committee shall work in accordance with these terms of reference.

MEMBERSHIP

The Steering committee shall be comprised of the Chief Administrative Officers, of Saugeen Shores and Kincardine and will include 1 council member and 1 physician from each community along with a representative of Bruce Power. The Physician Recruiter will provide staff support for the committee and will participate in all matters except those related to any decisions on his or her employment.

NEEDS IDENTIFICATION

The Physicians in each community are responsible to document any known or upcoming requirements for new physicians within that said community. The Physicians' delegate presents these requirements to the Physician Recruiter, who in turn meets with the CAO of that community to review the application and determine the Incentive Package.

APPROVAL TO PROCEED

The CAO provides a signed agreement document reflecting the requirements and the associated incentive package including all terms and conditions, thus allowing the recruitment process to begin.

ATTENDANCE AT MEETINGS

The Committee will appoint a Chair. The expectation is that the members of the Steering Committee will attend the meetings when scheduled and in circumstances when they cannot attend, that they will send an informed delegate, or the meeting schedule will be adjusted appropriately.

FREQUENCY OF MEETINGS

The Steering Committee shall meet a minimum of four times per annum. These meetings will be set in advance on a quarterly basis.

AUTHORITY

The Steering Committee is primarily an oversight committee, and subject to the approval of the respective municipal councils and Bruce Power. The committee has the authority to:

- Approve the employment arrangements for the Physician Recruiter.

- Approve Annual Budget & Work Plan
- Approve quarterly reports from the Physician Recruiter

REPORTING

The Physician Recruiter shall distribute copies of the minutes of meetings, a list of actions, and status updates to all members of the Steering Committee. The Steering Committee shall approve the minutes of each meeting and circulate them to their respective organizations as they see fit.

The parties have, by their duly authorized representatives, executed this Agreement on the Effective Date.

Bruce Power L.P., by its General Partner Bruce Power:

Name:

Title:

Date:

Name:

Title:

Date:

The Corporation of the Town of Saugeen Shores

Name:

Title:

Date:

Name:

Title:

Date:

The Corporation of the Municipality of Kincardine

Name:

Title:

Date:

Name:

Title:

Date: