



## CCRHD Board Policy

### Recruitment and Retention Fund Policy

<b>Category:</b> Hospital	<b>Number:</b> Click or tap here to enter text.	<b>Replaces:</b> No. CCH.11-10A-5 (portion of)
<b>Type:</b> <input checked="" type="checkbox"/> Policy <input type="checkbox"/> Procedure	<b>Authority:</b> <input checked="" type="checkbox"/> Board <input type="checkbox"/> Administrative	<b>Approved By:</b> <input type="checkbox"/> Board <input type="checkbox"/> CAO <input type="checkbox"/> Department Head
<b>Office of Primary Responsibility:</b> Finance		
<b>Date Adopted:</b> Click or tap here to enter text.	<b>Board Resolution Number:</b> Click or tap here to enter text.	<b>Date to be Reviewed:</b> 2021
<b>Manner Issued:</b> Click or tap here to enter text.		

#### **PURPOSE:**

The Province of British Columbia, through the Health Authorities, is responsible for the delivery of all health care services within the province.

The CCRHD will consider providing funding towards health care infrastructure that best meets the health care needs of residents of the Cariboo Chilcotin. In order to achieve its objectives of ensuring an enhanced level of health care services, the Regional Hospital District has created a number of funding envelopes aimed at maximizing partnerships and ensuring the effective, efficient and accountable use of local funds.

Funds will be used to enhance the health care services available to residents of the Cariboo Chilcotin and not to replace funding responsibilities of the Health Authorities to provide an adequate level of health care within the region. The RHD will not consider requests to fund routine maintenance or operational expenditures.

#### **POLICY:**

##### Cariboo-Chilcotin Regional Hospital District Annual Allocation:

In general, the RHD will consider funding requests as follows:

**Recruitment and Retention Fund** – intended to assist the Health Authorities and communities within the Regional Hospital District in their efforts to recruit and retain **medical professionals and support staff** within the region, as well as to provide a contribution to the Northern Medical Program Trust.

- Eligible expenditures include:

- Retaining a Host within the community whose duties include:
  - Welcoming professional and family upon arrival
  - Investigating job opportunities for spouses and family members
  - Connecting professional and family to others with similar interests
  - Gathering unique local incentives to provide gift baskets during the course of the first year. For example: skating rink passes, ski passes, access to arts and cultural events, community celebrations, etc. It is recognized that corporate sponsorship will be encouraged for incentive items.
  - Making links with realtors for temporary or permanent accommodations.
- Out-of-pocket expenses of the host and community that are not covered by the Province of BC, Northern Health or Interior Health policies.
- Out of pocket expenses for candidates visiting the area will be considered on a case by case basis for those candidates requiring financial assistance.
- Development of promotional material such as CDs and brochures to promote the community which can be provided to candidates for their use in selecting a potential community.
- Preparing educational materials to promote health care professions for use in local schools
- Contributions to the Northern Medical Program Trust.

• Process:

- Funds may be accessed by the Health Authority, member municipalities or Electoral Area Directors on behalf of unincorporated communities that provide health services
- All requests for funding under the Recruitment and Retention policy shall be submitted in writing to the Cariboo Chilcotin Regional Hospital District by the Health Authority, municipality or electoral area requesting the funds.
- Requests shall outline the purpose for which the funds will be used and will specifically identify how the request meets the terms of the policy and how it will enhance recruitment and retention efforts.
- Where it is deemed to be beneficial, the Regional Hospital District may request the applicant to make a formal presentation to the Board.
- If approved, a contract between the parties will be executed outlining the deliverables, time frame and maximum contribution from the Regional Hospital District.
- Invoices shall be submitted quarterly, upon completion of all approved expenditures together with a report to the Regional Hospital District indicating project completion and demonstrating how objectives were achieved.
- ~~As an exception, in the case of an application representing an unincorporated community, consideration may be given to providing funding in advance of expenditures being incurred.~~
- While applications will be considered on a first come, first serve basis, attempts will be made to achieve equitable distribution of the funds across the region or to support broad initiatives that benefit the region as a whole.

- Funds allocated to the recruitment and retention program will not accumulate except with the prior approval of the Board.
- The Recruitment and Retention policy will be reviewed in 2021 to evaluate its effectiveness and continued appropriateness.

**POLICY STATEMENT:**

This policy provides clarity on the use of Cariboo Chilcotin Recruitment and Retention Funds.

**\*\*\* END OF POLICY \*\*\***

<u>Policy No.</u>	<u>Date Adopted</u>	<u>Date Reviewed</u>	<u>Amended (Y/N)</u>	<u>Date Reissued</u>	<u>Authority (Resolution #)</u>
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	CCH.11-10A-5 CCH.2015.11.10 Amend