



Date: 31/05/2019

AGENDA ITEM SUMMARY

To: Chair and Directors, Cariboo Chilcotin Regional Hospital District

And To: Choose an item.

From: John MacLean, Chief Administrative Officer

Date of Meeting: Cariboo Chilcotin Regional Hospital District_Jun07_2019

File: Medical Recruitment and Retention

Short Summary:

Review of Current Arrangements for Medical Recruitment and Retention

Voting:

Corporate Vote – Unweighted

Memorandum:

The Board has been contributing to the efforts to attract and retain medical professionals to the Cariboo-Chilcotin. To remind the Board, we fund two programs, one in the North Cariboo pursuant to a contract with the City of Quesnel, and a second in the Centre and South through an agreement with the Central Interior Rural Division of Family Practice.

The Board has long expressed a desire to ensure that the recruitment and retention efforts are aimed at the overall medical professional needs of the region, not just physicians. In recent years there has been an ask for an increase in funding.

Staff are preparing a request for proposal (RFP) in order to retain professional consulting services to look at our efforts in this regard.

The proposed scope of work, in general, is as follows:

- *determine if the current areas reflect the needs and aspirations of the communities (north, central, south or west) in the Cariboo Chilcotin;*
- *ensure that our contracts have clearly identified and understood deliverables;*
- *understand, broadly, the “pinch points” in attraction, recruitment, and retention of medical professionals – issues raised may include:*
 - *community profile*
 - *housing stock*
 - *communication linkages*
 - *educational/recreational/cultural opportunities;*
- *determine what the proper and appropriate focus for the funding provided by the CCRHD should be;*

- *determine whether the agencies we contract with are providing efficient, effective and responsible services.*

We generally feel that this proposed scope of work will result in a report that will give the Board the information it needs to move forward and make decisions related to medical recruitment and retention.

Attachments:

- 1) Current agreement with Central Interior Rural Division of Family Practice
- 2) Current agreement with City of Quesnel

Financial Implications:

There are no funds specifically identified in the CCRHD for this project; however, there is a pre-existing overpayment of Administration Fees in the CRD Financial Plan in the amount of \$20,000. We propose to use these funds to complete this project.

Policy Implications:

Consistent with Policy.

Alignment with Strategic Plan:

- ☐ Ensuring Sufficient and Sustainable Funding
- ☐ Building on our Relationships
- ☒ Providing Cost Effective High Quality Services
- ☐ Focusing on Being Well Governed

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CAO Comments:

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Options:

- 1) Endorse recommendation for receipt and approval of proposed scope of work.
- 2) Receipt and approval of amended scope of work.
- 3) Defer to allow for consideration and possible amendments.
- 4) Receipt only.

Recommendation:

That the agenda item summary from John M. MacLean, CAO, dated May 31, 2019, regarding a proposed study on the Board funded efforts in medical professional recruitment and retention, be received. Further, that the proposed scope of work for the study be approved.