

Vermilion Physician Retention & Recruitment Committee

“We’ve seen it all”



Committee Background

- Formed in early 2007 with partnerships from Town of Vermilion, County of Vermilion River, Village of Mannville, County of Minburn and Village of Dewberry
- Committee meets quarterly with administration provided by the Town of Vermilion
- Each municipality contributes a per capita dollar each year with it ranging from \$2-\$5 depending on budget
- For example \$3 per capita brings in \$33,000



Physician History

- Our community has ranged from 2 doctors up to 6 at any given time
- However the norm has been 2-3 doctors with our capacity being 7
- Many issues developed over time including extremely high overheads, personality challenges, staffing issues and overall morale amongst doctors was very low
- Private property owner reluctant to input dollars to renovate clinic

Physician History Cont.

- Concerns over Physician moral continued over the years so the Town took action
- Town purchased medical clinic and equipment to take stress off physicians

New Direction Required

- In 2011, accusations amongst Physicians regarding overheads being way too high
- Town tired of being caught in middle and decided to assume operations of the clinic- hiring staff, paying operating costs while physicians simply paying a monthly bill to the Town
- Goal for Town and Physicians is to not use Taxpayer dollars to subsidize this operation however challenging to attain with only 2 doctors

New Direction Required Cont.

- Able to maintain standard overhead cost while absorbing minimal cost. Upgraded computers, examination tables, equipment
- Attracted 2 new doctors that created a fresh environment/culture
- Also assisted with putting Vermilion on the map with new recruits. Site visits increased substantially over next year
- Physicians very active in site visits along with PCN, AHS & Town

New Direction Required Cont.

- Changed structure of site visits to ensure considerations of family, retention, quality of life in addition to work load
- Added members of public to our Physician Committee to focus on ensuring physician and family are welcomed into community
- Ongoing support vs letting them find their own way.
- 2016- attracted 4 new doctors and arrived in June

New Direction Required Cont.

- All physicians have young families and accepted by existing physicians
- Will provide less work load and ultimately less stress
- Culture is positive; staff want to work at clinic and overheads should decrease due to efficiency of number of physicians
- Community members assisting with families and appears to be working well

New Direction Required Cont.

- Offering incentive of \$10,000 to get them started. If they leave prior to 4 year contract expiration- they are required to pay us back
- Can be used in cash, house support, car rental, etc (Flexible)
- Many alterations in clinic due to increased doctors-computers, etc
- Overheads should decrease- workload definitely has!

Questions?

