



Paid Recruitment Firm Proposal 2019

Prepared
September 3, 2019

**Physician Recruitment and Retention for
Municipalities of Brockton and South-Bruce (Mildmay)**



Report to
Municipality of Brockton and South Bruce
from
Physician Recruitment & Retention Committee
of Brockton and South Bruce

Mayors Peabody, Buckle & Members of Council,

The Physician Recruitment & Retention Committee is requesting permission to spend a portion of its funds that are allocated for physician incentives to hire a recruitment firm (headhunter) to fill a particular need in our physician group.

Throughout the 14 years of the Physician Recruitment and Retention Committee, we've been quite successful at recruiting general practitioner physicians, with 10 recruited to-date plus a surgeon. With this being said, there's one niche that we haven't been able to address and that need is growing greater, that niche is recruiting an anesthesiologist.

Currently, our physician group has only one anesthesiologist, who is on call 24 hours a day, nearly 365 days a year. Because of the extraordinary effort of this individual, we've been able to maintain the local surgical program, but as you can imagine, this isn't sustainable indefinitely. Our local surgical program has grown over the past year and this is putting an unsustainable amount of pressure on our anesthesiologist.

Typically, our committee doesn't find a recruitment firm to be the best direction to go for our general recruitment. Our committee tends to focus on relatively local physicians, who we feel will be the best fit and good long-term options. Recruitment firms tend to focus on out-of-province physicians and international medical graduates, as they don't have as many contacts within the area and don't know the system as well so they require more help to find the best fit for them. Because of the niche need that we have, in this situation we feel that a recruitment firm is our option that is most likely to get the physician we require to make our surgical program sustainable.

The physician recruitment firm that we're looking to hire charges \$15,000-\$20,000 to place a physician, but we only pay upon signing a physician that we've agreed upon. If we fail to sign a physician for any reason, we don't pay any fee.

In order to continue to operate within budget, the Physician Recruitment & Retention Committee is proposing to reduce the financial incentives that we offer an in-coming

anesthesiologist by \$20,000. The overall budget would remain the same, it would be the allocation of that budget that would change.

We believe that the needs of the local physician group would be best met by making these changes in this particular situation only. Upon approval, we would forward the intended contract to our lawyers for approval and suggestions prior to proceeding with it.

Thank you.