

# CITY OF HAMILTON

## NOTICE OF MOTION

Council: January 20, 2021

**MOVED BY COUNCILLOR T. WHITEHEAD.....**

**Physician Recruitment Program Contract Extensions – Program Coordinator and Practice Advisor and Physician Recruitment Coordinator**

WHEREAS, the Director, Physician Recruitment announced their retirement as of November 22, 2019 and subsequently extended their contract to provide consulting services and to facilitate the training of the temporary Physician Recruitment Program Coordinator and Practice Advisor;

WHEREAS, the Physician Recruitment Coordinator was on maternity/parental leave starting mid-December 2019;

WHEREAS, a temporary Physician Recruitment Program Coordinator and Practice Advisor was hired for a one-year term effective March 1, 2020 to February 28, 2021 to backfill the Physician Recruitment Coordinator’s maternity/parental leave;

WHEREAS, the terms of the Physician Recruitment Coordinator contract were previously agreed upon between that position and the Director, Physician Recruitment;

WHEREAS, the Director, Physician Recruitment did not renew the Physician Recruitment Coordinator’s contract (to enable them to return to work following their parental leave) prior to their retirement, although they were directed to do so by the Working Group of the Physician Recruitment & Retention Steering Committee;

WHEREAS, the Physician Recruitment Coordinator returned from parental leave, on January 4, 2021, without a contract;

WHEREAS, in the absence of a Director, Physician Recruitment, the Physician Recruitment & Retention Steering Committee, to which the Director, Physician Recruitment reports, can enter into an employment contract with program staff;

WHEREAS, the COVID-19 pandemic prevented the Physician Recruitment & Retention Steering Committee from further exploring the best way to fill the Director, Physician Recruitment position in 2020;

WHEREAS, the Physician Recruitment & Retention Steering Committee is currently considering restructuring the Physician Recruitment Program, which may involve the elimination of the position of Director, Physician Recruitment; and,

WHEREAS, there is a need to renew the contracts for both the Physician Recruitment Program Coordinator and Practice Advisor and the Physician Recruitment Coordinator positions for a short period to enable the Physician Recruitment & Retention Steering Committee to consider the potential restructuring of the Physician Recruitment program and the continuation or elimination of the position of Director, Physician Recruitment.

THEREFORE, BE IT RESOLVED:

- (a) That the current Physician Recruitment Program Coordinator and Practice Advisor's contract be extended from March 1, 2021 to provide a continuation of services to the Physician Recruitment program, with the following changes:
  - (i) That the Physician Recruitment Program Coordinator and Practice Advisor report to the Working Group of the Physician Recruitment & Retention Steering Committee;
  - (ii) That the contract continue on a month-to-month basis until such a time as the ongoing structure of the Physician Recruitment program has obtained the necessary approvals; and
  - (iii) That the contract may be terminated by either party with three-weeks' notice.
  
- (b) That the Physician Recruitment Coordinator's contract, which expired April 15, 2020, be renewed effective January 4, 2021 to provide a continuation of services to the Physician Recruitment program, with the following changes:
  - (i) That the Physician Recruitment Coordinator report to the Working Group of the Physician Recruitment & Retention Steering Committee;
  - (ii) That the contract continue on a month-to-month basis until such a time as the ongoing structure of the Physician Recruitment program has obtained the necessary approvals; and
  - (iii) That the contract may be terminated by either party with three-weeks' notice.