



Municipality of Wawa

Staff Report - Maury O'Neill, CAO-Treasurer



For: Mayor and Council	Report No.: CAO 2021-03
Date: April 16, 2021	Council Meeting Date: April 20, 2021

2021-22 Medical Professional Recruitment Funding

Staff Recommendation

THAT Council receive Report No. CAO 2021-03 dated April 16, 2021, recommending the approval of a new agreement and by-law with the Lady Dunn Health Centre to provide certain financial assistance to support the attraction and retention of medical professionals to Lady Dunn Health Centre over the next two-years, 2021 and 2022.

Report Purpose

To outline for Municipal Council the current agreement in place with the Lady Dunn Health Center's Medical Professional Recruitment and Attraction Committee that sets out the financial assistance and terms and conditions of use of the funds for professional medical recruitment which was passed by by-law in 2010.

The Report advises that funds are available of \$113,645.00 in a Reserve Fund set-up in 2010 for Medical Recruitment and provides recommended updates to the existing Agreement and further details on the possible use of the funds as requested by the CEO of the Hospital and the new Recruitment and Retention Committee. Mayor Ron Rody sits as a member of the Committee and the CAO-Treasurer participates as a resource.

Background

The Lady Dunn Health Centre, Wawa Family Health Team and Wawa Medical Group historically provided medical care to the Superior East Region including the unorganized territory of Hawk Junction, Dubreuilville, White River, Wawa, Michipicoten First Nation and the many industries in the region as well as travelling visitors. Acting as a medical service centre for the region, Wawa traditionally had six physicians and a host of supporting medical professionals to service the area and provide excellent care and support which helped make the area communities attractive to developers, workers and new families.

Wawa and the area are now faced with a critical situation regarding available health services. The need for a full complement of six physicians and other professional medical positions (e.g. Medical Laboratory Technologist) is imperative to Wawa and the surrounding communities. Ensuring the continued availability of critical healthcare services such as the emergency department is crucial to the continued well-being of all residents, visitors, businesses and municipalities in the region.

The North Algoma Medical Recruitment and Retention Committee (NAMRRC) were gathered together through the efforts of the Lady Dunn Health Centre and the Wawa Family Health Team. The group is comprised of representation from Wawa, White River, Dubreuilville, Lady Dunn Health Centre, Wawa Family Health Team and the surrounding areas.

In 2010, the Municipality of Wawa indicted its support of providing some financial assistance to the Lady Dunn Health Centre to support the attraction and retention of medical professionals in Wawa, and with area communities, and set funds aside to support recruitment efforts. Currently, the Wawa Medical Recruitment Reserve Fund is \$113,645.00 and no funds have been requested from the fund since its inception.

LDHC Request

LDHC is requesting that an annual amount of up to \$22,500 be provided, both in 2021 and in 2022, to go towards medical health recruitment costs. Any request for funding more than the amounts set-out above will require the approval of Municipal Council by way of Resolution. Receipts and invoices will be required to request funds and the CAO of the Municipality will have final authority to determine if the funds were used for agreed purposes.

It is understood that the Municipality of Wawa will confirm annually the amount to be made available after 2022 subject to the passing on the annual operating budget by Council and available reserve funds have been set-aside.

The LDHC has set-up the "North Algoma Medical Recruitment and Retention Committee" (NAMRRC) with Terms of Reference that include the following:

- a. The details on the partners and provisions to allow additional partners to join or leave the Committee;
- b. The details on the funds that are being committed by each partner (including the LDHC) and the formula for calculating such funds and annual budget estimates;

- c. An agreement to the Terms of Reference by all partners through an approved signing authority; and
- d. The Mayor or his/her designate of the Municipality of Wawa will be provided one seat on the NAMRRC.

Other communities like MFN, White River and Dubreuilville whose residents and visitors also benefit from LDHC medical professional services will be asked to participate in this Committee and provide financing to recruitment activities as well. The CAO will provide an annual report or when required to Council outlining the activities funded with the financial donation.

Options/Conclusion

Should Council approve a new agreement with LDHC, the requested funds would be withdrawn from the Municipal Reserve Fund set-up for this purpose leaving about \$68,645 remaining in the fund at the end of 2022, if the full \$45,000 is spent on recruitment.

There are several options for Council to consider regarding this arrangement and request of LDHC, which includes not approving an agreement, however, due to the severity of the immediate issue of requiring two new physicians to replace the doctors who have left, and fact that monies have been already set-aside for this purpose, it is believed that Council should enter into a new funding agreement with LDHC as requested.

A by-law setting out the LDHC Medical Recruitment Agreement will be forwarded for consideration at the May 4, 2021, Council Meeting.

Submitted By: 

Maury O'Neill
CAO-Treasurer

Attachments

- New Draft By-Law/Agreement
- By-Law 2404-10

**THE CORPORATION OF THE
MUNICIPALITY OF WAWA**

BY-LAW NO. XXXX-21

BEING A BY-LAW to authorize the Municipality of Wawa to enter into an Agreement with the Lady Dunn Health Centre for financial assistance to support the attraction and retention of medical professionals in Wawa.

WHEREAS Section 10(2)(6) of the *Municipal Act, S.O. 2001, Chapter 25*, provides that a single-tier municipality may pass by-laws respecting health, safety and well-being of the municipality;

AND WHEREAS the Council of the Municipality of Wawa is desirous to enter into an Agreement with the Lady Dunn Health Centre to provide financial assistance for the purposes of supporting the attraction and retention of medical professionals to the Lady Dunn Health Centre;

NOW THEREFORE the Council of The Corporation of the Municipality of Wawa enacts the following as a By-Law:

1. **THAT** The Corporation of the Municipality of Wawa does hereby enter into a Memorandum of Understanding with the Lady Dunn Health Centre, 17 Government Road, P.O. Box 179, Wawa, Ontario, P0S 1K0, in accordance to the terms and conditions as set out in the agreement, a copy of which is attached as Schedule "A" to this By-Law and forming an integral part of this By-Law.
2. **THAT** the Mayor and Clerk be and they are hereby authorized to sign this By-Law and to affix the corporate seal thereto.
3. **THAT** this By-Law is enacted upon the third and final reading hereof.

READ a first, second and third time and be finally passed this 4th day of May, 2021.

RON RODY, MAYOR

CATHY CYR, CLERK

This agreement made, in triplicate, this 4th day of May, 2021.

BETWEEN~

THE CORPORATION OF THE MUNICIPALITY OF WAWA
Hereinafter called the "**Municipality**"
OF THE FIRST PART

~ AND ~

THE LADY DUNN HEALTH CENTRE
Hereinafter called the "**LDHC**"
OF THE SECOND PART

1. Background

The Lady Dunn Health Centre, Wawa Family Health Team, and Wawa Medical Group, historically provided medical care to the Superior East Region including the unorganized territory of Hawk Junction, Dubreuilville, White River, Wawa, Michipicoten First Nation and the many infrastructure and natural resources industry partners and travelling visitors in the area. Acting as a medical service centre for the region, Wawa traditionally had six physicians and a host of supporting medical professionals to service the area and provide excellent care and support which helped make the area communities attractive to developers, workers and new families.

Many communities throughout the Province of Ontario are facing physician and medical professional shortages and several municipalities are working aggressively to recruit and retain physicians and medical professionals, many providing numerous financial incentives.

Wawa and the area are now faced with a critical situation regarding available health services. The need for a full complement of six physicians and other professional medical positions (e.g. Medical Laboratory Technologists) is imperative to Wawa and the surrounding communities. Ensuring the continued availability of critical healthcare services such as the emergency department is crucial to the continued well-being of all residents, visitors, businesses and municipalities in the region.

The North Algoma Medical Recruitment and Retention Committee (NAMRRC) were gathered together through the efforts of the Lady Dunn Health Centre and the Wawa Family Health Team. The group is comprised of representation from Wawa, White River, Dubreuilville, Lady Dunn Health Centre, Wawa Family Health Team and the surrounding areas.

In 2010, the Municipality of Wawa indicted its support of providing some financial assistance to the Lady Dunn Health Centre to support the attraction and retention of medical professionals in Wawa, and with area communities, and set funds aside to support recruitment efforts.

2. Conditional Funding Assistance

The Municipality of Wawa will set-aside and make available for the LDHC an annual amount of up to \$22,500 both in 2021 and in 2022 to go towards medical health recruitment costs as approved by the CAO of the Municipality of Wawa, subject to the terms and conditions contained in this Agreement.

Any request for funding more than the amounts set out in the above paragraph will require the approval of Municipal Council by way of Resolution.

Any request for the funds shall be made in writing by the Chief Executive Officer (E)Chief Executive Officer (CEO) of the LDHC to the Chief Administrative Officer ()Chief Administrative Officer (CAO) or Treasurer of the Municipality of Wawa with a description of what the funds were used for. Receipts and invoices will be required to request funds for auditing purposes and the CAO of the Municipality has final authority to determine if the funds were used for the purposes set-out and agreed to.

It is understood that the Municipality of Wawa will confirm annually the amount to be made available after 2022 subject to the passing on the annual operating budget by Council and available reserve funds have been set aside.

The LDHC will set-up The North Algoma Medical Recruitment and Retention Committee (NAMRRC) with a Terms of Reference that includes the following;

- a. The details on the partners and provisions to allow additional partners to join or leave the Committee;
- b. The details on the funds that are being committed by each partner (including the LDHC) and the formula for calculating such funds and annual budget estimates;
- c. An agreement to the Terms of Reference by all partners through an approved signing authority; and
- d. The Mayor or his/her designate of the Municipality of Wawa will be provided one seat on the NAMRRC.

3. Term of Agreement

This Agreement is in effect upon the execution of signatures by all parties concerned and may be amended at any time by mutual consent or may be terminated by either party upon written notice by either party with thirty (30) days' notice.

4. Notice

Any notice required to be given hereunder shall be sufficiently given if sent by mail or hand-delivered addressed to:

The Corporation of the Municipality of Wawa
40 Broadway Avenue, P.O. Box 500
Wawa, ON P0S 1K0
Attention: CAO-Treasurer

and/or

Lady Dunn Health Centre
17 Government Road, P.O. Box 179
Wawa, ON P0S 1K0
Attention: CEO

and any such notice delivered via postal mail shall be deemed to have been received by the Municipality on the second business day after the date on which it was mailed.

5. Signatures

This agreement has been signed on behalf of the Corporation by the proper signing authorities.

The undersigned parties hereby agree to the terms and conditions specified above.

Dated this _____ day of _____ 2021.

LADY DUNN HEALTH CENTRE

Lina Rody, Chairperson

Kadean Ogilvie, Chief Executive Officer

**THE CORPORATION OF THE
MUNICIPALITY OF WAWA**

Ron Rody, Mayor

Cathy Cyr, Clerk

**THE CORPORATION OF THE
MUNICIPALITY OF WAWA**

BY-LAW NO. 2404-10

BEING A BY-LAW to authorize the Municipality of Wawa to enter into an Agreement with the Lady Dunn Health Centre for funding assistance for physician recruitment.

WHEREAS Section 10(2)(6) of the Municipal Act, S.O. 2001, Chapter 25, provides that a single-tier municipality may pass by-laws respecting economic, social and well-being of the municipality;

AND WHEREAS the Council of the Municipality of Wawa is desirous to enter into an agreement with the Lady Dunn Health Centre to provide financial assistance for the purposes of physician recruitment;

NOW THEREFORE the Council of the Corporation of the Municipality of Wawa enacts the following as a By-Law:

1. That the Corporation of the Municipality of Wawa does hereby enter into a Memorandum of Understanding with the Lady Dunn Health Centre, 17 Government Road, P.O. Box 179, Wawa, Ontario, P0S 1K0, in accordance to the terms and conditions as set out in the agreement, a copy of which is attached as Schedule "A" to this By-Law and forming an integral part of this By-Law.
3. That the Mayor and Clerk be and they are hereby authorized to sign this By-Law and to affix the corporate seal thereto.
4. That this By-Law is enacted upon the third and final reading hereof.

READ a first and second time this 2nd day of November, 2010.

HOWARD WHENT, MAYOR

CATHY CYR, DEPUTY CLERK

READ a third time and be finally passed this 2nd day of November, 2010.

HOWARD WHEAT, MAYOR

CATHY CYR, DEPUTY CLERK

This agreement made, in triplicate, this 2nd day of November, 2010.

~ BETWEEN~

THE CORPORATION OF THE MUNICIPALITY OF WAWA
Hereinafter called the "**Municipality**"
OF THE FIRST PART

~ AND ~

THE LADY DUNN HEALTH CENTRE
Hereinafter called the "**LDHC**"
OF THE SECOND PART

1. Background

- 1.1 The economic situation in Wawa and indeed in the Northeastern Superior Region has been in a constant state of decline since the late 1990's. In 2007, the economy took an additional dramatic downturn with the collapse of the forest industry and the world economy. The region lost over 1,000 jobs with Wawa seeing the largest decline. In addition to the jobs being lost due to the economic situation, the Province of Ontario and the federal Government have reduced many supporting programs in the region that had previously provided public sector anchor jobs and valuable services to the community
- 1.2 The Lady Dunn Health Centre / Wawa Family Health Team / Medical Clinic historically has provided medical care to the region; including the Unorganized Territory, Dubreuilville, White River, Wawa, Michipicoten First Nation and many visitors to the region (Highway 17, etc). Acting as a service centre for the region, Wawa has been blessed with six (6) physicians and a host of supporting medical professionals, who, along with other factors, made Wawa a very good place to live, work and recreate.
- 1.3 Wawa (and area) is now faced with a critical situation regarding health services. Two retirements in the past year and one additional physician leaving has left the community with three (3) physicians. Of the three (3) remaining physicians, one could soon retire while the remaining two (2) are married and together operate one full-time practice.

This crisis has left our medical services in a state of crisis. The lack of a full complement of physicians is imperative to Wawa and the surrounding communities. While many will immediately see the need for the residents in our communities, there is also a need for tourists, visitors, servicing Highway 17, and the commercial and industrial centre. The potential closure of the "emergency

room” at the Lady Dunn Health Centre or the Centre itself is not a very palatable thought and all efforts should be made to avoid such a catastrophe.

- 1.4 The Wawa and Area Physician Recruitment and Retention Group (WAPRRG) were gathered together through the efforts of the Lady Dunn Health Centre and the Wawa Family Health Team. The group is comprised of representation from Wawa, White River, Dubreuilville, Lady Dunn Health Centre, Wawa Family Health Team and community at-large. Representation is still being sought from other areas and organizations.

On August 24, 2010, WAPRRG made a deputation to Council regarding the physician situation in Wawa and area. The information contained within the deputation and information that has been provided by way of background allows for the inevitable conclusion that the WAPRRG is a needed commodity in Wawa and should be a regional effort.

- 1.5 Mayor and Council received a staff report (CAO-2010-15) at the September 21, 2010 meeting of Council and as a result agreed to provide funds to the WAPRRG on a conditional basis and according to staff report CAO-2010-15.

2. Conditional Funding Assistance

- 2.1 The Municipality of Wawa will provide to the WAPRRG, through the LDHC, the amount of \$22,500 annually for the years 2010 through 2013, conditional to the terms and conditions in this agreement when executed.
- 2.2 The Municipality shall set aside the subject funds in a Reserve Fund that may be drawn down as needed during the term of this agreement. At no time shall the funds requested exceed the balance of the Reserve Fund.
- 2.3 The subject funds may only be used **only** for the purposes of enhancing an incentive package that would be provided to a physician upon the execution of a contract with the LDHC.
- 2.4 A request for the subject funds shall be made in writing by the WAPRRG through the LDHC to the Municipality of Wawa upon the execution of a contract with a physician.
- 2.5 It is understood that the Municipality of Wawa will levy the subject amount in addition to its annual taxation levy and that no disruption in municipal service shall occur as a result of providing the subject funds.

2.6 The LDHC shall ensure that the WAPRRG is set up as a Committee with a Terms of Reference attached to a "body corporate" and that such Terms of Reference shall include:

- a. The details on the partners and provisions to allow additional partners to join or leave the Committee;
- b. The details on the funds that are being committed by each partner (including the LDHC) and the formula for calculating such funds;
- c. An agreement to the Terms of Reference by all partners through an approved signing authority; and
- d. An acknowledgement that the Committee (WAPRRG) shall seek Charitable Status thus making tax deductible donations possible.

2.7 The Terms of Reference shall be provided to the Municipality of Wawa upon its adoption.

3. Reporting

3.1 The WAPRRG, through the LDHC, shall provide to the Municipality of Wawa, an annual report that generally describes the following:

- a. The activities of the WAPRRG;
- b. The status of all funds raised and used and the purposes for which the funds were used;
- c. The success of the recruitment and retention program; and
- d. Any other matter that the WAPRRG or LDHC deems advisable and that is contained within the Terms of Reference of the WAPRRG.

4. Term of Agreement

4.1 This Agreement is in effect upon the execution of signatures by all parties concerned, and may be amended at any time by mutual consent or may be terminated by either party upon written notice by either party.

5. Notice

5.1 Any notice required to be given to the Municipality hereunder shall be sufficiently given if sent by mail or hand-delivered addressed to:

The Corporation of the Municipality of Wawa
40 Broadway Avenue, P.O. Box 500
Wawa, ON P0S 1K0
Attention: CAO/Clerk-Treasurer

and any such notice delivered via postal mail shall be deemed to have been received by the Municipality on the second business day after the date on which it was mailed.

- 5.2 Any notice required to be given to the LDHC hereunder shall be sufficiently given if sent by mail or hand-delivered addressed to:

Lady Dunn Health Centre
17 Government Road, P.O. Box 179
Wawa, ON P0S 1K0
Attention: CEO

and any such notice delivered via postal mail shall be deemed to have been received by the Municipality on the second business day after the date on which it was mailed.

6. Schedules

Appendix "B": Municipality of Wawa Staff Report CAO-2010-15

7. Signatures

- 7.1 This agreement has been signed on behalf of the by the proper signing authorities.

The undersigned parties hereby agree to the terms and conditions specified above.

Dated this 2nd day of November 2010.

LADY DUNN HEALTH CENTRE

BOARD CHAIRPERSON

CHIEF EXECUTIVE OFFICER

**THE CORPORATION OF THE
MUNICIPALITY OF WAWA**

HOWARD WHENT, MAYOR

CATHY CYR, DEPUTY CLERK