



SPECIALIST RECRUITMENT & RETENTION COMMITTEE

SPECIALIST RECRUITMENT INCENTIVE

Program Description: The Specialist Recruitment Incentive program will provide \$30,000 to an eligible specialist that establishes a practice for a minimum of thirty-six months in a Saskatchewan community, upon the Committee's approval.

I. Program Parameters:

Specialist physicians are eligible to apply for this grant when s/he meets the following criteria:

- 1) has not practised in Saskatchewan during the past twelve months*; at the discretion of the Committee short term locums can be excluded from this criteria;
- 2) applies to receive an establishment grant no later than twelve months from the day of commencing practice in Saskatchewan;
- 3) is a specialist who agrees and is eligible to commence medical practice** in Saskatchewan for thirty-six months; and
- 4) holds either Regular, Provisional or Ministerial licensure under the Regulatory Bylaws of the College of Physicians and Surgeons of Saskatchewan.

* This grant is available to specialist physicians one time only. An absence from Saskatchewan for a period greater than twelve months does not amend the practice start date upon return to the province.

** For the purposes of this incentive, commencing medical practice means providing specialist services to Saskatchewan beneficiaries regardless of the business arrangement in which one practises.

Preference may be given to applicants who do not have an existing service commitment through funding provided by a committee of the Saskatchewan Medical Association.

Up to thirty (30) grants will be available per annum. Preference may be given to applicants who are Saskatchewan-trained, Canadian-trained or are a landed immigrant holding full licensure with the CPSS. Saskatchewan Cancer Agency applications will be considered separately from the Saskatoon applications for the purpose of awarding grants.

II. Eligible Communities:

Eligible communities include those that can sustain a specialist practice including:

- Regional centers - Prince Albert, Moose Jaw, Yorkton, North Battleford, Swift Current, Lloydminster; and
- Urban centers - Saskatoon, Regina.

Please note that up to four (4) grants will be awarded per annum for practices being established in Saskatoon. These grants will be awarded to support recruitment to specialties where the need for physicians is greatest.

The Committee recognizes that certain specialties in Saskatoon serve as a unique Saskatchewan resource. In such cases, more than four (4) grants may be awarded to Saskatoon specialist physicians.

III. Application Process:

The attached application is to be submitted to:

Specialist Recruitment & Retention Committee
c/o Saskatchewan Medical Association
201 – 2174 Airport Drive
Saskatoon, SK S7L 6M6

The application deadline is August 31st.

IV. Adjudication and Start Date:

All applications are subject to approval by the Specialist Recruitment & Retention Committee. Adjudication may be based on the demonstrated need in the community for such specialty following consultation with the Regional Health Authority and Regional Medical Association.

Applications will be adjudicated once per year at the first meeting of the Committee immediately following the deadline.

Applicants and CEOs of the health regions will be notified as soon as the adjudication process has been completed. The start date will be the date the physician starts the new practice.

V. Disbursement of Grant:

Disbursement of the Specialist Recruitment Incentive Grant will be made in three installments. Grant funding is considered taxable income.

<u>First Installment:</u>	\$15,000 to be paid to the physician after s/he commences work in the community and signs the contract.
<u>Second Installment:</u>	\$7,500 to be paid to the physician upon completion of 18 months of satisfactory service to the community.
<u>Third Installment:</u>	\$7,500 to be paid to the physician upon completion of 36 months of satisfactory service to the community.

Special Circumstances: Physicians who have received other assistance through the SMA Specialist Recruitment & Retention Fund (i.e. bursary program) will be required to provide the 36 months of service in addition to the requirements of those agreements. They will, however, receive the initial payment of \$15,000 upon commencing work in the community and signing the contract.

VI. Repayment of Grant:

Physicians who fail to complete their entire service commitment will be required to repay all grant funds with accumulated interest. This amount is calculated by Saskatchewan Finance and Saskatchewan Health and the amount will be specified in the recipient's Specialist Recruitment Incentive Agreement.

VII. Relocation and Repayment Appeals Mechanism:

Physicians who have a valid reason for wishing to move to a new community must receive approval from the Specialist Recruitment & Retention Committee. This may be done by writing a letter to the Committee requesting that the new community qualify as a location where the existing agreement remains valid. Approvals will be made at the discretion of the Committee. An amendment to the existing contract will be made following approval for relocation by the Committee.

In certain circumstances beyond his/her control, a physician receiving a grant under this program may not be able to fulfill the service commitment. In these cases, for compassionate reasons, the Specialist Recruitment & Retention Committee may recommend that payments under this program be prorated based on service provided.

For more information, please contact:

Saskatchewan Medical Association
201 – 2174 Airport Drive
Saskatoon, SK S7L 6M6

Phone: 306-244-2196 or 1-800-667-3781
Fax: 306-653-1631
Email: sma@sma.sk.ca