

# RECRUITMENT & RETENTION OF LOCAL DOCTORS

**POLICY ADOPTED:** 15 MARCH 2011

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### **Background**

Council believes the attraction and retention of Local Doctors is important to the wellbeing of the community. Working in partnership with Greater Southern Area Health Service (GSAS) and the Riverina Division of General Practice (RDGP) is paramount in providing medical services and ensuring they continue into the future. Council's Management Plan 2010-2015 states that Council aims to support medical and Allied health service provision within the community.

### **Policy Objectives**

The policy aims to provide appropriate incentives to:

- An existing General Practice, located within the Shire, to advertise for additional General Practitioners
- An existing General Practitioner, located outside the Shire, to relocate or establish within the Shire; and
- An existing General Practice, located within the Shire, to provide assistance with locum support

As outlined in the attached schedule, schedule 1.

### **Additional Types of Assistance**

Council provides information regarding developing/relocating to the Council area including facilitation with existing local businesses and identification of possible business locations. Various State and Federal Government assistance programs may also be available to General Practitioners to encourage expansion and relocation, information on these programs may also be available from the Council.

In addition to this support Council may, on application, consider further assistance to via the Business Assistance Policy.

### **Assesment of Applications**

Council will determine requests under the Recruitment and Retention of Local Doctor Package at its monthly Council meeting as required.

### **Conditions of Assistance**

Conditions of assistance will be determined as a part of the approval process and may include the substantiation of expenditure and reporting on outcomes.

### **Related Procedure**

Applications must be made in accordance with the Recruitment and Retention of Local Doctors Procedure.

**Authorisation:**

<b>Status</b>	<b>Committee</b>	N/A	
	<b>Manex</b>	N/A	
<b>Owner</b>	<b>Director Community &amp; Development Services</b>		
<b>EDRMS Doc. ID</b>	329195		
<b>Superceded Policy</b>			
<b>Date of Adoption/ Amendment</b>	<b>Revision Number</b>	<b>Minute Number</b>	<b>Review Date</b>
15 March 2011	0		

<b>Related Council Policy / Procedure</b>
Recruitment and Retention of Local Doctors Procedure
Recruitment and Retention of Local Doctors Application Form

SCHEDULE 1  
 PACKAGE FOR THE RECRUITMENT AND RETENTION OF LOCAL DOCTORS  
 (ADOPTED BY COUNCIL ON 16 NOVEMBER 2010)

Area of Support/ Need –	Anticipated Benefit to Doctors	Anticipated benefit to Community	Annual Cost Exposure – per Practice	Annual Cost Assuming 3 Practices
Advertising – Provide a Practice up to \$5,000 (\$ for \$ basis) Per annum for the costs of Advertising for enhanced medical services.	Increased Advertising budget for practice. Improved chances for attracting additional services for practice	Increased chance of success in improving medical services for the community	\$5,000 (paid on invoice)	\$15,000
Accommodation Support – Available to First New F/T GP to a Practice - A package of \$250 per week for a period of 12 months.	Increased ability for Principal Doctor to attract a new & additional GP to the practice.	New GP increases health service levels and reduces waiting time for the community	\$13,000 (paid quarterly)	\$39,000
Locum Support for Principal doctor - Assume locum package of \$7,000 per week as standard for industry. Provide up to an additional \$3,000 per week to Locum salary to enhance package. Limited to 2 weeks per year <b>This only applies to local doctors who have been practicing in West Wyalong for at least 2 years.</b>	Increased ability for Principal Doctor to attract a locum to the practice. Principal Doctor gets a break therefore improves their health & sustainability	Attracting a Locum provides a Doctor for the community when practice Principal is away.	\$6,000	\$18,000  To become affective from 1.7.11
Cash Payments – Expended at Doctor’s discretion. (\$20,000 p.a. per existing doctors)  In place until 30.6.11 when this aspect of the package will be reviewed	Financial benefit	Principal GP is supported. Incentive to stay.	\$20,000	To be determined in the 2010 / 2011 Budget.
Reviewed and Retention of Local Doctors				