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December 16, 2024

Report: Towns Decision to Withdraw from the Southeast Healthcare Recruitment and Retention Committee (SHRCC)

The Southeast Healthcare Recruitment and Retention Committee (SHRCC) was created in May 2023 with the RM of Moose Creek, RM of Reciprocity, RM of Argyle, RM of Coalfields, RM of Enniskillen, Town of Frobisher, Town of Alida, Town of Oxbow, Town of Alameda and Village of Glen Ewen all participating. The CAO of the RM of Enniskillen was appointed as the Secretary with the CAO of the Town of Oxbow as an alternate. The role of the Secretary was quickly abandoned by the CAO of the RM of Enniskillen and became the responsibility of the CAO of the Town of Oxbow.

PURPOSE

The Southeast Healthcare Recruitment & Retention Committee (SHRRC) is an advisory committee of councils of participating towns, villages and rural municipalities for matters related to the development, implementation, and progress monitoring of a sustainable solution for the recruitment of Healthcare Professionals.

ROLE OF THE COMMITTEE

1. Review current healthcare professional recruitment initiatives, identify strengths, opportunities and barriers to successful recruitment and retention.
2. Formulate action plans for recruitment and retention of healthcare professionals.
3. To respond to the recruitment and retention needs of the communities.
4. Identify sources and solicit resources to support recruitment and retention initiatives.
5. Connect with stakeholders who may assist in the recruitment and retention of healthcare professionals.
6. Develop a fair and consistent funding model for the committee.
7. Develop promotional materials if required.

In July 2023 a funding model using Population Base in the \$50,000 for the remainder of 2023 was approved by the committee and the participants contributed as follows:

RM of Enniskillen \$5,940.86
RM of Coalfields \$4,435.48
RM of Moose Creek \$4,112.90
RM of Reciprocity \$4,717.74
RM of Argyle \$3,293.01
Town of Alameda \$4,637.10
Town of Oxbow \$17,284.95

Village of Alida \$1,384.41

Village of Frobisher \$1,706.99

Village of Glen Ewen \$2,486.56

In October 2023 the Village of Alida withdrew their commitment and participation in the Committee.

In September of 2023 the RM purchased the Doctors Office with no consultation with the Town, Committee or community.

During the Towns participation in this Committee, the Committee:

1. purchased furniture for both of the rental accommodations for the new doctors;
2. paid rental, water and some other expenses related to the rental accommodations;
3. paid the RM a percentage of their expenses for insurance, taxes, power and energy from the RM purchased the doctors office;
4. paid the doctors a monthly amount to help with their portion of the medical clinic expenses.

When it came time in April/May 2024 for the Committee to decide on the contributions required from the participating members they were talking of a total contribution amount of \$75,000. This would have increased the Towns contribution to \$26,658.37 (54% increase over 2023). Also, the committee was still wishing to give a monthly amount to each doctor, this would have almost used up most of the 2024 total contribution.

So, with all this in mind the Town decided to withdraw from the Committee on May 13, 2024, as it felt that our contribution (public funds) was not being used in accordance with what this committee's purpose and role it was intended for.

The Town had funds budgeted in 2024 for the SHRRC and decided that we reallocate those funds to other healthcare initiatives in the community. For example, it was shared by the new doctors that some medical devices/equipment (such as weighs scales, pulse oximeters, fetal dopplers, etc.) were needed at the clinic to make their jobs a bit easier so the Town purchased these items.

After this decision I had lengthy conversations with a couple of members from the committee explaining the Towns reasoning. Mayor Doug Pierce also attended a meeting at their request explaining the Towns reasoning for our withdrawal.

Brandi Morissette
Chief Administrative Officer
