

## Family Physician Recruitment Program: Memorandum of Understanding

This purpose of this memorandum of understanding, dated 24 May 2024, is to guide discussions to fund, create and deliver a family physician recruitment program in Durham, with costs shared between the following municipalities:

The Regional Municipality of Durham (the “**Region**”);  
The Corporation of the Town of Ajax (“**Ajax**”);  
The Corporation of the Township of Brock (“**Brock**”);  
The Corporation of the Municipality of Clarington (“**Clarington**”);  
The Corporation of the City of Oshawa (“**Oshawa**”);  
The Corporation of the City of Pickering (“**Pickering**”);  
The Corporation of the Township of Scugog (“**Scugog**”);  
The Corporation of the Township of Uxbridge (“**Uxbridge**”); and  
The Corporation of the Town of Whitby (“**Whitby**”).

At its meeting on 31 January 2024, Durham Regional Council endorsed the recommendations in Report #2024-COW-3 to create a Region-wide Family Physician Recruitment Program to attract and retain family medicine trainees and family physicians to Durham and to fund the Durham Ontario Health Team to hire a full-time permanent family physician recruiter (the “**Program**”), with core funding expenses shared between the Region and local municipalities, and to report on that arrangement to Durham Regional Council.

The proposed funding model for the Program between 1 July 2024 and 31 December 2027 provides for a maximum cost of \$55,000 in 2024, increasing to \$225,000 in 2025 and indexed to inflation plus 2 per cent in 2026 and 2027.

Each municipality recognizes that its council approval may be required to take part in such a cost-sharing arrangement, and that any arrangement that results from these discussions might take the form of a binding agreement between one or more parties and the Durham Ontario Health Team.

1. The parties acknowledge that the discussions and their respective plans are preliminary. Each party’s participation in this cost-sharing arrangement is subject to the condition that that party receives its council’s approval or delegated authority for
  - (a) this memorandum of understanding;
  - (b) a funding agreement with the Durham Ontario Health Team, and
  - (c) budget approval in each of 2024, 2025, 2026 and 2027 for any funds disbursed or scheduled to be disbursed.
2. The parties intend to fund the Program costs according to the table attached to this memorandum of understanding (**attachment 1**). The Program cost on which each party’s proportionate share is based will be adjusted as of 1 January 2026 and as of 1 January 2027, calculated according to this formula:

$$N = (1 + (I + 2\%)) \times 225,000$$

In this formula, the following applies:

$N$  = the total Program cost, in dollars

$I$  = the average year-over-year percentage growth in the all-items Consumer Price Index for Ontario published by Statistics Canada for the then most recent year

3. The parties intend to discuss, among other things, how that Program's success will be measured, the contents of a binding agreement with the Durham Ontario Health Team, and oversight of that Program and that binding agreement.
4. The parties intend that any discussions will take place in good faith. Each party shall make reasonable efforts to engage in the discussions competently and promptly.
5. The parties are not prohibited from negotiating with from anyone else or from engaging in their own family physician recruitment strategies, whether existing or new.
6. The parties may share that a partnership is being explored related to the Program as part of community engagement and public presentations.
7. Each party will be responsible for its own expenses related to this memorandum of understanding.
8. No party will be liable to any other party for any loss that other party suffers because of this memorandum of understanding or any failure to enter a binding agreement with the Durham Ontario Health Team.
9. This memorandum of understanding will become effective for each party when that party has signed it. Each party may sign this memorandum using an electronic or handwritten signature, which are of equal effect. If the parties sign this memorandum of understanding in several counterparts, each will be deemed an original but all counterparts together will constitute one instrument.
10. If a party signs this memorandum of understanding but fails to date their signature, the date the Region receives the signing party's signature will be deemed to be the date the signing party signed this memorandum of understanding.
11. This memorandum of understanding will continue to apply to a party until the earlier of (1) the date that party notifies the other parties that it no longer wishes to proceed with the Program, (2) that party enters a binding agreement for the Program, and (3) 31 December 2027.

*Signature pages follow.*

**The Regional Municipality of Durham**

Date: \_\_\_\_\_, 2024

By: \_\_\_\_\_

Nancy Taylor  
Commissioner of Finance

Authorized by: #2024-COW-3

**The Corporation of the Township of Ajax**

Date: \_\_\_\_\_, 2024

By: \_\_\_\_\_

Name:  
Title:

Authorized by:

**The Corporation of the Township of Brock**

Date: \_\_\_\_\_, 2024

By: \_\_\_\_\_

Name:  
Title:

Authorized by:

**The Corporation of the Municipality of Clarington**

Date: \_\_\_\_\_, 2024

By: \_\_\_\_\_

Name:  
Title:

Authorized by:

**The Corporation of the City of Oshawa**

Date: \_\_\_\_\_, 2024

By: \_\_\_\_\_

Name:  
Title:

Authorized by:

**The Corporation of the City of Pickering**

Date: \_\_\_\_\_, 2024

By: \_\_\_\_\_

Name:

Title:

Authorized by:

**The Corporation of the Township of Scugog**

Date: \_\_\_\_\_, 2024

By: \_\_\_\_\_

Name:

Title:

Authorized by:

**The Corporation of the Township of Uxbridge**

Date: \_\_\_\_\_, 2024

By: \_\_\_\_\_

Name:

Title:

Authorized by:

**The Corporation of the Town of Whitby**

Date: \_\_\_\_\_, 2024

By: \_\_\_\_\_

Name:

Title:

Authorized by:

**Attachment 1: Proposed Funding Model**

<b>Proposed Funding Model</b>							
<b>Municipality</b>	<b>Population<sup>1</sup></b>	<b>Pop. %</b>	<b>Funding %</b>	<b>2H 2024 (\$)</b>	<b>2025 (\$)</b>	<b>2026 (\$)</b>	<b>2027 (\$)</b>
<b>Total Program Cost</b>				\$ 55,000	\$ 225,000	225,000 × (CPI + 2%)	Prior Yr × (CPI + 2%)
<b>Durham</b>	748,495	100%	50.0%	27,500	112,500		
<b>Ajax</b>	135,930	18%	9.1%	4,994	20,430		
<b>Brock</b>	13,760	2%	0.9%	506	2,068		
<b>Clarington</b>	107,770	14%	7.2%	3,960	16,198		
<b>Oshawa</b>	187,080	25%	12.5%	6,873	28,118		
<b>Pickering</b>	106,505	14%	7.1%	3,913	16,008		
<b>Scugog</b>	22,505	3%	1.5%	827	3,383		
<b>Uxbridge</b>	22,605	3%	1.5%	831	3,398		
<b>Whitby</b>	152,340	20%	10.2%	5,597	22,897		

<sup>1</sup> Source: #2023-INFO-102, Monitoring of Growth Trends, File: D01-02-01, as of May 2023