

	Support Function		Independent / Self-directed Function	
Option	#1 – Full Time Physician Recruitment Coordinator (PRC)	#2 – Part Time Physician Recruitment Coordinator (PRC)	#3 – Full Time Physician Recruitment Specialist (PRS)	#4 – Part Time Physician Recruitment Specialist (PRS)
Description	<p>Director of Physician Recruitment at the GHHN ('Director') would advertise equally for Family Medicine opportunities both within the City of Hamilton and Haldimand.</p> <p>Program advertising materials (website, conference materials etc.) would be updated to include Haldimand, and all services currently provided to practices/family medicine clinics in Hamilton would be extended to Haldimand. While the Physician Recruitment Program at the GHHN already attends a number of recruitment events each year, additional events geared towards more rural/small town recruitment would likely be added.</p> <p>In exchange for these services, Haldimand would agree to fund a full-time PRC to support the Director and would also contribute additional funds to cover a portion of program operational expenses, travel and accommodations, and attendance at recruitment events.</p>	<p>Director would advertise equally for Family Medicine opportunities both within the City of Hamilton and Haldimand.</p> <p>Program advertising materials (website, conference materials etc.) would be updated to include Haldimand, and all services currently provided to practices/family medicine clinics in Hamilton would be extended to Haldimand. While the Physician Recruitment Program at the GHHN already attends a number of recruitment events each year, additional events geared towards more rural/small town recruitment would likely be added.</p> <p>In exchange for these services, Haldimand would agree to fund a 0.5 FTE PRC to support the Director and would also contribute additional funds to cover a portion of program operational expenses, travel and accommodations, and attendance at recruitment events.</p>	<p>Director would train and provide oversight and support to a full-time PRS that would be dedicated to recruitment specifically within Haldimand.</p> <p>Program advertising materials (website, conference materials etc.) would be updated to include Haldimand, and resources would be shared to allow the PRS to provide the same services currently provided to practices/family medicine clinics in Hamilton to Haldimand.</p> <p>In exchange for these services, Haldimand would agree to fund the full-time PRS and would also contribute additional funds to cover a portion of program operational expenses, travel and accommodations, and attendance at recruitment events.</p>	<p>Director would train and provide oversight and support to a part-time PRS that would be dedicated to recruitment specifically within Haldimand.</p> <p>Program advertising materials (website, conference materials, etc.) would be updated to include Haldimand, and resources would be shared to allow the PRS to provide the same services currently provided to practices/family medicine clinics in Hamilton to Haldimand.</p> <p>In exchange for these services, Haldimand would agree to fund a 0.5 FTE PRS and would also contribute additional funds to cover a portion of program operational expenses, travel and accommodations, and attendance at recruitment events.</p>
Benefits	It is estimated that this would be a suitable option for a moderate level of recruitment need (both locum and permanent).	This is the most cost-effective option	This option offers the extensive recruitment efforts targeted towards Haldimand and is suitable for a high degree of both family medicine and specialist recruitment.	This option offers recruitment targeted towards Haldimand and would be suitable for a small degree of family medicine and/or specialist recruitment. This option is also lower cost compared to options 1 and 3.
Limitations	Not suitable for specialist recruitment or a very high degree of family medicine recruitment	Only suitable for very minimal recruitment needs in family medicine only. Only offers part-time recruitment support and resources would not be sufficient to address periods of	Highest cost option	Only offers part-time recruitment support. Potential difficulty in attracting candidates for the position as it can be a challenge to recruit for part-time work. A part-time

		high recruitment. Potential difficulty in attracting candidates for the position as it can be a challenge to recruit for part-time work. A part-time employee may also be less willing to participate in the frequent travel that physician recruitment requires (for attendance at recruitment events). Less cross coverage available than in options 1 or 3.		employee may also be less willing to participate in the frequent travel that physician recruitment requires (for attendance at recruitment events). Less cross coverage available than in options 1 or 3
Estimated Costs	<ul style="list-style-type: none"> ▪ Salary: \$57,000 - \$66,000 per year (depending on experience) <ul style="list-style-type: none"> ○ Plus up to ~\$1,500 in Employer EI Contributions ○ Plus up to ~\$4,000 in Employer CPP Contributions ○ Plus up to ~\$500 in Employer WSIB Payments ○ Total Salary: \$63,000 - \$72,000 ○ Recommended: Employee benefits at an additional 2% of base pay = \$1,140 - \$1,320 ○ Optional: Pension at an additional 10% of base pay = \$5,700 - \$6,600 ▪ Conference Costs (split on booth fees, travel, accommodations, meals etc.): \$35,000 per year ▪ Operational costs (laptops, banners, office supplies etc.): \$8000 for initial year then anticipated to decrease with subsequent years <p>Total Estimated Costs for Initial Year = ~\$106,000 - ~\$122, 920 (with anticipated annual increases of 2-5% to adjust for inflation)</p>	<ul style="list-style-type: none"> ▪ Salary: \$28,500 - \$33,000 per year (depending on experience) <ul style="list-style-type: none"> ○ Plus up to ~\$850 in Employer EI Contributions ○ Plus up to ~\$2,100 in Employer CPP Contributions ○ Plus up to ~\$250 in Employer WSIB Payments ○ Total Salary: \$31,700 - \$36,200 ○ Recommended: Employee benefits at an additional 2% of base pay = \$570 - \$660 ○ Optional: Pension at an additional 10% of base pay = \$2,850 - \$3,300 ▪ Conference Costs (split on booth fees, travel, accommodations, meals etc.): \$35,000 per year ▪ Operational costs (laptops, banners, office supplies etc.): \$8000 for initial year then anticipated to decrease with subsequent years <p>Total Estimated Costs for Initial Year = ~\$74,700 - ~\$83,160 (with anticipated annual increases of 2-5% to adjust for inflation)</p>	<ul style="list-style-type: none"> ▪ Salary: \$85,000 - \$98,000 per year (depending on experience) <ul style="list-style-type: none"> ○ Plus up to ~1,500 in Employer EI contributions ○ Plus up to ~\$4,000 in Employer CPP contributions ○ Plus up to ~700 in Employer WSIB payments ○ Total Salary: \$91,200 - \$104,200 ○ Recommended: Employee benefits at an additional 2% of base pay = \$1,700 - \$1,960 ○ Optional: Pension at an additional 10% of base pay = \$8,500 - \$9,800 ▪ Conference Costs (split on booth fees, travel, accommodations, meals etc.): \$35,000 per year (without specialist recruitment) - \$45,000 per year (with specialist recruitment) ▪ Operational costs (laptops, banners, office supplies etc.): \$8000 for initial year then anticipated to decrease with subsequent years <p>Total Estimated Costs for Initial Year = ~\$134,200 - ~\$168, 960 (with anticipated annual increases of 2-5% to adjust for inflation)</p>	<ul style="list-style-type: none"> ▪ Salary: \$42,500 - \$49,000 per year (depending on experience) <ul style="list-style-type: none"> ○ Plus up to ~1,200 in Employer EI contributions ○ Plus up to ~\$3,000 in Employer CPP contributions ○ Plus up to ~350 in Employer WSIB payments ○ Total Salary: \$47,050 - \$53,550 ○ Recommended: Employee benefits at an additional 2% of base pay = \$850 - \$980 ○ Optional: Pension at an additional 10% of base pay = \$4,250 - \$4,900 ▪ Conference Costs (split on booth fees, travel, accommodations, meals etc.): \$35,000 per year (without specialist recruitment) - \$45,000 per year (with specialist recruitment) ▪ Operational costs (laptops, banners, office supplies etc.): \$8000 for initial year then anticipated to decrease with subsequent years <p>Total Estimated Costs for Initial Year = ~\$90,050- ~\$112,430 (with anticipated annual increases of 2-5% to adjust for inflation)</p>