



Yarmouth County Health Services Recruitment & Retention Committee Terms of Reference

The Municipalities of the District of Argyle, the District of Yarmouth and the Town of Yarmouth are committed to recruiting and retaining health care professionals. Time and money has been invested, collectively and individually, in the last decade to address recruitment & retention challenges. The Health Authority under the Department of Health and Wellness of the Province of Nova Scotia is mandated with the provision of health care. Municipal and Town Councils recognize the need for community level services to supplement the work of the NSHA in recruitment activities of health care professionals.

The recruitment and retention of doctors and health care professionals is considered to be the most important issue for many of our citizens. Our residents expect to have access to physician services in our local area. Doctor recruitment and retention is also a large component in future growth for the area, as access to health care is a major factor in attracting new residents.

Provincial partners in physician recruitment indicate the key areas for community level support to their work are:

- ✓ Well organized site visits
- ✓ Positive targeted messaging
- ✓ Settlement and navigation support

Vision

Every resident in Yarmouth County will have access to primary and secondary health care providers at the local level. More specifically, the recruitment of Family Physicians is a critical cornerstone of balanced health care services.

Mission

Yarmouth County Health Services Recruitment & Retention Committee will engage with stakeholders, research best practices and develop supports to advise Municipal Councils on strategies and programs necessary to distinguish and promote Yarmouth County in recruitment of health care professionals.

Structure

- 1 Elected Official from each Municipal Unit – voting
- 1 Health Care Practitioner (recruited by the Committee) - voting
- 1 Alternate Elected Official from each Municipal Unit
- CAO from each Municipal Unit – ex-officio
- 1 Representative from Western Regional Enterprise Network – ex-officio
- Support Staff as directed by CAO's – ex-officio
- 1 Representative from the Chamber of Commerce - ex-officio
- Other members with experience in the medical profession as required - ex-officio

March 15, 2019