



Staff Report

Strategic Initiatives – Special Projects & Strategic Initiatives

Report To: Council Meeting
Meeting Date: January 26, 2026
Report Number: SI.26.002
Title: Follow Up to the Family Physician Recruitment Working Group Deputation
Prepared by: Tim Hendry, Director of Strategic Initiatives

A. Recommendations

THAT Council receive Staff Report SI.26.002, entitled “Follow Up to the Family Physician Recruitment Working Group Deputation”;

AND THAT Council approves the allocation of up to \$25,000 from the Health Services Reserve Fund for the purposes of recruitment events outlined in this report and to allow the Working Group to respond promptly to emerging opportunities.

B. Overview

This report provides Council with a follow-up to the deputation and funding request from the Family Physician Recruitment Working Group presented at the January 12, 2026, Committee of the Whole meeting.

C. Background

The Family Physician Recruitment Working Group presented a [deputation](#) at the January 12, 2026 Committee of the Whole meeting, outlining plans for the working group and Town staff to attend the following locally held family physician recruitment events:

Rural Ontario Medical Program Event

- When: February 18-21, 2026
- Where: Blue Mountain Conference Centre

Docs On Ice 2026

- When: April 9-11, 2026
- Where: Beaver Valley Community Centre

Western University's Annual Family Medicine Resident Retreat

- When: May 22-24, 2026
- Where: Blue Mountain Conference Centre

Through the deputation, Council preliminarily supported the Working Group's request and directed staff to provide a follow-up report directly to the January 26, 2026, Council meeting to formally consider the allocation of funds.

D. Analysis

Town staff actively support the initiatives of the Family Physician Recruitment Working Group and confirm that the request for funding to attend recruitment events aligns with the mandate as detailed in the Working Group's approved [Terms of Reference](#).

The cost breakdown of the three events is detailed below:

	Cost	Notes
Rural Ontario Medical Program Event	\$620 paid as a registration fee	Limit of one delegate. No option to add extra delegates.
Docs On Ice 2026	No direct registration cost as the event is being hosted at a Town facility	Expenses related to the Town hosting Doc's on Ice were approved through report CS.25.019
Western University's Annual Family Medicine Resident Retreat	\$4,500 paid as a sponsorship/registration fee The fee is inclusive of the event attendance, meals and hotel room for one delegate	Option to add extra delegates for \$350/pp (inclusive of accommodation and meals) The total number of delegates is still being determined, pending speaker availability.

The estimated cost for the three events is between \$5,120.00 and \$6,200.00 (excluding ancillary expenses noted below). Staff would also like to confirm that a request has been submitted to the Western University event organizers seeking a reduction in fees as the hotel expense is not needed.

In addition to the costs associated with the recruitment events, the working group requested an allocation of funding from the physician recruitment reserve account, totaling up to \$25,000. The intent of the additional funds is to cover ancillary expenses, such as promotional materials

(flyers, brochures, booklets, etc.), door prizes (e.g., a local gift baskets), and fees to compensate local physicians for their attendance/participation; and to serve as a buffer to cover further expenses to support the Working Group's mandate and to ensure that their efforts remains agile, enabling the Working Group to respond to other opportunities that arise. Without this allocation, the Working Group would be required to bring request to Council through a deputation, followed by a subsequent staff report, which may delay timely action.

In total, the Working Group requested \$25,000 from the family physician reserve fund to cover the noted expenses and to allow the Working Group to respond promptly to emerging opportunities.

E. Strategic Priorities

2. Organizational Excellence

We will continually seek out ways to improve the internal organization of Town Staff and the management of Town assets.

4. Quality of Life

We will foster a high quality of life for full-time and part-time residents of all ages and stages, while welcoming visitors.

F. Environmental Impacts

No environmental impacts are anticipated as a result of this report.

G. Financial Impacts

The 2024 Year-End balance of the Health Services Reserve was \$86,962.28. The 2025 Year-End balance will be calculated through the year-end process completed by Finance.

If approved, the \$25,000 request of the Working Group will be allocated from the reserve fund and transferred into the 2026 Operating Budget.

H. In Consultation With

Councillor June Porter, Chair of the Family Physician Recruitment Working Group

Monica Quinlan, Director of Finance

I. Public Engagement

The topic of this Staff Report has not been the subject of a Public Meeting and/or a Public Information Centre as neither a Public Meeting nor a Public Information Centre are required. However, any comments regarding this report should be submitted to Tim Hendry, Director of Strategic Initiatives si@thebluemountains.ca.

J. Attached

None.

Respectfully submitted,

Tim Hendry
Director of Strategic Initiatives

For more information, please contact:
Tim Hendry, Director of Strategic Initiatives
si@thebluemountains.ca
519-599-3131 extension 282

Report Approval Details

Document Title:	SI.26.002 Follow Up to the Family Physician Recruitment Working Group Deputation.docx
Attachments:	
Final Approval Date:	Jan 21, 2026

This report and all of its attachments were approved and signed as outlined below:

Tim Hendry - Jan 21, 2026 - 2:16 PM