



COUNCIL POLICY

Family Physician Attraction Incentives Program

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| Policy Title | Family Physician Attraction Incentives Program | | |
| Policy Number | 359 | Approved Date | 2024/12/02 |
| Department | Invest Grande Prairie | Last Amended | |
| Mayor Signature | "J. Clayton" (signed) | Last Reviewed | |
| | | Signature Date | 2024/12/04 |

1. Policy Statement

The City of Grande Prairie (City) is committed to:

- 1.1. Supporting the development of a robust health care workforce, that supports residents' access to health care providers and enhances quality of life.
- 1.2. Providing financial and Gift-in-Kind (GIK) Incentives to attract new family Physicians to the City.

2. Purpose

- 2.1. The purpose of this Council policy (policy) is to encourage eligible family Physicians to relocate to and practice in the City and to support community integration and engagement through the Incentives Program, enhancing access to medical services for residents.

3. Definitions

In this policy:

- 3.1. **"City"** means the municipal corporation of The City of Grande Prairie, having authority under the *Municipal Government Act*, RSA 2000 C. M-26 and other applicable legislation. Where context requires, City also means the area included within the municipal boundaries of the City.
- 3.2. **"College of Physicians & Surgeons of Alberta" (CPSA)** means the regulator organization that registers Physicians in Alberta by issuing practice permits to Physicians and regulating the profession.
- 3.3. **"Gifts-in-Kind" or "GIK"** means any contribution, other than a cash payment, by the City to support attraction and retention of Physicians in the City.
- 3.4. **"Incentive"** means a cash payment or GIK to a Physician who has relocated to the City on or after the Approved Date of this policy and is actively providing full-time equivalent medical services in their professional capacity to the residents of the City.
- 3.5. **"Incentive Program"** means the New Family Physician Attraction Incentive Program.



COUNCIL POLICY

Family Physician Attraction Incentives Program

- 3.6. **"Physician"** means a physician registered to practice medicine in Alberta by the CPSA.
- 3.7. **"Region"** means the any area within 15 km surrounding the City.
- 3.8. **"Registered"** means holding active registration through the CPSA.

4. General Principles

- 4.1. The following Incentives may be applied for by any eligible Physician who has relocated to the Region, from outside the Region, and who has been working in the City in their professional capacity for a minimum of 30 days. The total value of Incentives provided to any individual Physician shall not exceed \$7,500.00.
 - 4.1.1. Financial Incentive
 - a. A non-repayable cash payment of \$2,500.00 following 24 months of full-time active service in the City in their professional capacity.
 - 4.1.2. Travel Voucher
 - a. A \$2,500.00 travel voucher for one of two commercial carriers (WestJet or Air Canada) to travel to or from the Grande Prairie Airport following 12 months of continuous service.
 - 4.1.3. Recreation and Wellness Passes (one per Physician) eligible after 30 days of continuous service.
 - a. One year Grande Access Pass (family membership or similar) valued up to \$1,600.00; or
 - b. One year family membership to Nitehawk Year-Round Adventure Park (or similar) valued up to \$1,500.00; or
 - c. One year Season Tickets to the Grande Prairie Storm valued up to \$1,500.00.
 - 4.1.4. Local Vouchers (two [2] \$500.00 vouchers per Physician) eligible after 30 days of continuous service.
 - a. Bonnetts Energy Centre Box Office
 - b. Douglas J Cardinal Theatre Box Office
 - c. Grande Prairie Live Theater Box Office
 - d. Bear Creek Folk Festival ticket voucher
 - e. GP Stompede ticket voucher
 - f. Center for Creative Arts programming voucher
 - g. Wapiti Nordic Ski Club voucher
 - h. GP Chamber of Commerce Membership voucher
 - i. Northwestern Polytechnic (NWP) Tuition or Programming Credit
 - j. City of Grande Prairie Programming



COUNCIL POLICY

Family Physician Attraction Incentives Program

5. Related Information

- 5.1. The application intake for the Incentives Program will close when all monies allocated to the Incentive Program through the Health Care Attraction and Retention Capital Project are assigned, on December 30, 2026, or at any time at City Council's discretion, whichever comes first.

6. Responsibilities

- 6.1. City Council will review and approve any revisions to this policy.
- 6.2. City Manager will review and approve any procedures related to this policy.
- 6.3. City Administration will carry out the policy based on established procedures.

7. Legislative Authority & Other Reference

- 7.1. [City Procedure 357-1](#) Physician Incentives Program
- 7.2. [Health Care Attraction and Retention Strategy](#) (June, 2024)
- 7.3. [Health Care Attraction and Retention Action Plan 2024-2026](#)

8. Version History

| Action | Date | Description |
|------------|------------|-------------|
| New Policy | 2024/12/02 | |