

## **COMMUNITY HEALTHCARE INVESTMENT FUND**

Effective the date of ratification, the parties agree to implement a Community Healthcare Investment Fund. The fund is intended to recognize the variety of needs in each community and support the development of a sustainable and stable workforce over the longer term. It is designed to address and enhance and support the provision of improved paramedical emergency services, midwifery services and nursing in the following communities: Beaver Creek, Carcross, Carmacks, Destruction Bay, Faro, Mayo, Old Crow, Pelly Crossing, Ross River, Stewart Crossing, Teslin, Village of Haines Junction.

The fund will allocate \$1.5 million per fiscal year as follows:

### **Recruitment, Retention and Relocation**

Factors for specific recruitment initiatives may include indicators such as: high vacancy rates; vacancies that remain unfilled for longer than 90 days; closures of stations due to staffing shortages, use of third-party agency staff, high turnover; or by mutual agreement of the parties.

The parties agree that payment of recruitment and retention incentives or reimbursement for relocation expenses under this Fund will be conditional upon completion of a return-for-service agreement as agreed by the parties. The parties agree that the recruitment and retention initiatives may vary, depending on the identified needs included but not limited to the following:

1. \$275,000 for recruitment incentives;
2. \$275,000 for retention incentives;
3. \$200,000 for Indigenous recruiting and development initiatives.
4. \$300,000 for relocation assistance;
5. \$375,000 housing assistance for out of community healthcare professionals;
6. \$75,000 for community high school student co-op programs;

### **Operation of the Fund**

A Community Healthcare Investment Fund Committee ("the Committee") shall be established within 30 days of ratification. The Committee shall be comprised of the following:

- The YEU President;
- One other member of the YEU Executive;
- Two other members of the YEU who are nurses in Community Nursing representing different community demographics will be appointed for one year;
- The Assistant Deputy Minister, Health Services;
- The Director, Human Resources, Department of Health and Social Services; and
- The Director of Community Nursing
- One Community Nursing Manager

Committee representatives will seek input from the community sites as appropriate, to reach agreement on recommended initiatives. The Committee will endeavor to effectively utilize the entire Fund within each fiscal year. The Committee will review the Fund and the effectiveness of initiatives on a biannual basis and agree to share any necessary information in advance of each meeting to assist in evaluating the effectiveness of the Fund in addressing community capacity issues. From time to time, the members of the Committee may agree to add additional representatives as necessary.

## **Work of the Committee**

Terms of Reference will be developed and reviewed at first meeting. Prior to the beginning of each fiscal year, the Committee will receive proposed initiatives for consideration.

The Committee will also, among other activities:

- Determine the portion of funds to hold in reserve to ensure the Fund can respond to recruitment and retention challenges that arise throughout the year; such portion must not be more than twenty-five per cent (25%).
- Review, consider, and approve proposed initiatives from participating Communities
- Decide between competing proposed initiatives or devise an appropriate solution when the parties have not been able to agree on a particular initiative.
- Assess allocations, funding status and initiatives on a quarterly basis in order to ensure the Fund is addressing recruitment and retention challenges as intended. This includes adjustments to the allocations and reconsideration of initiatives previously denied and/or new initiatives submitted for consideration. Administration of the Fund shall be in compliance with YG Finance and Audit requirements.

This Letter of Understanding shall expire December 31, 2024 and may be extended by mutual agreement.