

**Recruitment Incentive Fund (RIF)  
Policy**

Ministry of Health  
Revised April 2024

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<b>Section: 1</b> General	<b>Effective:</b> April 2024

### **1.1 Description**

The purpose of the Recruitment Incentive Fund (RIF) is to provide an incentive to physicians recruited to fill vacancies or pending vacancies in eligible rural communities.

### **1.2 Objectives**

The objectives of this policy are to outline the criteria and eligibility of the RIF of British Columbia (BC).

### **1.3 Scope**

This policy applies to physicians, HA's and other key partners who may be eligible for the RIF.

### **1.4 Oversight**

RIF is a rural physician program under the Rural Practice Subsidiary Agreement (RSA), which is a subsidiary agreement of the Physician Master Agreement between the BC Government, Doctors of BC (DoBC) and the Medical Services Commission (MSC).

The Joint Standing Committee on Rural Issues (JSC), established under the RSA, is comprised of representatives from DoBC, the Ministry of Health (the Ministry) and the health authorities (HA's). The JSC advises the BC Government and DoBC on matters pertaining to rural medical practice and is responsible for the overall governance of these rural programs for physicians.

The goal of the JSC is to enhance the availability and stability of physician services in rural and remote areas of BC by addressing some of the unique and difficult circumstances faced by physicians in these areas.

### **1.5 Administration**

The Ministry, in collaboration with the HA's, provides the administration of the RIF in accordance with the policies and procedures established by the JSC. Applications for the RIF are administered by Rural Practice Programs, Physician Services Branch, Ministry of Health, on behalf of the JSC.

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<b>Section: 2</b>	Definitions	<b>Effective:</b>	April 2024

<b>Term</b>	<b>Definition</b>
Full-time	<ul style="list-style-type: none"> <li>Full-time for the purposes of the RIF is defined as a 1.0 Full time equivalent (FTE)</li> </ul>
Health Authority (HA)	<ul style="list-style-type: none"> <li>Governing bodies, as per the <i>Health Authorities Act</i>, with responsibility for the planning, coordination and delivery of regional health services, including hospital, long term care and community services.</li> </ul>
Locum Physician	<ul style="list-style-type: none"> <li>A physician with appropriate medical staff privileges who substitutes on a temporary basis for another physician (host physician).</li> </ul>
Resident Physicians	<ul style="list-style-type: none"> <li>For the purposes of this program, a physician who lives and practices at least 9 months of every year in an RSA community.</li> </ul>
Rural Practice Subsidiary Agreement (RSA) Community	<ul style="list-style-type: none"> <li>A rural community that meets all the criteria for the RRP, included in Appendix A of the RSA.</li> </ul>
Rural Retention Program (RRP) Fee Premium	<ul style="list-style-type: none"> <li>Physicians providing services in eligible RSA communities will receive a premium on their Medical Service Plan (MSP) Fee for Service (FFS) billings.</li> </ul>

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<b>Section: 3</b>	Eligibility	<b>Effective:</b>	April 2024

### 3.1 Community Eligibility

- Communities under the RSA are eligible for the RIF provided that there is a vacant position in the HA Physician Supply Plan.
- The RIF amounts vary based on the degree of isolation of the RSA community, as determined by the Medical Isolation Assessment System. They are as follows:
 

A communities	\$20,000
B communities	\$15,000
C communities	\$10,000
D communities	\$5,000

### 3.2 Physician Eligibility

- Physicians recruited to an RSA community to fill a permanent vacancy in the Physician Supply Plan may be eligible to receive the RIF. The amount of the RIF payment will be pro-rated based on FTE.
- A physician receiving this benefit is obligated to repay the amount in full if they leave the community less than 1-year after commencing work.
- If a physician has already received the RIF for moving to an eligible RSA community and subsequently left that RSA community, they are eligible to receive RIF for recruitment to a different RSA community if the following conditions are met:
  1. The one-year minimum requirement in the first community.
  2. If relocating between RSA communities, physicians must be moving both their practice and permanent residence. Relocations between adjacent/neighboring communities in close proximity are subject to JSC approval.
- A physician is eligible to receive the RIF payment a maximum of 3 times.
- Locum physicians are not eligible to receive the RIF payment.
- Any medical school resident who transitions to full-time practice, filling a vacancy in the physician supply plan in an eligible RSA community, may receive RIF.



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<b>Section: 4</b> Application and Payment	<b>Effective:</b> April 2024

#### **4.1 Payment**

- Upon successful recruitment to an eligible RSA community, the HA submits a [RIF application](#) to the Ministry.
- All applications must be received for payment at the Ministry within 1-year of the physician's start date. No retroactive payments shall be issued on applications older than 1-year.
- The funds are released by the Ministry to the HA's who will disburse the applicable amounts to the physicians.
- HA's must notify the Ministry of any physicians who do not fulfill the 1-year commitment. HAs are responsible for the recovery of funds from the physicians and repayment to the Ministry.



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<b>Section: 5</b> Reporting, Monitoring and Evaluation	<b>Effective:</b> April 2024

### **5.1 Reporting, Monitoring and Evaluation**

- The Ministry will provide a report on the RIF utilization to the JSC quarterly, reporting on financial information, identify unresolved program issues, and bring forward recommendations on policy or program changes, as needed.