



Ministry of
Health

THIS RETURN OF SERVICE CONTRACT (the “Contract”) is dated for reference the ___ day of _____, 202_.

BETWEEN:

**His Majesty the King in right of the
Province of British Columbia**, as represented
by the Minister of Health

(the “**Province**”)

AND:

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(the “**Participant**”)

(collectively the “**Parties**”)

BACKGROUND

- A. The Province’s objective is to ensure there are a sufficient number and appropriate distribution of physicians in British Columbia now and in the future for a patient-focussed and accessible Government-funded health care system aimed at promoting and improving the health of all residents.
- B. As part of fulfilling this objective, the Province provides Postgraduate Medical Education funding for participants to re-train to become qualified to provide specialty medical services in British Columbia in an area of projected physician resource need. In exchange for receiving a Postgraduate Medical Education, participants provide medical services for a specified time to an area in need of those medical services.

- C. The Participant has been accepted into a Public Health and Preventive Medicine Postgraduate Medical Education Re-entry Residency position at the University of British Columbia that specifies a Return of Service requirement. This Contract sets out the terms of the Return of Service requirement that is the condition for the Participant to receive this Postgraduate Medical Education Re-entry Residency position.
- D. The Participant will be prepared and qualified to provide Public Health and Preventive Medicine services in British Columbia for the Return of Service Term and on the basis set out in this Contract upon completion of the Postgraduate Medical Education and acquiring a Certificate of Registration from the College of Physicians and Surgeons of British Columbia.
- E. In exchange for receiving a Postgraduate Medical Education Re-entry Residency position, which is funded by the Province, the Participant agrees to the terms and conditions set out in this Contract.

IN CONSIDERATION of the forgoing, the mutual covenants and agreements contained in this Contract, and for other good and valuable consideration (the receipt of which is expressly acknowledged), the Parties agree as follows:

Article 1 Interpretation

1.1 Definitions in this Contract:

- (a) **“Addendum”** or **“Return of Service Addendum”** means the Addendum included as Schedule 2 to this Contract that is executed by the Participant and Agency, as approved by Province, and which contains the terms and conditions of the Return of Service Placement;
- (b) **“Agency”** means the publicly funded health employer that signs the Addendum and offers the Placement and may be a Health Authority or, provincial agency including but not limited to BC Centre for Disease Control or Office of the Provincial Health Officer;
- (c) **“Certificate of Registration”** means registration with the CPSBC that allows the Participant to practise medicine in British Columbia

in the clinical discipline for which the Participant has been trained and licenced for and in accordance with this Contract, other than the certificate of registration which allowed the Participant to enrol in Postgraduate Medical Education;

- (d) **"CPSBC"** means the College of Physicians and Surgeons of British Columbia;
- (e) **"Compound Interest"** means the interest rate and method of calculation that are set out or prescribed under the Interest on Overdue Accounts Receivable Regulation under the *Financial Administration Act*.
- (f) **"Full-Time Basis"** means as defined by the Agency for the duration of the Return of Service Term, but generally a 1.0 full-time equivalent;
- (g) **"Health Authority"** means the regional health board designated under the *Health Authority Act*, RSBC 1996, c.180, or the Provincial Health Services Authority or the First Nations Health Authority, to which the Participant is designated under Section 5.4 of this Contract, unless designated otherwise by the Province;
- (h) **"Medical Practice"** includes, but is not limited to, the clinical discipline of the Participant's Postgraduate Medical Education and areas of medicine in which the Participant practises;
- (i) **"Notice"** means any notice or other communication required to be given under this Contract;
- (j) **"Offer Letter"** means a letter from a Province or Agency-identified opportunity offering the Participant a Return of Service Placement;
- (k) **"Placement"** means the community, Agency in which the Participant practises medicine during the Return of Service Term, and employment arrangement the Participant enters into in accordance with the terms of this Contract;
- (l) **"Postgraduate Medical Education"** means the re-entry residency positions that the Province funds in exchange for a Return of

Service obligation, including the Re-entry Residency position that the Participant is receiving in exchange for agreeing to the terms of this Contract;

- (m) **“Repayment Amount”** means Repayment Amount defined in Article 4.2;
- (n) **“Residency”** or **“Re-entry Residency”** means the Participant’s Postgraduate Medical Education residency position;
- (o) **“Resident Doctors of BC Collective Agreement”** means the agreement between the Professional Association of the Resident Doctors of British Columbia and the Health Employers Association of British Columbia as it exists and as it is amended from time to time;
- (p) **“Return of Service”** means the Return of Service described in Article 5; and
- (q) **“Return of Service Term”** means the duration the Participant must provide a Return of Service under this Contract, which is set out in Section 5.2.

1.2 References to provisions in this Contract are to provisions in the main body of the Contract, Schedule 1 (Return of Service Placement Process), and Schedule 2 (Return of Service Addendum), unless otherwise specified.

Article 2 Participation

2.1 The Participant must complete the Postgraduate Medical Education and the Return of Service, subject to the terms of this Contract.

2.2 Upon completing Postgraduate Medical Education, the Participant in Public Health and Preventive Medicine must meet all competencies required for certification by CPSBC and Royal College of Physicians and Surgeons of Canada.

Article 3 Program Costs

- 3.1 The Province will pay the University of British Columbia’s Faculty of Medicine for the costs of the Participant’s Postgraduate Medical Education. Annually, the cost to the Province to fund the Participant’s Postgraduate Medical Education is approximately \$125,000, including the Participant’s salary and benefits.
- 3.2 The Participant’s salary and benefits are funded at the rate specified in the Resident Doctors of BC Collective Agreement, at the rate and terms that apply during the term of the Participant’s Postgraduate Medical Education.

Article 4 Repayment on Termination

- 4.1 In the event that this Contract is terminated for any reason before the Participant has completed Postgraduate Medical Education and the Return of Service Term (including due to the Participant breaching the Return of Service or other obligations under the Contract), the Participant must pay to the Province the Repayment Amount.
- 4.2 The Repayment Amount is the amount set out in column in the table below that corresponds to the timing of the breach of the Contract by the Participant that gives rise to termination of the Contract:

	Timing of Breach (as per Section 9.1):	Repayment Amount:
A	Upon signature of this Contract until the start of the Participant’s first day of Residency. <u>Explanation</u> Estimate of one-year cost of Postgraduate Medical Education, plus Compound Interest.	\$125,000 plus Compound Interest, calculated starting on the first day of Residency

B	<p>Between the Participant's first day of Residency and the last day of the Participant's Year 1 of Residency.</p> <p><u>Explanation</u></p> <p>Estimate of two-years costs of Postgraduate Medical Education, plus Compound Interest.</p>	<p>\$250,000</p> <p>plus Compound Interest for \$125,000 of the \$250,000, calculated starting on the first day of Year 1 of Residency</p> <p>plus Compound Interest for the remaining \$125,000, calculated starting on the first day of Year 2 of Residency</p>
C	<p>Between the Participant's first day of Year 2 of Residency and the last day of the Participant's Year 2 of Residency.</p> <p><u>Explanation</u></p> <p>Estimate of three-years costs of Postgraduate Medical Education, plus Compound Interest.</p>	<p>\$375,000</p> <p>plus Compound Interest for \$125,000 of the \$375,000, calculated starting on the first day of Year 1 of Residency</p> <p>plus Compound Interest for \$125,000 of the \$375,000, calculated starting on the first day of Year 2 of Residency</p> <p>plus Compound Interest for the remaining \$125,000, calculated starting on the first day of Year 3 of Residency</p>
D	<p>Between the first day of the Participant's Year 3 of Residency and completion of Return of Service in full.</p>	<p>\$628,000</p> <p>plus Compound Interest for \$125,000 of the \$628,000</p>

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	<p><u>Explanation</u></p> <p>Estimate of three-years costs of Postgraduate Medical Education and liquidated damaged associated with Participant’s breach of the Contract, plus Compound Interest. The Repayment Amount is not pro-rated based on partial completion of Return of Service Term.</p>	<p>calculated starting on the first day of Year 1 of Residency</p> <p>plus Compound Interest for \$125,000 of the \$628,000 calculated starting on the first day of Year 2 of Residency</p> <p>plus Compound Interest for another \$125,000 of the \$628,000, calculated starting on the first day of Year 3 of Residency</p> <p>plus Compound Interest for the remaining \$253,000, calculated starting on the date the Participant first breaches the Contract</p>
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(collectively the “**Repayment Amount**”).

- 4.3 The Parties agree that the Repayment Amount is a reasonable estimate and determination of the Postgraduate Medical Education costs and liquidated damages (if applicable) that the Province will suffer in the event that the Contract is terminated before the Participant has completed the Return of Service in full, recognizing that:
- (a) the Province will incur approximately \$375,000 in costs to fund the Participant’s three-year Postgraduate Medical Education, as set out in Section 3.1;
 - (b) a replacement participant is required for the Return of Service community in the event the Participant does not complete the

Return of Service, and the Province will have to pay the amounts referred to in (a) above to educate the replacement participant; and

- (c) if the Participant does not complete the Return of Service obligations for the Return of Service Term, the Province will incur additional costs for related administration and to ensure that comparable services are provided for the Agency. It takes approximately one (1) year to fill a Return of Service vacancy in British Columbia. Such costs are difficult to quantify, but the Parties agree that \$253,000 is a reasonable estimate of such damages for the purposes of this Contract, which is a sum that represents the annual minimum service contract rate for a full-time equivalent Medical Health Officer registered with the Royal College of Physicians and Surgeons of Canada in Public Health and Preventive Medicine in British Columbia during fiscal year 2021/22.

4.4 Within thirty (30) days following termination of the Contract, the Participant will pay to the Province the Repayment Amount in full. The Repayment Amount is a “debt due to the government” within the meaning of the *Financial Administration Act*.

4.5 If the Participant fails to pay the full Repayment Amount within thirty (30) days per Section 4.4, Compound Interest will accrue in accordance with the *Financial Administration Act* and Interest on Overdue Accounts Regulation, and the Province may set-off the Repayment Amount from any monies the Province or Medical Services Commission owes the Practitioner, and/or refer the matter to any other person or entity, for the purpose of collection.

Article 5 Return of Service

5.1 Upon successful completion of the Postgraduate Medical Education, the Participant must practise medicine on a Full-Time Basis in the clinical discipline for which the Participant has been trained and licenced for and in accordance with this Contract, including the terms of the Return of Service Addendum that is appended as Schedule 2.

- 5.2 The Participant's must provide a continuous Return of Service for:
- (a) three (3) years on a Full-Time Basis; or
 - (b) if the Participant requires accommodation for providing services on less than a Full-Time Basis or requires leave from practising medicine, the duration of the Return of Service term will be increased to a period that will represent the equivalent of three (3) years of service on a Full-Time Basis with approval of the Province (collectively the "**Return of Service Term**").
- 5.3 The Province, in its sole discretion, will determine the process by which the Participant is assigned to a Return of Service Placement. The Participant must follow the Return of Service Placement Process that is set out in Schedule 1.
- 5.4 The Participant must fulfil their Return of Service with the Agency as determined by the Province.
- 5.5 The Participant's Return of Service Term will commence at a time agreed to by the Participant and the Agency, except that it must commence no later than six (6) months from the completion date of the Participant's Postgraduate Medical Education.
- 5.6 If the Participant does not secure a Return of Service Placement in accordance with Schedule 1, the Participant must:
- (a) continue to liaise with the Agency and Province, and take steps the Province reasonably requires in furtherance of the Participant executing a Return of Service Addendum;
 - (b) continue to independently and actively seek – and take any steps necessary to promptly execute – a Return of Service Addendum for a Placement identified by the Province or Agency, and comply with all reasonable directions from the Province in furtherance of this objective; and

- (c) keep the Province fully informed of all efforts and steps taken in seeking a Return of Service Addendum.

5.7 Notwithstanding the Participant's compliance with Section 5.6, if the Province notifies the Participant of a Placement for the Participant that the Province considers to be reasonable, in its sole discretion and determination, the Participant will be in breach of Section 9.1(e) of this Contract if the Participant fails to execute and deliver to the Province an executed Addendum within ninety (90) days of the Placement notification.

Article 6 Participant Representations and Warranties

6.1 As of the date of first signing this Contract, the Participant warrants and represents to the Province that:

- (a) the Participant has every intention to complete the Return of Service for the entire Return of Service Term, including if the Participant's Return of Service Placement is not in their preferred community or geographical area of British Columbia;
- (b) the Participant has, with all reasonable diligence, considered all existing or foreseeable circumstances of the Participant and their immediate family, and knows of no circumstances that would preclude the Participant from fulfilling their Return of Service obligation, including that the Participant has no knowledge of any material fact or matter that might prevent the Participant from relocating to a Province or Agency-identified Placement or otherwise completing the Return of Service in full as contemplated by this Contract; and
- (c) the Participant intends to follow all processes, act in accordance with all expectations set out in this Contract (including Schedule 1) to obtain a Return of Service Placement, and to sign the Return of Service Addendum.

6.2 All of the foregoing warranties and representations are material and

have been relied upon by the Province in entering into this Contract and providing funding in relation to the Participant's Postgraduate Medical Education.

- 6.3 The Participant may notify the Province if an exceptional circumstance arises that may prevent the Participant from fulfilling the Return of Service at the designated location or in the scheduled Return of Service timeframe. The Province will consider the exceptional circumstance in the context of the Participant's Return of Service obligations and will determine, in its sole and absolute discretion, whether to approve an amendment to the Contract terms.

Article 7 Medical Practice

- 7.1 The Participant will not change Participant's Medical Practice until the Return of Service Term has been completed.

Article 8 Licenses and Qualifications

- 8.1 No later than one (1) month after successfully completing the Postgraduate Medical Education, the Participant must apply to the CPSBC for a Certificate of Registration and for any other documents necessary to practise medicine in British Columbia. The Participant must obtain a Certificate of Registration from CPSBC no later than three (3) months from the completion date of the Participant's Postgraduate Medical Education.
- 8.2 The Participant must apply for and obtain appointment to the medical staff of the Health Authority with clinical privileges appropriate to the Participant's Placement in accordance with the appointment criteria and processes of the Health Authority.

Article 9 Breaches

- 9.1 In addition to any other provision in this Contract, and for greater certainty, the Participant will be in material breach of this Contract and

the Participant will be liable to the Province for the Repayment Amount in accordance with Article 4 of this Agreement, if the Participant:

- (a) does not begin the Postgraduate Medical Education;
- (b) begins but does not complete the Postgraduate Medical Education;
- (c) has not complied with the process as detailed in Schedule 1 to this Contract;
- (d) has not complied with Article 8;
- (e) has not returned an executed Return of Service Addendum in accordance with Article 5;
- (f) does not begin the Return of Service Term in accordance with the Return of Service Addendum;
- (g) does not begin the Return of Service Term in accordance with Section 5.5;
- (h) does not complete the Return of Service in accordance with the Return of Service Addendum;
- (i) fails to comply with any requirements contained in the Return of Service Addendum;
- (j) has lost the legal right to practise medicine in British Columbia;
- (k) for any other circumstance arising which, determined by the Province acting reasonably, prevents the Participant from fulfilling the Return of Service obligations. Such other circumstances may include, but are not limited to:
 - (i) revocation or restriction of the Participant's hospital privileges consistent with the applicable hospital bylaws respecting non-renewal for discipline,
 - (ii) termination of employment arrangement by Agency for just cause,
 - (iii) competency or wilful disobedience on the part of the Participant,

- (iv) criminal conviction of the Participant; or
- (v) any suspension, revocation, or imposition of terms, conditions or limitations on the Participant's Certificate of Registration issued by the CPSBC; or
- (l) has breached any other term of this Contract.

9.2 The Province may terminate this Contract by giving Notice in writing to the Participant of any breach of this Contract, including any term described in Section 9.1.

9.3 For the purposes of Section 9.2, the Contract terminates on the date set out in the Notice, or the date that the Notice is deemed to have been received under Article 16, whichever is later.

Article 10 Reporting

10.1 If the Province asks for information relating to this Contract, including but not limited to a report, documentation, records, or other information related to this Contract, the Participant will provide this information as soon as practicable.

10.2 The Participant must provide prompt notice to the Province of parental leave, medical leave, or delay that may impact or extend the completion date of the Participant's Postgraduate Medical Education or Return of Service obligation.

10.3 The Province, in the course of managing and administering the program and this Contract, will utilize human resource reporting and salary utilization data to validate and assess hours, locations, and services delivered and may use that data, in consultation with the Agency, in determining if the Participant is providing services in accordance with the Return of Service Addendum and for health system planning purposes.

10.4 The Participant acknowledges, consents, and agrees that the Province

may, in the course of managing and administering this Contract, disclose and obtain the Participant's name, specialty program, contact information, all reports, documents, information relating to this Contract and the performance of the Participant's obligations pursuant to this Contract to the following stakeholders commencing on execution of this Contract: Health Authorities, University of British Columbia Faculty of Medicine, CPSBC, affiliates, health care organizations, or other employers who may have an interest in securing the services of the Participant, in order to fulfill the Return of Service obligation subject to this Contract.

- 10.5 The Participant acknowledges that the Province may notify the CPSBC where the Participant fails to comply with any material term of this Contract and the Province may request that CPSBC include information from such notification in the Certificate of Professional Conduct issued on behalf of the Physician.

Article 11 Amendments

- 11.1 This Contract will not be amended, except by written agreement between the Province and the Participant.
- 11.2 Schedule 1 Return of Service Placement Process may only be amended by the Province at its sole discretion and communicated in writing to the Participant – at which time the Participant must follow the amended Return of Service Placement Process.
- 11.3 The executed Schedule 2 Return of Service Addendum will not be amended except by written agreement between the Agency and the Participant, as approved by the Province. The template Schedule 2 Return of Service Addendum may only be amended by the Province at its sole discretion and communicated in writing to the Participant and the Agency.

Article 12 Relationship of the Parties

- 12.1 The Participant's relationship with the Province will, during the term of this Contract, be that of an independent contractor. Nothing in this Contract will be construed to constitute the Participant as a partner, joint venture, employee, or agent of the Province for any purpose.

Article 13 Enforceability and Severability

- 13.1 If a court or other lawful authority of competent jurisdiction declares any provision of this Contract invalid, illegal, or unenforceable, the Parties acknowledge and agree that the impugned term will be modified to the minimum extent required to make it valid, legal, or enforceable based on context of this Contract and the Province's objectives for the Postgraduate Medical Education funding and program, and that this Contract will continue in full force and effect with respect to all other provisions. All rights and remedies under such other provisions will survive any such declaration.

Article 14 No Waiver Unless in Writing

- 14.1 No waiver of any breach of this Contract will operate as a waiver of any similar subsequent breach or of the breach of any other provision of this Contract. No provision of this Contract will be deemed to be waived and no breach excused, unless such waiver or consent excusing the breach is in writing and signed by the Party that is purporting to have given such waiver or consent. No delay or omission on the part of any Party to this Contract will operate as a waiver of any such right. No waiver or failure to enforce any provision of the Contract will in any way affect the validity of the Contract or any part of it.

Article 15 Assignment or Transfer

- 15.1 Neither this Contract, nor any of the rights or obligations of the Parties arising under this Contract, will be transferable or assignable by any Party to any third party without the prior written consent of the other

Party, except that the Province may assign or transfer some or all of its rights and obligations under this Contract to an Agency.

Article 16 Notice

16.1 A Notice given or required to be given under this Contract will be in writing and will be delivered to the other Party: (a) personally; (b) by courier; (c) sent by postage prepaid mail; or (d) by email, at the address set out below or at such other address as either Party later designates to the other Party in writing:

To the Province:

MINISTRY OF HEALTH
HEALTH SECTOR WORKFORCE AND BENEFICIARY SERVICES DIVISION
PHYSICIAN SERVICES BRANCH
PO BOX 9649
STN. PROV. GOVT
VICTORIA BC V8W 9P4

RETURNOFSERVICE@GOV.BC.CA

To the Participant:

(NAME)
(MAILING ADDRESS)

(EMAIL ADDRESS)

16.2 Where Notice is delivered to the recipient's address set out in Section 16.1: (a) personally, it will be deemed to be received on the date of its delivery; (b) by courier, it will be deemed to be received on the date of its delivery; (c) by postage pre-paid mail, it will be deemed to be received on the fifth business day following its mailing; or (d) by email, it will be deemed to be received on the date of transmission if transmitted during the recipient's normal business hours, or on the following business day if transmitted outside of the recipient's normal business hours.

16.3 Either Party may from time to time give Notice to the other Party of a substitute address or email address which from the date of such Notice is given will supersede any previous address or email address specified for the Party giving Notice.

Article 17 Miscellaneous

17.1 This Contract will be governed by and construed in accordance with the laws of British Columbia.

17.2 Except to the extent otherwise expressly stated in this Contract, the rights and remedies of the Parties are cumulative and are in addition to, and not in substitution for, any rights and remedies provided by law or in equity.

17.3 This Contract will operate to the benefit of and be binding upon the Parties to the Contract and their respective successors and permitted assigns.

17.4 Each Party will promptly do, execute, deliver, or cause to be done, executed and delivered all further acts, documents, and things in connection with this Contract that the other Parties may reasonably require for the purposes of giving effect to this Contract.

17.5 Unless the context requires otherwise, words importing the singular include the plural and vice versa and words importing gender include all genders.

17.6 Any reference in this Contract to any statute is a reference to that statute as amended, restated, or re-enacted from time to time.

17.7 For greater certainty, Articles 4, 5, 6, 9, 10, as well as any Article or portion thereof, which by its nature or context is intended to survive the termination of this Contract, will survive the termination of this Contract.

17.8 Time is of the essence of this Contract.

Article 18 Entire Agreement

18.1 This Contract constitutes the entire agreement between the Parties with respect to the subject matter of this Contract and supersede all prior agreements, negotiations, discussions, undertakings, representations, warranties, and understandings, whether written or oral, express or implied, statutory, or otherwise.

Article 19 Legal Advice

19.1 The Participant acknowledges the right to obtain independent legal advice before signing this Contract and hereby confirms that the Participant has obtained that advice or has had the opportunity to obtain but does not wish to seek or obtain independent legal advice.

SIGNED AND DELIVERED by the Participant

SIGNED AND DELIVERED by the Province by an authorized representative of the Minister of Health

(Signature)

(Signature)

(Print Name)

(Print Name)

(Date)

(Date)

SCHEDULE 1

RETURN OF SERVICE PLACEMENT PROCESS

1. The Participant will complete their Return of Service in an identified Placement in British Columbia.
2. The Province or Agency will identify available Return of Service Placement opportunities, based on provincial priorities and areas of greatest need in British Columbia. The available Placement opportunities may be located anywhere within a Health Authority (or in the case of the Provincial Health Services Authority, at any Provincial Health Services Authority facility, or in the case of the First Nations Health Authority, at any First Nations Health Authority facility). The location and quantity of the available Return of Service Placement opportunities varies from year-to-year and may be in rural, semi-rural, or urban communities.
3. The process for applying for the available positions may be competitive, and the Participant may not necessarily be placed in or near their preferred location. In good faith, the Participant will apply to enough positions to ensure the Participant receives an Offer Letter for at least one (1) available Return of Service Placement.
4. During the Participant's Residency, the Province will identify timelines and processes for the Participant to secure a Placement. The Province will provide the Participant adequate time to review the Placement options, secure a match to a Placement, and execute a Return of Service Addendum.
5. The Participant must follow all processes and act in accordance with all expectations in relation to securing a Return of Service Placement, including executing the Return of Service Addendum.

SCHEDULE 2

RETURN OF SERVICE ADDENDUM

BETWEEN:

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(the "Agency")

AND:

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(the "Participant")

(the "Parties")

BACKGROUND:

- A. The Participant has entered into a Return of Service Contract dated for reference the ___ day of _____, 202_ with the Province to which this Addendum is attached;
- B. The Participant is required to enter an agreement with the Agency to fulfil the Participant's commitment to provide the Return of Service described in the Return of Service Contract; and
- C. The Agency is committed to the placement of the Participant.

IN CONSIDERATION of the forgoing the Parties agree as follows:

- 1. This Addendum is made pursuant to Articles 2 and 5 of the Return of Service Contract for the Participant to provide medical services.
- 2. Any breach by the Participant of this Addendum is a breach of the Return of Service Contract per Article 9.

Last name, First name
Re-entry Residency Cohort: July 2023

Initial here

3. Any terms in this Addendum have the same meaning as defined in the Return of Service Contract.
4. This Return of Service Addendum will not be amended except by written agreement between the Agency and the Participant, as approved by the Province.
5. The Participant will provide Public Health and Preventive Medicine services in British Columbia on a Full-Time Basis as detailed in Section 6 below for the Return of Service Term.
6. Without limiting the generality of the services to be provided by the Participant in the area of Public Health and Preventive Medicine, the Participant and the Agency have agreed to the following service deliverables:

Example Service Deliverables Only:

Medical Health Officer role including:

- Populations health assessments,
- Health and disease surveillance,
- Preventive health care,
- Communicable disease consultation and management,
- Environmental health consultation and management,
- Occupational health consultation and management, and
- Disaster and emergency management

Start Date: _____

_____ Initial here

SIGNED AND DELIVERED by the
Participant

(Signature)

(Print Name)

(Date)

SIGNED AND DELIVERED by an
authorized representative of the
Health Authority

(Signature)

(Print Name)

(Date)

APPROVED by an authorized representative of the Minister of Health

(Signature)

(Date)

(Print Name)