



TILLSONBURG DISTRICT
MEMORIAL HOSPITAL
Partnering to keep healthcare close to home.

SPECIALIST [*Insert Specialty*] RETURN OF SERVICE AGREEMENT

This Agreement is between:

**Tillsonburg District Memorial Hospital (hereinafter called “TDMH”)
- and -
Dr. XXX**

The parties agree with each other as follows:

1. Recruitment incentive of:
 - (a) a stipend of \$30,000 based on a five-year return of service agreement for full service to the hospital and community;
 - (b) clinic space including payment for clerical support to handle bookings, office visits and patient records for up to six months.
 - (c) Moving expenses in the amount of \$xxxx, to support relocation to within a location within 15km of Tillsonburg.
 - (d) Housing support for 6 months up to \$7,350.00
2. Payment of the above noted recruitment incentive is conditional upon Dr. XXX:
 - (a) obtaining and maintaining a license to practice medicine in Ontario from the College of Physicians and Surgeons of Ontario;
 - (b) abiding by the conditions set forth in the TDMH Professional Staff By-Laws and the Rules and Regulations;
 - (c) receiving an Ontario Hospital Insurance Plan (OHIP) billing number and coverage by the Canadian Medical Protective Association;
 - (d) partnering with our Team to utilize the Cardiac and Diagnostic Services available at the Hospital for at least five years (**specific to Internal Med Recruit**);
 - (e) providing on-call coverage to the Hospital (see below).
3. On-call coverage requires Dr. XXX (**details vary by specialty**):
 - (a) To provide on-call coverage for at least one weekend in three as well as the equivalent weekday coverage. The call schedule will be coordinated with the



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other TDMH [**Insert Specialty**] and locums to ensure that 24/7 coverage is maintained. The development and coordination of the call schedule is the responsibility of the TDMH [**Insert Specialty**]. If the group is interested in maintaining the extra locums that the TDMH [**Insert Specialty**] have traditionally utilized so that a one-in-four call arrangement for weekends can be accomplished, this is acceptable to the hospital as well. As part of this arrangement, Dr.XXX will have access to the Hospital On-Call Coverage Funding.

4. In consideration of the incentive payments outlined in Part 1, Dr.XXX agrees:
 - (a) to meet all requisite standards of practice and to continue in the practice of [**Insert Specialty**] at TDMH and servicing the community of Tillsonburg on a full-time basis, for a period of sixty (60) consecutive months. For the purposes of this clause, “full-time basis” means practicing in a manner and style similar to same specialty physicians within the community.
 - (b) that at the date of execution of this Agreement, Dr. XXX has not made any other arrangements for the provision of his services which are in conflict with his obligations under this Agreement; and
 - (c) not to enter into any such arrangement which will be effective before the period that he has completed his service commitment under this Agreement without:
 - (i) having first sought and received the express written approval of TDMH; or
 - (ii) having re-paid in full the amounts required under Part 1 of this Agreement.
 - (d) to provide to TDMH not less than six months notice of intent to terminate this Agreement.
5. TDMH agrees that in the event that Dr.XXX is unable to complete his obligation as a result of his death or if he becomes permanently disabled (such that he would qualify for Canada Pension Plan disability benefits), Dr.XXX obligations under this Agreement will terminate.
6. It is understood and agreed that nothing in this Agreement is intended to nor shall it operate to make Dr.XXX an employee of TDMH for any purpose whatsoever.



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IN WITNESS WHEREOF :

Signed, Sealed, and Delivered)

In the presence of:)
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)
)

Witness for TDMH

Sandy Jansen
Integrated President/CEO

Date:

Date:

Witness for Internal Medicine

Dr. YYY
Chief, Specialty Service

Date:

Date:

Witness for Applicant

Dr. XXX

Date:

Date: