

Family Physician and Nurse Practitioner Retention and Inclusion

Economic Development
Policy T1

Policy:	T1 - Family Physician and Nurse Practitioner Retention and Inclusion
Policy Department(s):	Economic Development
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Policy Purpose

The County of Grande Prairie No.1 supports the recruitment, retention and inclusion of Family Physicians and Nurse Practitioners practicing in family medical settings through financial incentives, regional activity pass programs, and community engagement opportunities that increase local medical capacity, improve access to primary healthcare services, and foster long-term connections to the region.

Policy Statement

The County of Grande Prairie No. 1 recognizes the important role Family Physicians and Nurse Practitioners play in supporting healthy and vibrant communities and will support their recruitment, retention, and integration through incentives and initiatives that encourage clinicians to establish, maintain, and strengthen community-based practices within the region and improve access to primary healthcare services.

Definitions

“City” means the municipality of the City of Grande Prairie having jurisdiction under the Municipal Government Act and other applicable legislation.

“Clinic” means a care facility that provides comprehensive and ongoing primary care services and serves as a patient’s primary point of access to healthcare within the community.

“Clinician” means Family Physicians and Nurse Practitioners, unless otherwise specified.

“County” means the municipality of the County of Grande Prairie No. 1 having jurisdiction under the Municipal Government Act and other applicable legislation.

“Family Physician” (MD) means a practitioner who is a community-based, patient-centred clinician who provides comprehensive medical care across all ages and stages of life, managing a broad range of health needs and coordinating care within the broader health system, as per the Principles of Family Medicine outlined by the Alberta College of Family Physicians.

Family Physician and Nurse Practitioner Retention and Inclusion

Economic Development Policy T1

“Full-Time Equivalent” (1.0 FTE) means:

- Physician: A Full-Load equivalent defined by a minimum of 1,600 clinical hours per year or a 1,200 + patient panel size verified by the primary clinic.
- Nurse Practitioner: A minimum of 38.75 hours/week as per AHS/AUNP standards.

“Nurse Practitioner” (NP) means a registered nurse with advanced education and clinical training who is authorized and regulated by the College of Registered Nurses of Alberta (CRNA) to independently assess, diagnose, treat, and manage patient care within a broad scope of practice.

“Region” means, for the purpose of this policy, the County and the Towns of Beaverlodge, Sexsmith and Wembley.

Policy Guidelines

Program Objectives

1. The Family Physician and Nurse Practitioner Retention and Inclusion Program is intended to support the attraction, retention, and inclusion of Clinicians practicing in family medical settings within the Region.
2. The Program supports access to primary healthcare services by encouraging Clinicians to establish and maintain community-based practices.
3. The Program promotes Clinician integration through financial incentives, community engagement opportunities, and initiatives that enhance quality of life and long-term community connection.

Funding and Incentives

4. County Council will approve an annual budget for the Family Physician and Nurse Practitioner Retention and Inclusion Program during the annual budget process.
5. Funding allocations shall be divided among:
 - 5.1. Clinician cash incentives;
 - 5.2. County Lifestyle Activity Benefits; and
 - 5.3. Attraction, retention, inclusion, and appreciation events.
6. Subject to budget availability and program eligibility, approved Clinicians may receive incentives that include:
 - 6.1. Cash incentives;
 - 6.2. County Lifestyle Activity Benefits;

Family Physician and Nurse Practitioner Retention and Inclusion

Economic Development Policy T1

- 6.3. Tickets or admission to regional activities and events;
- 6.4. Invitations to community inclusion and networking events; and
- 6.5. Other incentives and events approved by Council from time to time.
7. The incentive categories, allocation framework, and annual funding streams are as outlined in Procedure T1. Specific incentive values and administration requirements may be adjusted through approved program procedures and annual budgets.
8. Funding levels shall be determined in accordance with the Procedure T1 and may vary based on practice location, FTE commitment, and program criteria.
9. If the annual budget is oversubscribed, requests for additional funding may be brought forward to Council for consideration.

Eligibility

10. This policy applies to Clinicians practicing within the Region, including the City of Grande Prairie, in family medical, community-based, or non-hospital settings.
11. Eligible Clinicians must meet the definitions contained within this policy and hold a valid license to practice within the Province of Alberta.
12. Clinicians must meet the minimum Full-Time Equivalent threshold established within this policy and related program procedures.
13. Incentives for Clinicians practicing less than 1.0 FTE may be prorated proportionally based on verified clinical hours, patient panel size, or practice commitment as determined by the Program Administrator.
14. Clinicians must remain in good standing with their applicable regulatory body throughout the duration of their participation in the Program and must comply with all applicable legislation, regulations, agreements, and Program policies and procedures.
15. The County may establish additional eligibility criteria through Program procedures to address changing healthcare needs or program objectives.
16. Meeting eligibility requirements does not guarantee approval or funding, which remains subject to available budget and program criteria.

Administration

17. The County Manager or Program Administrator shall administer the program in accordance with approved procedures and maintain all records related to applications, funding commitments, and program outcomes.

Family Physician and Nurse Practitioner Retention and Inclusion

Economic Development Policy T1

18. The Program Administrator may review and approve eligible applications within approved budgets and established program criteria.

Applications and Reporting

19. Applications shall be submitted in the form prescribed by the County.
20. Applications shall be reviewed as received and approved in accordance with approved Program procedures and available funding.
21. The Program Administrator shall provide regular reports to Council on Program participation and outcome, incentives awarded, and remaining budget.

Attachments

N/A

References

Legal Authorities	N/A
Related Plans, Bylaws, Policies, Etc.	B1 – Policy Development
Other	Procedure T1

Revision History

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