

APPENDIX B – MEDICAL STAFF RECRUITMENT

Medical Staff Recruitment

ClinCo has contributed to an overall site-specific staffing plan (Appendix A) which outlines the required medical staff numbers and specialties that will be required to undertake the services at Grand Turk and Providenciales.

In summary, ClinCo plans to use the following sources (the methodology and resources will be further developed under the overall Implementation Plan) to successfully recruit and retain the required medical staff for TCI hospitals

- Current TCIG Medical staff
- International recruitment of new medical staff (to include overseas TCI nationals)
- Secondment of Medical Staff Consultants from other Interhealth projects
- Interhealth Partner health/hospital institutions in Canada
- Locum staff

Current TCIG Medical Staff

As provided for under the Project Agreement, ClinCo has a mandate to retain to the extent possible, through staff transfer arrangements, current TCIG medical professionals who meet the requirements as set out in ClinCo's selection and assessment programme.

The assessment of current staff is envisaged to commence shortly after the date of this Agreement. ClinCo considers the assessment of medical staff to be the initial priority in terms of staff transfers, specifically given the lead time that will be required to externally recruit additional/new medical professionals, i.e. ClinCo will seek to identify as soon as feasible those staff for transfer and concurrently identify the additional resources required to meet the balance of staffing for the project.

It is envisaged that staff transfer arrangements and agreements will be in place for those staff ClinCo wishes to retain approximately 12 months prior to commencement of services.

International Recruitment

ClinCo, as outlined elsewhere in the staffing strategy, has a comprehensive and global network of resources that will be activated to recruit additional medical staff for the project. This process will be initiated subsequent and concurrent, (where appropriate), to the onsite staff assessment process.

The focus of recruitment of the medical team will be centred on medical professionals qualified/trained and experienced primarily from the Caribbean, Canada, Europe, Australia, New Zealand, and Asia etc. It is also understood from discussions with TCIG representatives that there is a potential 'pool' of TCI Healthcare professionals (Belongers) currently working outside

of TCI who have indicated a preliminary interest in the TCI project. ClinCo will seek to 'tap' this resource as a priority giving preference to such qualified Belongers in the overall recruitment programme. (This will apply to all areas of staff recruitment and not just in the medical staffing programme)

ClinCo will use InterHealth Canada's recruitment division (with offices in Canada, UK and Dubai and a network of additional resources in Europe, Canada and elsewhere) to support the recruitment of additional staff and will apply a robust recruitment process (as outlined elsewhere in the workforce strategy) to ensure only the highest level of staff are appointed to the project.

International recruitment will focus primarily (but not exclusively) on full time appointments for the project, noting as below that visiting or locum staff will be tapped from external recruitment as well as from InterHealthCanada projects and/or partners. Recruitment will be guided by ClinCo's comprehensive recruitment procedures which will be in line with any TCIG Employment Ordinances related to international recruitment of medical staff.

Secondment of Medical Staff

ClinCo is aware of the fact that InterHealthCanada has a number of international projects in Dubai, Kuwait and the United Kingdom and that ClinCo will have an ability to 'second' for periods of time specialists from these projects to provide consulting services. It is likely that a number of these secondments will occur during the early phases of the project and commissioning period with a view to establishing permanent resources through other sources summarised elsewhere in this document.

InterHealthCanada and Partner cooperation – Visiting Specialists

InterHealthCanada has an established number of partners in Canada, who will, as necessary, work with ClinCo to provide links/exchanges with TCI. It is envisaged that these links/exchanges will be further developed/expanded upon after Financial Close and will over time include the provision of visiting specialists for the TCI project. For example, ClinCo will be able to call upon a specific ICL partner in Canada to provide a visiting consultant for a period of time for a specific service (see Appendix A for those services identified as being covered by visiting specialist)

Locum Medical Staff

ClinCo will have an established 'pool' of locum staff who have previously worked on similar (Interhealth Canada) projects and who are available from time to time to undertake locum assignments of secondments with the TCI Project. This group of medical professionals form a very important aspect of the overall medical staffing resources, as they are a 'tried and trusted commodity', particularly in the commissioning and early phases of the project. It is envisaged that locum staff will be used primarily to provide cover for vacation, sickness, visiting and rotating specialties and will be a contingency in the event of any unforeseen recruitment/staffing

issues related to permanent staff. Locum staff will also be valuable in areas where the need for service provision may fluctuate during certain periods during the term of the Agreement.