



## HEALTH RECRUITMENT PARTNERSHIP

**ROOM 304  
CITY HALL**

**9:00 A.M.**

**MARCH 4, 2019**

1. Welcome and Introductions
2. Disclosures of Conflict of Interest
3. Overview of Work of the Health Recruitment Partnership
4. 2019 Budget
5. Activity Report and Recruitment Projects : Cheryl Fish, Health Recruiter
6. Selection of Committee Chairman
7. Health Recruitment Scholarships
8. New Business
9. Unfinished Business
10. Next Meeting
11. Adjournment

## Health Recruitment Committee

### Update Report

Oct., Nov. & Dec. 2018

#### Activities:

- 1) This time last year as a result of changes the LHIN made to existing committees it was not clear to participants if the Elgin Health Service providers committee was going to continue to exist. Changes occurred with who chaired the committee and it was difficult to find a place to host the meetings. Prior to the summer break a couple of meetings were dedicated to discussions on the committee's purpose and objectives. Over the summer volunteers from the committee agreed to meet to prepare a draft of a revised Terms of Reference. At the meeting on October 3<sup>rd</sup> the committee was asked to provide input on the revisions. The revisions include changes to the membership and frequency of meetings. A copy of the revised Terms of Reference is attached.
- 2) Unfortunately I heard from Dr. Weiss that his wife has taken a position at a library in Toronto, so their desire to relocate to southwestern Ontario will be postponed for now. We have agreed to continue to stay in contact.
- 3) The Family Medicine Residents' recruitment fair which I attended on Nov. 10<sup>th</sup> was a great opportunity to launch Dr. Haruta's desire to provide a new facility for a new FHO. I also highlighted the opportunity that exists with the East Elgin Family Health Team in Aylmer and made new grads aware that the Elmdale FHO is looking to add a part time physician to their team 2-3 days per week.

Approximately 38 new grads visited our booth. An exchange of contact information has taken place and I will begin following up to see if I can arrange individual tours of our opportunities.

- 4) The St Thomas Golf course is willing to host our "Home for the Holiday" luncheon if we can have it on Friday Dec. 28<sup>th</sup>. I have tentatively reserved this date and will confirm once we have a better idea if the scholarship recipients are available to attend.
- 5) An orientation session for the two new physicians from the Central Community Health Centre took place on Nov. 28<sup>th</sup>. Dr. Koyenikan joined the CCHC in September from Scotland and Dr. Ziada is working as a hospitalist and at CCHC. I made the welcome presentation on behalf of the committee.

- 6) I had a telephone call with Dr. Frank Ferlisi . He is finishing his residency in Calgary in June and would like to set up a practice in Southwestern Ontario. His first choice would be to start or join an existing FHO. On November 13<sup>th</sup> I arranged a tour for Dr. Ferlisi with introductions to Dr. Haruta, Dr. Annie Keeler and Claudia Moir Eckel at the East Elgin Family Health Team. His feedback was very positive. Dr. Ferlisi notified me that he has selected Stratford to set up his practice. He was very impressed with Elgin and has promised to refer his colleagues to us.
- 7) Two existing physicians have requested to be included on the locum list and information went out to possible placements advising them of the potential coverage.
- 8) I followed up with several of the physicians in the Elgin FHO to see what their succession plans are for 2019. Dr. Gregory offered to perform an informal survey to assist with collection of data on the number of patients without a family physician. He felt he could use the assistance of their walk in clinic. He will arrange a plan and provide me with the data he collects.
- 9) I was introduced to Kristy Hons the new Physician Recruiter for Woodstock. She has requested we meet in the New Year to share some details on our programs which she would like to use to build her new program.
- 10) A municipality has requested assistance with obtaining salary information for office positions for Medical Office Assistants. I requested data from my contact at Westervelt College. They have been very helpful with providing information which the Municipality found very useful.
- 11) On Dec. 14<sup>th</sup> I met with Tonya Sheldon. Tonya is the CFO at the St Thomas Elgin General Hospital. We know each other well as we've served on a board of directors together. We discussed what Tonya thought was the hospital's philosophy on partnerships, recruiting challenges etc., She thought that they might have data on the number of Elgin residents without a Family Physician and was willing to share any info they have. I'm looking forward to receiving this.
- 12) On Dec. 13<sup>th</sup> I met with Laurie Spence Bannerman from Dutton Medical Centre and Jane Tillmann from Health Force Ontario to have a final update for the year.
- 13) I received an email from the East Elgin Family Health Team in Aylmer advising that Claudia Mior-Eckel , Executive Director will be resigning January 31<sup>st</sup>, 2019. I have sent a card offering our best wishes for her future endeavours.
- 14) Just before Christmas I received an urgent message from Dr. Siobhan Maharaj. She was concerned about the number of patients she has been able to roster to Dr.Floyd's practice which she took over in June. I reviewed her actions to date and made suggestions of what she could try to help increase her numbers. I also contacted Dr. Scott for any suggestions and I requested Dr. Tenbergen to refer patients who contact her office on to Dr. Maharaj . She

agreed to do this. A couple of weeks later Dr. Maharaj emailed me to say that she had seen a sizeable increase and was very pleased with how things are going.

Submitted By:

Cheryl Fish  
Health Recruiter

# Elgin Health Services Council (EHSC)

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## **Purpose**

The purpose of the Elgin Health Services Council (EHSC) is to enhance collaboration, care continuity, and communication among members in support of community wellness in Elgin County.

## **Objectives**

- To positively influence and/or respond to initiatives and information in partnership with Sub-Region Integration Table (SRIT)/South West Local Health Integration Network (SWLHIN)/Ministry Of Health and Long Term Care (MOHLTC)/Member of Provincial Parliament (MPP)/Member of Parliament (MP)/Municipal Councils and others
- To advance health promotion, health equity and the social determinants of health (see Appendix A, B, C) through advocacy and education
- To be responsive to the changing health care environment so that we can advocate for the community
- To take an active role in redefining care paths across providers to support seamless care transitions, timely access to required care, and effective communication across care providers

## **Membership**

The Council will be comprised of service providers from the following organizations and agencies that serve Elgin County, including but not necessarily limited to

- Primary Health Care
- Community Health Centres
- Mental Health and Addictions
- Hospital
- SWLHIN Home and Community Care
- Long term care
- Community support service agencies
- SW LHIN – by invitation
- Emergency Services
- Public Health
- Social Services
- Child and Youth Agencies
- General Community Members (2)

## **Chair**

A Chair or Co-Chairs will be elected and appointed from the membership to serve a two year term. The Chair/Co-Chairs will be responsible for preparing agendas, notes from the meetings and managing the flow of meetings.

## **Decision-making**

A simple majority will be used to address and resolve issues, and to make decisions.

## **Meeting Frequency**

Meetings will be held quarterly, or more frequently as necessary

# Elgin Health Services Council (EHSC)

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## Meeting Location

The location will be determined by the Chair.

## Review of Terms of Reference

The Chair/Co-Chairs will ensure that the Terms of Reference of the Council are reviewed by the membership on a bi-annual basis.

## Appendix A

### Health Canada Social Determinants of Health

<https://www.canada.ca/en/public-health/services/health-promotion/population-health/what-determines-health.html>

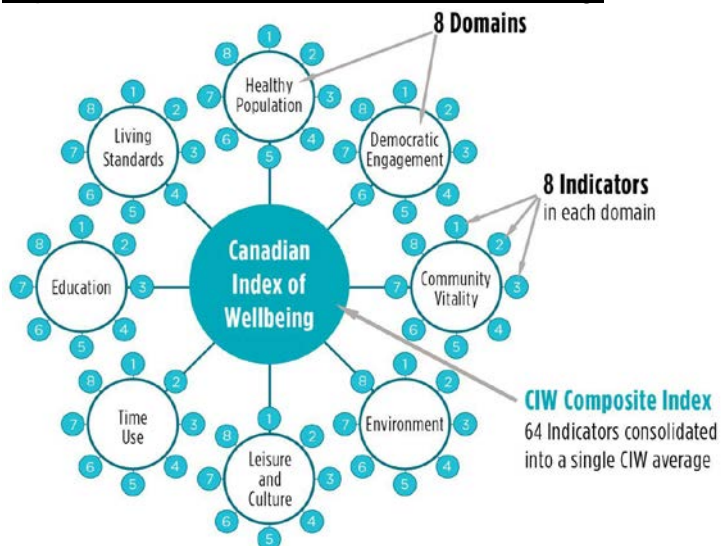
**Determinants of health** are the broad range of personal, social, economic and environmental factors that determine individual and population health. The main determinants of health include:

1. Income and social status
2. Employment and working conditions
3. Education and literacy
4. Childhood experiences
5. Physical environments
6. Social supports and coping skills
7. Healthy behaviours
8. Access to health services
9. Biology and genetic endowment
10. Gender
11. Culture

## Appendix B

### Canadian Index of Wellbeing

<https://uwaterloo.ca/canadian-index-wellbeing/>



# Elgin Health Services Council (EHSC)

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## Appendix C

Elgin St. Thomas Selfie

<https://stthomaselgincl.ca/elgin-st-thomas-selfie>

A Selfie is a self-portrait photograph, and this Selfie is just that; a picture of how Elgin St. Thomas is working as a community at this point in time. This Selfie gives us the opportunity to see ourselves as a community, to celebrate our successes and to identify areas that we need to work on in order to improve the quality of life for everyone in Elgin St. Thomas.

The Selfie is a quality of life assessment tool that reports on population indicators in 10 categories. These 10 categories are:

- A home for everyone
- Being and feeling safe
- Community belonging and participation
- Education and learning
- Employment and local economy
- Environments to thrive in
- Health and well being
- Household finances
- Supportive communities
- Transportation