



## HEALTH RECRUITMENT PARTNERSHIP

**ROOM 304  
CITY HALL**

**9:00 A.M.**

**SEPTEMBER 16, 2019**

1. Disclosures of Conflict of Interest
2. Confirmation of Minutes : April 15, 2019
3. Activity Report and Recruitment Projects : Cheryl Fish, Health Recruiter
4. New Business
  - a) Incentive Funding – Dr. Collins Egbujoo
  - b) Incentive Funding – Dr. Michelle Welsh
  - c) Incentive Funding – Dr. Afiza Elahi
  - d) Follow-up Dr. Wetmore's Presentation
  - e) Dr. Scott Survey Results and Next Steps
  - f) Residents without Physicians
  - g) Update : Ontario Health Teams “Super Agency”
5. Unfinished Business
  - Review Committee Terms of Reference
6. Next Meeting
7. Adjournment

St Thomas-Elgin Health Recruitment Partnership Committee

Update Report

May, June, July & Aug. 2019

Activities:

- 1) Dr. Toth offered the services of Rod Axford, manager of the St Thomas Walk in Clinic to assist us by collecting data on the number of patients that come to the clinic that “Do not have a Family Physician.” Rod collected this data for the month of May and sent us the following summary. The clinic saw 907 patients in May and 146 of them had no family physician, 16.1 %.

Dr. Kellie Scott also sent me information she obtained from the Ministry regarding a program called Health Care Connect. This is the organization where patients should self-report if they do not have a family physician. As of March 31, 2019 there are 286 patients on the list with 30 of these being identified as “complex vulnerable.” Dr. Scott is going to provide an overview of this to our committee at our next meeting.

- 2) On May 1<sup>st</sup> the committee recognized “Doctors’ Day”. I delivered 4 fruit baskets to the following offices - Windemere Family Health Team, Elmwood Family Health Team, East Elgin Family Health Team and Elmdale FHO. The baskets contained a card thanking the physicians for their dedication and service.
- 3) In May I met with an existing physician from London who is looking to practice under a different model. I reviewed with him all the opportunities we have in Elgin County. I arrange a meeting with Cindy Bratt from the East Elgin Family Health Team and this physician. A tour was conducted and information exchanged on how this model works. Cindy will remain in contact with this physician to answer any questions and I will follow up to see how he is progressing with his decision.
- 4) Dr. Siobhan Maharaj notified me that she wanted to leave the practice she took over for Dr. Floyd due to personal circumstances and requested my assistance to find a replacement for her. I reached out to several contacts. We are fortunate that Dr. Collins Egbujuo who had recently relocated from Saskatchewan to London was looking to join the same FHO that his colleague Dr. Ajogwu practiced in. I arranged a meeting with Dr. Maharaj & Dr. Toth. Once Dr. Egbujuo reviewed the practice he wanted to relocate. I obtained references on him which were excellent and assisted him and Dr. Toth with the FHO application. It was approved by the Ministry and Dr. Egbujuo will be joining us in Elgin County as of Aug 1<sup>st</sup>. Until then he will be doing locums at both the CHC and EEFHT throughout June and July. His wife is a nurse just finishing her training in Saskatchewan and their two daughters will be attending Western University in the fall. He will be a wonderful asset to our community and we wish Dr. Maharaji all the best with her relocation to another province to be closer to her family.

- 5) Dr. Dayus from the Windemere Family Health Team informed me that she would like to retire this fall and requested my assistance to find a physician to replace her. I drafted an ad and included her practice on the list of opportunities. Interest came from numerous physicians and I arranged several introductions. We are pleased to advise that Dr. Michelle Welch will be taking over Dr. Dayus' practice in October. Dr. Welch will be combining Family Medicine and a focused practice designation in Rheumatology.
- 6) The week of May 27-30<sup>th</sup> we assisted the Hospital with hosting 10 first year medical students from Western University for "Discovery Week". Our committee provided the evening events which took place at G.T's in Port Stanley for dinner on Tuesday evening and a tour and sampling at the Railway City Brewery on Wednesday. Dinner compliments of Wendy's followed by a tour of the new Police Station completed the events. Survey results confirmed that once again the students enjoyed their experience in Elgin County.
- 7) I was contacted by a local student who wants to attend medical school; unfortunately he has not been able to get into a Canadian Medical School so we have been discussing other alternatives i.e. Caribbean, Ireland, Australia and the UK. I have provided him with information on the other alternatives, plus put him in contact with Dr. Kristin Richter, Meghan Robinson and Michael Obeda. He had a very informative and helpful conversation with these physicians and now has the information he requires to move forward with his applications. I will stay in touch and assist him as much as possible.
- 8) An educational session was arranged with Dr. Stephen Wetmore, Chair of the Department of Family Medicine at Western. He presented to the Recruitment Committee on June 20<sup>th</sup> information about Teaching/Preceptor opportunities for local physicians as part of our recruitment strategy. Dr. Wetmore advised that 60% of Residents stay in the community where they trained. The committee will utilize this information and develop a strategy into their action plan on how to help increase the number of physicians who join the program to become preceptors and how to increase our contact with Residents when they are doing a placement in our community. More info to follow.
- 9) In June I followed up with the Dutton Municipality to see how things are going since Dr. Kamar joined them over 6 months ago. I spoke with Joe McMillan as he will be my contact. We are going to exchange information and stay in touch.
- 10) I have signed up for Western's recruitment fair (FMRW) which will be taking place in October this year in Grand Bend. I have invited Dr. Haruta and Cindy Bratt from EEFHT to join me as guests at this event as recruiting for both of these opportunities will be highlighted.

- 11) Several locum coverages were arranged this summer with the hope that the new physicians doing this coverage will find their experience a good one and wish to return or stay on permanently filling other opportunities.
- 12) I was pleased to make a presentation about the St Thomas-Elgin Health Recruitment partnership committee, its role and accomplishments over the last several years to County Council on July 9<sup>th</sup> and to the Reference Committee of City Council on July 15<sup>th</sup>.
- 13) I have been working with Dr. Chinenye Anaedu a physician who is presently working in Scotland and wishes to relocate and join a practice here in St Thomas. I have put her in contact with Stacey from Health Force Ontario to begin working with her on credentialing, license and immigration. She might require supervision so I have reached out to Cindy Bratt at EEFHT in Aylmer to see if their physicians are interested in providing this. The verification process takes about 4 months so I will continue to monitor how things are progressing.
- 14) We are pleased to advise that Dr. Alison Wright has relocated to St Thomas from Toronto with her husband and family. Dr. Wright is doing locum coverage for several of the physicians at the Elmdale FHO until November. The locum coverage is up to 3 days per week; however Dr. Wright would like additional hours. I reached out to Dr. Lock at Public Health since Dr. Wright has a keen interest in Ob/GYN medicine. They have been able to arrange some additional coverage for Dr. Wright. We have spoken and when her locum coverage is completed I will work with her to find a permanent family medicine practice.
- 15) In August I met with Bisi Salami a Nurse and her family who has recently relocated to St Thomas from Brantford Ontario. She trained in Nigeria. I was able to assist her family of 6 to find a family physician in Elgin County. She has expressed an interest in researching opportunities with setting up a Telehealth clinic while investigating the requirements for a walk in clinic. We met with Ron Young the Director of Operations with Medpoint who shared with us his experience. Mrs. Salami and I have developed a plan of action and will begin working on making contact with the appropriate people as necessary. More information to follow.

Submitted by : Cheryl Fish- Health Recruiter