



## HEALTH RECRUITMENT PARTNERSHIP

ROOM 304  
CITY HALL

8:30 A.M.

NOVEMBER 18, 2019

1. Disclosures of Conflict of Interest
2. Confirmation of Minutes : September 16, 2019
3. Activity Report and Recruitment Projects : Cheryl Fish, Health Recruiter
4. New Business
  - A) Scholarships
  - B) Review of Committee Terms of Reference
5. Unfinished Business
6. Next Meeting
7. Adjournment

St Thomas-Elgin Health Recruitment Partnership Committee

Update Report

September/October 2019

Activities:

- 1) I'm happy to advise that Dr. Collins Egbujuo joined the Elgin FHO and commenced practicing on Aug 1 st at 230 First Ave., in St. Thomas. Dr. Egbujuo will be taking on new patients to increase his roster. Dr. Egbujuo took over Dr. Floyd's practice which was a paper system. He worked diligently over the summer to implement an electronic medical record. I continue to follow up with him to see how things are going. His orientation will take place on Nov. 21st. Councilor Lori Baldwin Sands has agreed to make the welcome presentation.
- 2) Last month I reported meeting with Bisi Salami a nurse who recently relocated to St Thomas. Together we developed a plan to research the possibility of a Telehealth Clinic and a Walk in clinic. The research had begun, however in September Mrs. Salami advised me that she has taken a full time position with the VON in Strathroy and would like to put this project on hold for one year. I will follow up with her next year.
- 3) I've been approached by a family physician who wishes to start a new Family Health Organization (FHO) in St Thomas. She has requested my assistance with finding at least 3 or 4 physicians to join her. She will be the lead physician. She has requested that the details be kept confidential at this time; however I will be reaching out to new grads making them aware that a FHO opportunity exists. I'm hoping that as her plans become more concrete more details will be available for sharing.
- 4) Unfortunately Dr. Michelle Welch changed her mind and will not be taking over Dr. Dayus' practice this fall. I have assured Dr. Dayus that I will highlight her opportunity at the recruitment fair in October and will continue the search for a physician to take over her practice as soon as possible.
- 5) On September 27<sup>th</sup> I met with Wendell Graves and Julie Gonyou to review some administrative issues for the partnership committee. Wendell will be drafting the Terms of Reference and I will be approaching "Health Care Connect" a division with the South West LHIN to see how they will work with us to obtain real and accurate data to identify how many citizens in Elgin County do not have a "Family Physician." This info will be discussed with the committee once it's provided.

6) The program director at McMaster University provided to recruiters who had attended their recruitment fair last year a list of incoming Residents for September 2019. They provided email addresses to help us communicate with them directly. This list came with criteria and guide lines for contact. I have sent out 50 introduction emails to Elgin and a brief highlight of the opportunities that are available now and what we expect in the future. I'm very pleased to see that the program listened to suggestions and feedback the recruiters submitted.

7) On Oct 2<sup>nd</sup> Jessica and I met to implement the changes to the Scholarship application process that came out of the administrative meeting on Sept 27<sup>th</sup>. The scholarship application had the following changes made: > Two letters of reference was removed  
> Wording on statement changed to read:  
"Tell us why your roots in Elgin County continue to be important to you as you pursue a career in Medicine."

All other information remains unchanged. I sent emails to those students that I had contact information on to advise that the revised Scholarship application had been posted to the websites. We have received 5 applications for approval at our Nov. 18<sup>th</sup> meeting.

8) On October 19<sup>th</sup> Dr. Haruta, Cindy Bratt from EFHT and I attended Western's Family Medicine Residents Retreat in Grand Bend. We have approximately 23 contacts we will be following up with regarding the opportunities that are available to start a practice in Elgin County.

9) I have approached Christina Holley our area representative with Health Care Connect. She will be following up with her management team to see how they are prepared to work with us to determine an accurate number of citizens in Elgin County who do not have a family physician. I advised that the committee will meet on Nov. 18<sup>th</sup> and I would appreciate being able to report a plan of action at that meeting.

Submitted by Cheryl Fish- Health Recruiter



## ST. THOMAS – COUNTY OF ELGIN HEALTH RECRUITMENT PARTNERSHIP COMMITTEE

### **PURPOSE**

The St. Thomas – Elgin County Area has been and continues to be deemed an underserved area with regard to the number of family physicians who are providing primary care to the residents of the area.

The purpose of the St. Thomas – County of Elgin Health Recruitment Committee is to focus on recruitment activities which will attract new family physicians to the area and to support new family physicians as they integrate into the community.

### **COMMITTEE MEMBERSHIP**

The Committee will be comprised of the following representation:

City of St. Thomas – 1 Council member

County of Elgin – 1 Council member

St. Thomas Elgin General Hospital – 1 representative

St. Thomas – Elgin Medical Community (Physician) – 1 representative

### **ADMINISTRATIVE SUPPORT**

The Health Recruitment Partnership will be supported by administration from both the City of St. Thomas and from the County of Elgin.

The City of St. Thomas will serve as the Administrative Lead for the Partnership.

### **COMMITTEE GOALS**

1. Develop an annual budget for adoption by both the City and the County
2. Develop and implement an annual program of physician recruitment activities
3. Implement a program of financial incentives to aid in the attraction of family physicians
4. Monitor and maintain knowledge about family physician needs in the St. Thomas Elgin County area
5. Provide guidance to the Health Recruiter
6. Foster positive relationships with the St. Thomas – Elgin County Medical Community including the St. Thomas Elgin General Hospital
7. Liaise with Provincial Health organizations
8. Maintain positive relationships with the medical school community and in particular the Schulich School of Medicine at Western
9. Develop and maintain relationships with the youth of St. Thomas – Elgin County who are pursuing a career as a physician including the implementation of a scholarship program
10. Provide an annual report to both City Council and Elgin County Council on the activities of the Health Partnership Committee

### **COMMITTEE MEETINGS**

The Health Recruitment Partnership will meet monthly

The Health Recruitment Partnership will act in accordance with the Procedural By-laws of the City of St. Thomas