



HEALTH RECRUITMENT PARTNERSHIP

**ROOM 304
CITY HALL**

8:30 A.M.

MARCH 9, 2020

1. Disclosures of Conflict of Interest
2. Confirmation of Minutes : February 10, 2020
3. Activity Report and Recruitment Projects : Cheryl Fish, Health Recruiter
4. New Business
 - A) Correspondence : St. Thomas Elgin General Hospital
5. Unfinished Business
 - a) Consideration of additional Committee members
6. Next Meeting
7. Adjournment

Health Recruitment Partnership Committee

Update Report

February 2020

Activities:

- 1) On February 14th I had a telephone call with Dr. Nwangwu. He is presently practicing in Victoria B.C. He is interested in joining a FHO and is planning on moving here with his family. He trained in Nigeria. A visit with his friends in London is being arranged for March or April. When he confirms the exact date I will arrange a tour and introduction to the opportunities we have available in Elgin County. In the mean time I have put him in touch with Dr. Chamberlain Ajogwu in Port Stanley. They are discussing the FHO model and practicing in Ontario. I'm looking forward to working with Dr. Nwangwu to find a good fit for his practice requirements.
- 2) Recently several of our Family Physicians have been interested in learning more about a focused practice. I reached out to contacts at the OMA and CPSO. I was advised that the G.P. focused program will be undergoing a review with the possibility of changes. I have shared the contact info with the two physicians who spoke with me initially. I suggested that Kate Damberger, Manager, Economics at the OMA present the changes to the Elgin FHO at their spring meeting. I will speak with Dr. Toth to see if he would be willing to place this topic on the agenda.
- 3) Dr. Upali Weebedda a family physician practicing in Stonewall Manitoba responded to an ad I had placed with Health Force Ontario. His wife has recently taken over a veterinarians practice in London and he would like to find a practice in a small town similar to Stonewall. I arranged a tour for Dr. Weebedda to meet with Dr. Mai at Windemere, with Cindy Bratt at EEFHT and with the CCHC. Dr. Weebedda is adjusting his schedule so he can do some locum coverage starting in late March at these facilities to help him decide which opportunity is the best fit for him.
- 4) Dr. Mai has informed me that instead of a locum he would like to find someone to take over his practice at Windemere FHT permanently. I have revised the ad and highlighted this opportunity at the McMaster recruitment event. I also sent out notices to 17 residents. Presently a locum is covering Dr. Mai's practice as I continue to search for a permanent replacement.
- 5) On Feb. 19th I attended the McMaster recruitment event in Hamilton. Sixty two 2nd year Residents attended this event. I had eight express an interest in the opportunities we have available in Elgin County. A list with their contact information was provided following the event. I have emailed those I didn't speak with a copy of the opportunities we have available and suggested we could have a telephone conversation.

- 6) Dr. Black contacted me to request a report on the Committee and our recruitment accomplishments to date. He was presenting at a conference and thought this information would be helpful as he was trying to obtain approval for additional information about the Residents doing placements in Elgin County. He wants to make it possible to share that information with me to assist with my recruitment efforts. Dr. Black appreciated receiving this information and I'm looking forward to his response.

- 7) On Feb 20th I met with Patty Aldrich who replaced Kimberly Boughner at the St Thomas Elgin General Hospital. We had a good meeting and commenced the planning of Discovery Week events which will take place May 25-28th. Although Patty has only been in her capacity for a few weeks she has made several changes which will be helpful to our recruitment efforts. The most beneficial change is that one hour per month has been set up for Residents doing a placement in that block to attend an orientation session. I have been provided with 10 minutes on the agenda to meet the Residents and provide a short over view of the committee and what opportunities are available in Elgin County. The first orientation session will take place March 10th followed by April 7, May 5th and June 2nd. I'm looking forward to being provided the opportunity to meet with the Residents prior to them commencing their placement. It will also be more convenient for them to have tours and introductions to facilities with practice opportunities during their placements.

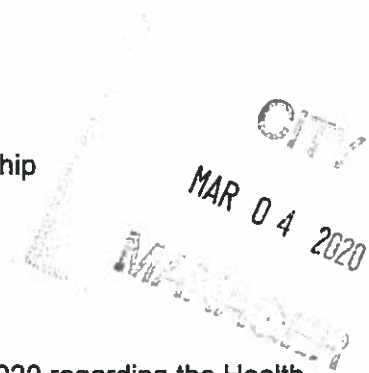
- 8) I have been working with a family physician that graduated several years ago and has been doing locum coverage in and around the Toronto area. She is now considering joining a FHT in this area as her parents live in London. She has been put in contact with Windemere FHT and EEFHT in Aylmer. She is trying to arrange a locum with these facilities in March & April. We are hoping that providing a locum would help her decide if these facilities are the right fit for her.

Submitted by: Cheryl Fish-Health Recruiter

*Office of the President and CEO
Robert Biron*

March 3, 2020

City of St. Thomas-County of Elgin Health Recruitment Partnership
c/o Councillor Lori Baldwin-Sands



Dear Councillor Baldwin-Sands:

Thank you for your correspondence dated February 4, 2020 regarding the Health Recruitment Partnership (HRP). St. Thomas Elgin General Hospital (STEGH) is aware of the mandate and the important role that the HRP fulfills in improving health care services for our community. Our Executive and Medical Leadership have considered your request to participate on the HRP.

It is important to note that STEGH's executive and medical leadership spend significant amount of time and resources to the recruitment and retention of medical specialists that support both the hospital and broader community. In addition, our leaders are heavily involved in numerous regional and partnership initiatives, including the planning and development of the proposed Elgin Ontario Health Team.

In summary, our leadership capacity to participate in the HRP is limited. That said, STEGH's leadership is available to support the HRP's recruitment process, particularly when a potential candidate wishes to explore opportunities at the hospital and/or wishes to establish working relationships with the medical departments. When these opportunities arise, please contact Patty Aldrich, Medical Affairs, by email patty.aldrich@stegh.on.ca or by phone 519-631-2030 ext. 2104, who can assist in connecting you with the appropriate leaders.

Sincerely,



Robert Biron
President and CEO

c: Dr. Waleed Chehadi, Chief of Staff, STEGH
Patty Aldrich, Medical Affairs
Wendell Graves, City of St. Thomas
Julie Gonyou, Elgin County