



## HEALTH RECRUITMENT PARTNERSHIP

CONFERENCE CALL

8:30 A.M.

DECEMBER 7, 2020

1. Disclosures of Conflict of Interest
2. Confirmation of Minutes : November 9, 2020
3. Activity Report and Recruitment Projects : Cheryl Fish, Health Recruiter
4. New Business
  - a) Funding request – East Elgin Family Health Team
5. Unfinished Business
  - a) St. Thomas and Area Homebuilders Assoc. membership
  - b) St. Thomas - Elgin General Hospital membership
6. Next Meeting
7. Adjournment

St Thomas –Elgin Health Recruitment Partnership Committee

Update Report

November 2020

Activities:

- 1) In the month of November I had 4 telephone calls with Residents to review the opportunities we have available in St Thomas & Elgin County now and in the near future. From these conversations I began doing additional follow up to get information for them about focused practice opportunities for wound management and also employment possibilities for their spouses.
- 2) Details about practice opportunities have been sent out for East Elgin Family Health Team in Aylmer and also for the new FHO opportunity. I included recent information about 3 physicians in the Elgin FHO who have set tentative dates for retirement commencing in 2022.
- 3) On Nov. 5<sup>th</sup> I met with 2 of the 3 Physicians from the Elgin FHO who would like to consider retiring sometime between 2021 & 2022. They wish me to begin the search for replacement physicians for a seamless transition into their existing practices. I added them to our opportunity list and have begun discussing their practice details with Residents and new grads.
- 4) Letters of congratulations were sent along with a cheque to our 3 Scholarship recipients for 2020. Since we are unable to meet I have asked them to post a picture of themselves with the cheque on face book to make their friends and other students aware of their success and this program. I will flag my calendar for early spring to remind the committee to review the criteria for our Scholarship program.
- 5) Under normal circumstances we would be hosting a lunch event for “Home for the Holidays” since that’s not possible I have been reaching out to Residents and medical students by email, especially local students who are training out of country. The response so far has been great. It’s so nice of them to provide an update and stay in contact. I will continue to do this throughout December.
- 6) On Nov. 24<sup>th</sup> I followed up with Dr. Tenbergen to see how things are going at the Elmdale FHO. At this time she is not considering expanding her FHO. As a preceptor she is hosting Resident placements. I reminder her to please let me know when she has a placement so I can reach out to them. Dr. Tenbergen requested that I follow up with the Ministry about FHO sizes. I will pass along this info to her when I receive it.
- 7) On Nov. 23<sup>rd</sup> I joined the Zoom presentation by the Elgin Ontario Health Team (OHT) for a Physician Focus Group. They covered the context and an overview of the application

development process. The purpose of this presentation was to allow Physicians to provide input and feedback. I found this beneficial as recently I had two Residents asking questions during our update on how the new OHT could affect our opportunities. This is not the only opportunity to participate other sessions will be offered in December prior to the application being submitted.

- 8) I followed up with Dr. Rob Black by sending him an email that outlined the items we discussed at our last meeting about the possibility of him becoming a committee member. I have attached my email and Dr. Black's response for the committee to consider.

Good evening Dr. Black

I hope this email finds you well in these unusual circumstances. The Recruitment Committee held a virtual meeting last week and approved adding additional committee members. We are very happy to report that Dr. Collins Egbujuo a new family physician has joined the committee and participated in his first meeting on Monday Nov. 9th.

We are still interested in expanding our membership further and as I recall from our meeting in January you are open to discussing this if we could suggest an alternative arrangement to meeting attendance, which is generally the first Monday of each month at 8:30 am.

We would like to invite you to consider membership on this committee and suggest the following:

- 1) That you become a member of the committee with us having a clear understanding that you would have limited ability to attend meetings in person.
- 2) That as a committee member we invite you to attend all events hosted by the committee throughout the year.
- 3) That correspondence will be sent to you including agendas, minutes and other reports as a mechanism to provide an open channel of communication in your role as the Regional Academic Director for Elgin-Middlesex at Schulich School of Medicine/Western University.

We are asking that you consider the invitation above and if you would like to see other suggestions included we are open to discussing this in more detail at your convenience.

We are confident that your involvement in this committee would advance our recruitment efforts and enhance our liaison commitment with UWO.

Looking forward to your response.

Regards

Cheryl Fish, Health Recruiter-City of St Thomas-County of Elgin

**Dr. Black's Response:**

So, to aid you further in discussion regarding my availability to voluntarily participate with this committee

> optimal Time of day: 4pm to 9pm

> optimal days of week: Tuesday or Wednesday. Could include Monday if 6 pm start(excluding Hospital CALL days approx 7 days per month)

> optimal frequency: Quarterly

Please, let me know if my limited availability can be accommodated

Thanks in advance,

Rob Black

9) On Nov. 13<sup>th</sup> I received an email from Diana House from FFV Capital Inc. a company wanting to discuss Physician recruitment possibilities. I arranged a telephone call with Diana and shared information about the committee, our recruitment efforts to date along with our requirements for the immediate future and long range. FFV Capital would like to dedicate space for medical clinics in their new building at 1055 Talbot Street. Diana will provide a rendering over the next few weeks so I can use them at upcoming recruitment fairs. She advised that the construction timing & availability of the clinic space could be approximately 1 ½ years. Diana would also like to discuss the possibility of providing a house at 7 Beechwood in St Thomas for Residents or medical students to rent when doing placements in Elgin County. More info is being provided.

10) I have been advised that both the Ottawa and the McMaster recruitment fairs will be virtual this year and will be taking place in late January 2021. I'm waiting for sign up information.

Submitted By:

Cheryl Fish – Health Recruiter

**From:** Cindy Bratt <[cbratt@eefht.ca](mailto:cbratt@eefht.ca)>  
**Sent:** November 6, 2020 9:17 AM  
**To:** Graves, Wendell <[wgraves@stthomas.ca](mailto:wgraves@stthomas.ca)>  
**Cc:** [cf.recruit@execulink.com](mailto:cf.recruit@execulink.com); Charlotte Johnston <[CJohnston@eefht.ca](mailto:CJohnston@eefht.ca)>  
**Subject:** Health Recruitment Partnership Program grant

**CAUTION:**

This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good Morning Mr. Graves

I am writing to you to express The East Elgin Family Team's interest in applying for a grant from the Health Recruitment Partnership Program. As you may be aware, there are 10,000 community members in Elgin County who do not have a family physician. We have the capacity to recruit two more physicians to our team, which would allow us the capacity to roster a minimum of 2600 additional patients and a maximum of 3800 patients. Our main office in Aylmer is currently configured for 6 physicians. In order to take our physician recruitment to 8 physicians, we would need to reconfigure our space to allow for two more offices and exam rooms. We have a very large waiting room and reception area, that along with a small admin area, could easily be reconfigured to accommodate these changes.

Please feel free to contact me for any further information which might be required.

Sincerely,

*Cindy*



Cindy Bratt  
Executive Director  
East Elgin Family Health Team  
424 Talbot Street West,  
Aylmer, ON N5H 1K9

T: 519.773.3715

F: 519.773.8775

*"Kindness is the ability to speak with love, listen with patience, and act with compassion" – RAKtivist*

*Kindness works here!*