

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE

TELECONFERENCE

JANUARY 11, 2021

8:35 a.m. The meeting convened with Councillor L. Baldwin-Sands, Chair, presiding.

ATTENDANCE

Members

Councillor L. Baldwin-Sands, Chair, City of St. Thomas
Dr. K. Scott, Family Physician
Dr. C. Egbujuo, Family Physician

Officials

Wendell Graves, City Manager, City of St. Thomas
Julie Gonyou, C.A.O., County of Elgin
Cheryl Fish, Health Recruiter
Jon Hindley, Corporate Administrative & Accessibility Clerk, City of St. Thomas

Absent

Councillor G. Jones, County of Elgin
Dr. W. Chehadi, St. Thomas Elgin General Hospital

DISCLOSURES OF INTEREST

Nil.

MINUTES

Motion by Dr. Egbujuo - Dr. Scott:

THAT: The minutes of the December 7, 2020 meeting be confirmed.

Carried.

Activity Report and Recruitment Projects - Health Recruiter - Appendix "A"

Ms. Fish provided an overview of activities and recruitment projects from December, 2020.

Ms. Fish advised that letters of congratulations, cheques and restaurant gift certificates were sent to all scholarship recipients.

Ms. Fish advised that Dr. Black would be happy to attend Health Recruitment Partnership meetings on a quarterly basis as a guest.

Ms. Fish advised that St. Thomas and Elgin County have been included in this year's Ontario Medical Association virtual event for retiring physicians to meet with residents.

NEW BUSINESS

Proposed 2021 Budget - Appendix "B"

The members reviewed the proposed 2021 budget.

Motion by Dr. Scott - Dr. Egbujuo:

THAT: The proposed 2021 Health Recruitment Partnership budget be adopted in principle.

Carried.

Funding Request – East Elgin Family Health Team

The City Manager provided an overview of the funding request and advised that it was being requested for office renovations to add two physicians to the East Elgin Family Health Team.

CONFIRMED _____ CHAIR

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The members agreed to provide the equivalent funding to two family physicians, rather than for the direct renovation costs.

Motion by Dr. Scott - Dr. Egbujuo:

THAT: Funding of \$66,000 for two physician positions be recommended for the request received by the East Elgin Family Health Team subject to approval from St. Thomas Council and the execution of an agreement with the East Elgin Family Health Team.

Carried.

UNFINISHED BUSINESS

St. Thomas and Area Homebuilders' Association Membership

The City Manager advised that no correspondence had been received from the St. Thomas and Area Homebuilders' Association.

St. Thomas Elgin General Hospital Membership

The City Manager advised that no correspondence had been received from the St. Thomas Elgin General Hospital.

The members discussed re-addressing these membership topics in a few months' time.

NEXT MEETING

The members agreed that the next meeting would be held on February 8, 2021 at 8:30 am.

ADJOURNMENT

8:54 a.m. The meeting adjourned.

Appendix "A"

St Thomas-Elgin Health Recruitment Partnership Committee

Update Report

December 2020

Activities:

- 1) Letters of congratulations along with a cheque were mailed out to our three scholarship recipients for 2020. A letter declining the application from the 4th candidate was also sent out. Three gift certificates of \$ 50.00 each were purchased and mailed to our three scholarship recipients along with a letter of explanation and a commitment that we would try to host an event when the pandemic restrictions are lifted.
- 2) Three telephone interviews were conducted in December with residents who have expressed an interest in the practice opportunities we have available in St Thomas and Elgin County. Additional information was sent to each physician and ongoing communication will take place.
- 3) An email was sent to Dr. Black sharing the committee's discussion on how we could work together to continue to recruit and retain physicians in St Thomas and Elgin County.
- 4) I have drafted an ad to be posted on Health Force Ontario in the New Year for the two physicians in the Elgin FHO that have expressed an interest in retiring by the end of 2020. I'm awaiting any changes or additions and their final approval before posting.
- 5) As a result of conversations with Residents I have updated our locum list thereby providing me with the ability to put physicians in contact with each other for coverage.
- 6) I completed the initial contact email with all Residents who attended the Family Medicine Residents retreat this year. A total of 56 emails were sent out. I continue to get responses and move forward with arranging telephone conversations to share more detailed info about opportunities we have available now and in the near future.
- 7) Frank Rubini the Regional Manager of Implementation and Change for the Ontario Medical Association will be hosting a virtual event for retiring physicians to meet with residents looking for practice positions to take over. Invitations to this event were sent to 7 St. Thomas and Elgin County family physicians and 11 Residents that I have been working with over the last several months. I also included 5 of our past scholarship recipients. I'm pleased that the OMA included St. Thomas and Elgin County this year as this event was very successful last year and I'm sure

that our retiring physicians and residents will enjoy the opportunity to have direct discussions with each other.

- 8) I received an invitation from The Western Family Medicine Resident Council requesting that I complete the form highlighting what “Career Opportunities” we have available. They will post this info into a database which will provide FM Residents a quick at a glance access to the pertinent information about these opportunities and should lead the Resident to contact me to seek more detailed information. I’m looking forward to seeing how this new database will increase contact opportunities with Residents.
- 9) Dr. Kellie Scott provided me with the link for “Health Line” and suggested that I should create a profile for the Recruiter for St. Thomas and Elgin. I have completed this documentation.
- 10) I received notification from Patty Aldrich that the General Orientation for Residents doing a placement at the St Thomas Elgin General Hospital (STEGH) will be cancelled for January due to the shutdown, however she is hopeful that it will continue to take place in February. In December Patty continued to share with me the contact emails for the Residents doing their placement at STEGH in December. I made contact with 7 Residents and have scheduled telephone follow up in January 2021.
- 11) I will be participating in the virtual recruitment fair for Ottawa on January 29th.

Submitted by: Cheryl Fish – Health Recruiter

Appendix "B"

January 06, 2021

HEALTH RECRUITMENT PARTNERSHIP

2021 PROPOSED BUDGET

	2016	2017	2018	2019	2020	2021
Contributions						
City of St. Thomas	\$88,000	\$38,000	\$38,000	\$38,000	\$38,000	\$38,000
County of Elgin	\$132,000	\$57,000	\$57,000	\$57,000	\$57,000	\$57,000
Total:	\$220,000	\$95,000	\$95,000	\$95,000	\$95,000	\$95,000

PROJECTS

Rural Medical Discovery Week	\$2,000	\$2,000	\$1,500	\$1,500	\$1,500
Health Professional Conferences	\$2,000	\$2,000	\$1,500	\$1,500	\$1,500
Health Symposium	\$2,500				
Home for the Holidays	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Heath Partnership Marketing	\$5,000	\$5,000	\$5,000	\$4,000	\$4,000
Medical Scholarships	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000

Mileage / Phone	\$1,500	\$1,500	\$1,000	\$1,000	\$1,000
Health Recruiter	<u>\$17,000</u>	<u>\$17,000</u>	<u>\$18,500</u>	<u>\$19,500</u>	<u>\$19,500</u>
Subtotal	\$33,500	\$33,500	\$33,500	\$33,000	\$33,000

BALANCE FOR PHYSICIANS	\$61,500	\$61,500	\$61,500	\$61,500	\$61,500
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