

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE

TELECONFERENCE

MAY 3, 2021

8:30 a.m. The meeting convened with Councillor L. Baldwin-Sands, Chair, presiding.

ATTENDANCE

Members

Councillor L. Baldwin-Sands, Chair, City of St. Thomas
Councillor G. Jones, County of Elgin
P. Benfeito, St. Thomas Elgin General Hospital
Dr. K. Scott, Family Physician

Officials

Julie Gonyou, C.A.O., County of Elgin
Cheryl Fish, Health Recruiter
Matt Smale, Corporate Administrative Clerk, City of St. Thomas

Absent

Dr. C. Egbujuo, Family Physician

INTRODUCTION OF NEW MEMBERS

The members welcomed Ms. Patty Benfeito as the representative for the St. Thomas Elgin General Hospital to the Committee.

DISCLOSURES OF INTEREST

Nil.

MINUTES

Motion by Councillor Jones - P. Benfeito:

THAT: The minutes of the April 12, 2021 meeting be confirmed.

Carried.

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

Ms. Fish provided an overview of activities and recruitment projects from April 2021.

Ms. Fish advised that she was seeking assistance from the Ontario Medical Association of documentation that FHO leads and recruited physicians could use to provide both parties with some assurances in the time leading up to the commencement of practice.

The Chair suggested that McLean's Magazine rating of St. Thomas as the 3rd best community in Canada to live and work remotely in 2021 be included in recruitment materials.

Ms. Benfeito advised that applications were being considered for the 2021 Summer Medical Bursary and that she would inform the Committee when the successful candidates had been selected.

NEW BUSINESS

UNFINISHED BUSINESS

St. Thomas and Area Homebuilders' Association Membership

NEXT MEETING

The members agreed that the next meeting would be held on June 7th, 2021 at 8:30 am.

ADJOURNMENT

CONFIRMED _____ CHAIR

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8:40 a.m. The meeting adjourned.

CONFIRMED _____ CHAIR

Appendix "A"

St. Thomas-Elgin Health Recruitment Partnership Committee

Update Report

April 2021

Activities:

- 1) As reported last month Western's Family Medicine Career Opportunity Data Base – job posting website has been established and I placed a generic ad noting that St Thomas/Elgin have several practice opportunities available now and new ones coming available over the next year. I also assisted Dr. Hertwig in preparing a specific ad for the new FHO he is working on with Dr. Haruta.
- 2) I participated in a zoom call with Jane Tillmann from Ontario Health along with Dr. Hertwig and Dr. Haruta as they had several questions about the Ministries guidelines on the development of a new FHO. Jane is the best person to respond to these questions/concerns as she would be the most knowledgeable about changing rules and new specifications.
- 3) During a conversation with Patty Benfeito (Aldrich) from the St Thomas Elgin General Hospital it became apparent a communication breakdown was the cause for her not receiving the information about our committee meeting last month. Unfortunately this occurred due to a change in email address. It has been corrected and Patty is aware and looking forward to participating in our next committee meeting scheduled for May 3rd.
- 4) Patty Benfeito and I discussed the STEGH 2021 Summer Medical Bursary Opportunity for First and Second year Medical Students. I inquired about the criteria and distribution of this program and wondered if local medical students are given a priority in the selection process. Patty advised that last year no one from Elgin County applied. I offered to assist with distributing this announcement and Patty agreed that would be very helpful. Many thanks to our committee members who assisted with this task. I will provide feedback once the successful applicant has been selected.
- 5) In April I had telephone conversations with 3 new grads and one experienced physician to share with them the opportunities we have available now and over the next year. Several of the new grads advised that the week of April 19th was study week for them in preparation for their exams the week of April 26th.
- 6) On April 15th I had a telephone conversation with Cindy Bratt from the East Elgin Family Health Team in Aylmer to follow up on how her interviewing process with the 5 candidates was progressing. This process is very difficult due to covid and is being conducted using zoom as a couple of the candidates are from out of province/country. She was very pleased to have several good candidates to select from and was confident she would be able to announce very shortly who the successful replacement for Dr. Graham will be.

- 7) I reached out to Frank Rubini at the OMA to request his assistance or refer us to the correct individual on the OMA legal staff who could provide us with samples of “letters of Intent” or “Memorandums of Understanding.” These could be used by the lead of a new FHO when trying to fill positions or get a commitment from a physician to join a new FHO when the time line for commencing practice could be months or sometimes a year away. Frank is working with Dr. Hertwig to provide samples that could be customized to meet the individual needs of a new FHO.
- 8) McMaster University has advised they are still working on replacing in person recruitment events with a virtual method. Unfortunately this will not be ready for this June graduation, but they’re hopeful something will be in place by the fall of 2021 for next year. I wrote back to Christine Marits asking if they would consider sharing the contact information for those Residents who will be looking for a clinical practice this June so we could reach out to share the opportunities we have available otherwise they/we are missing out on opportunities for 2021.
- 9) I wanted to share with the committee the article from McLean’s Magazine that rated St Thomas as the 3rd best community to live and work remotely in 2021. Number 1 was Halifax N.S. and #2 Fredericton N.B. The magazine weighted the following items: Affordability, Population Growth, Taxes, Crime, Weather, Health, Amenities, Community, and Internet Access. Here is the link. <https://www.macleans.ca/news/canada/canadas-best-communities-2021-top-25/#gallery/2021-best-communities/slide-1>
- 10) I’m pleased to advise that late in April an expression of interest has been requested by two new grads who wish further conversation with Dr. Morrison regarding his retirement plans & the possibility of taking over his practice.
- 11) Wendell Graves and I will be meeting with Dr. Meghan Robinson on May 12th who will be taking over Dr. Connie Robinson’s practice this summer and wishes to apply for the incentive grant. Dr. Meghan and her fiancé who is also a family physician are moving to St Thomas in May.

Submitted by: Cheryl Fish- Health Recruiter