

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE

TELECONFERENCE

JUNE 7, 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. C. Egbujoo, Family Physician
Dr. K. Scott, Family Physician

Officials

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

DISCLOSURES OF INTEREST

Nil.

MINUTES

Ms. Fish advised that the activity report provided at the May 3rd, 2021 meeting had been for the month of April.

Motion by Councillor Jones - K. Scott:

THAT: The minutes of the May 3, 2021 meeting as amended be confirmed.

Carried.

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

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

Dr. Egbujoo inquired about the number of physicians who may be recruited to the new Family Health Organization.

Ms. Fish advised that up to 8 physicians may eventually be recruited.

Dr. Scott inquired when the new Family Health Organization may be ready to begin practicing.

Ms. Fish advised that the new Family Health Organization could be operational by the spring of 2022 or sooner.

Councillor Jones advised that he would inform the Committee of recognition efforts to be undertaken by the County for Dr. Graham and Dr. Morrison.

Ms. Fish advised that the Ontario Medical Association was unable to assist with the development of a letter of intent for physicians who would be joining a practice but faced a waiting period.

The C.A.O. advised that the County Legal Services Department could assist with developing a letter of intent.

Budget Forecast for New Physicians for Balance of 2021

The City Manager advised that the Committee's 2021 budget including unallocated funds from the previous year would be sufficient to accommodate funding requests for three physician positions and that he and the C.A.O. could request funding from County and City Councils respectively to accommodate any additional requests.

CONFIRMED _____ CHAIR

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NEW BUSINESS

UNFINISHED BUSINESS

St. Thomas and Area Homebuilders' Association Membership

The City Manager advised that he would contact the association.

NEXT MEETING

The members agreed that the next meeting would be held on July 5th, 2021 at 8:30 am.

ADJOURNMENT

8:50 a.m. The meeting adjourned.

Appendix "A"

St Thomas-Elgin Health Recruitment Partnership Committee

Update Report

May 2021

Activities:

- 1) I'm pleased to advise that Kate Dymock from the West Elgin Community Health Centre (WECHC) decided they will require four weeks of locum coverage this summer. According to Kate the Centre has not used locum physicians for many years. I put the word out to the new grads who had requested to be placed on the list; we have received a response of interest from two physicians. Contact information has been shared and the interviewing process is being scheduled. This will be a great help from two aspects, as filler until a new grads position in a clinic is ready and as an opportunity for a new grad to try out our community and build networking contacts. An email expressing our appreciation to the WECHC has been sent.
- 2) In May I had an excellent telephone conversation with Dr. Toth about the changes that will be occurring within the Elgin FHO this fall due to several of the physicians retiring. As Lead of the FHO, Dr. Toth has assured me that he will get the necessary FHO formalities underway with the Ministry. We are now working on how to introduce the new grads to Dr. Toth as in the past we had arranged a dinner meeting and introduction. We are hoping to use zoom to achieve this.
- 3) Throughout the month of May I had conversations with 4 new grads and 1 practicing physician about the opportunities we have available in St Thomas and Elgin County. To date we have 3 physicians confirmed/committed to joining the new FHO and two have advised that we are on their short list and should have a decision by the end of June. Once these are received this means that Dr. Haruta should be able to commence his new building this summer with the completion date set for May 2022 or sooner.
- 4) Dr. Morrison has been successful in discussions with a new grad to take over his practice in October of 2021. We are working on determining the next steps for both parties. The position will be filled by a new grad who graduated in June. Our next challenge is to find temporary work for him until the takeover date in October. The second challenge is that Dr. Morrison uses a paper charting system and the new grad has expressed concerns with this. I have reached out to Rachel Labonte from Partnering for Quality asking her to assist with contacting the new physician about providing support following the implementation of an electronic medical record (EMR). We are also assisting with providing contact information for TELUS P.S. the EMR provider for the rest of the FHO.
- 5) Discussions continue with Racine Harlos from Season's Retirement and Jennifer Babcock from Royal Oaks as both these organizations are looking for a "House Physician". More details about

the positions were shared during our conversations. I have reached out to several new grads advising them of this opportunity and providing contact info for them to follow up if they are interested.

- 6) On May 25th I participated in a zoom presentation by Ontario Health. This educational session focused on Primary Health Care. A significant amount of time was spent giving an overview of payment and practice models. Discussions occurred on the future of Primary Care, Ontario Health Teams and on how Ontario Health (formally known as Health Force Ontario) can support our Recruitment strategies. This was the final educational session until the fall.

- 7) Dr. Hertwig heard back from the OMA and unfortunately they are unable to assist him/us with the development or a sample of a form we could use as a “Letter of Intent” or Letter of Understanding” when a new physician commits to an opportunity but the start date is months or sometimes a year away. So the search continues.

- 8) Progress continues to be made at the East Elgin Family Health Team as they finalize the arrangements to replace Dr. Graham who is retiring this summer. The interviewing process continues for additional physicians to join their team.

Submitted by: Cheryl Fish- Health Recruiter