

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE

TELECONFERENCE

OCTOBER 4, 2021

8:34 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 (Arr. 8:40 a.m.)
P. Benfeito, St. Thomas Elgin General Hospital
Dr. C. Egbujoo, Family Physician (Arr. 8:38 a.m.)
Dr. K. Scott, Family Physician
A. DeVries, St. Thomas Elgin Home Builders Association

Officials

Wendell Graves, City Manager, City of St. Thomas
Cheryl Fish, Health Recruiter
Jon Hindley, Corporate Administrative & Accessibility Clerk, City of St. Thomas

DISCLOSURES OF INTEREST

Nil.

MINUTES

Motion by Dr. Scott - A. DeVries:

THAT: The minutes of the August 9, 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 August and September 2021.

The members discussed the importance of succession planning and the fact that retiring physicians are discussing their retirement plans well in advance

NEW BUSINESS

Funding Request - Dr. Rebecca Robinson

The City Manager advised that Dr. Robinson would be taking over the practice of her mother in Shedden and would like to complete some office and equipment modernization.

Motion by Councillor Jones - P. Benfeito:

THAT: Funding of \$33,000 for one physician position be recommended for the request received by Dr. Rebecca Robinson subject to approval from St. Thomas Council and the execution of an agreement with Dr. Robinson.

Carried.

Additional Approved Health Recruitment Partnership Funding

Correspondence was received from Warden Tom Marks relating to the County's approval of additional health recruitment funding.

The City Manager advised that City Council had also supported the additional funding.

Dr. Scott thanked City and County Councils for supporting the increased funding.

CONFIRMED _____ CHAIR

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Elgin Family Physicians - Date of Graduation Chart

Dr. Scott provided an overview of the dates of graduation for physicians in Elgin County.

The members discussed the population growth in the area and that there is still room for new physicians accepting new patients.

Ms. Fish advised that based on ministry data, she believes ten additional physicians would be required in the next couple years, which does not take into account physicians required for retirements.

The members discussed conducting localized modelling on required physicians and population projections.

The City Manager advised that he would confirm the status of current population projections and report back to the Committee.

UNFINISHED BUSINESS

NEXT MEETING

The members agreed that the next meeting would be held on November 1st, 2021 at 8:30 am.

ADJOURNMENT

8:54 a.m. The meeting adjourned.

Appendix "A"

St. Thomas-Elgin Health Recruitment Committee

Update Report

August/Sept 2021

Activities:

- 1) McMaster University provided a contact list of Residents in their program for the fall of 2021. The list contained 73 names. I sent an introductory email to everyone on the list advising that Elgin –St Thomas has practice opportunities in all models with new FHO opportunities in 2022.
- 2) Kristy Hons the Recruiter for the city of Woodstock reached out requesting information about our incentive program. Wendell Graves provided her with a copy and we answered her questions regarding our experience.
- 3) The zoom presentation arranged for Aug 10th for the physicians that had expressed an interest in joining a new FHO went well. Two new grads and one practicing physician joined to hear what Jane Tillmann from Ontario Health presented as options for starting to practice while waiting for a new facility and a FHO approval. The participants were going to consider the options for a week and then advise if they wanted to proceed. I followed up and it would appear to be best if the plan was delayed until the spring of 2022.
- 4) I assisted Dr. Toth and Dr. Meghan Robinson with the completion of the forms required by the Ministry for Meghan to commence practice. Dr. Meghan will be doing a locum for Dr. Connie until her application is approved.
- 5) With the retirement of Dr. Connie Robinson the Elgin FHO has advised that Dr. Brendan Boyd will be the new incoming Associate FHO Lead. Contact information has been updated.
- 6) Dr. Grigore responded that he was very pleased with the ad I drafted and then posted to Health Force Ontario advertising his retirement plans for the summer of 2022. Copies of the ad have been sent directly to several practicing physicians in our surrounding area who might be interested in this model.
- 7) A new grad that was internationally trained and could start practice in October 2021 toured Elmdale Medical Centre and also interviewed with East Elgin Family Health Team in Aylmer. We are looking forward to hearing her decision on which model she is interested in practicing under.

- 8) Dr. Morrison has confirmed that Dr. Colin Bolzon has completed the contract paperwork to take over his practice. Dr. Bolzon is now awaiting the paperwork from the Ministry to confirm this transfer which is being requested to take place on Nov. 1st. 2021.
- 9) I received the contact information from Patty Benfeito on 7 Residents who will be doing a placement at STEGH from Aug. 31-Sept 27th. Letters of introduction will be sent asking if they would like to arrange a time for a telephone call to discuss the practice opportunities available now and in the near future.
- 10) With the assistance from Jane Tillmann from Ontario Health and a representative from Partnering for Quality an orientation of our new Physicians to Elgin County took place on Sept. 24th. Meghan Robinson, Colin Bolzon , Alexsi Sherazadishvili and Sherelle Bell all participated in the program which was offered virtually. Unfortunately Matthew Wu from EEFHT was not available. We will invite Matthew to attend the next one when scheduled. Partnering for Quality will share the evaluation forms completed by the Physician with us for review and adjustment if required.
- 11) The Universities are sending out surveys to Recruiters asking the question if they would attend a recruitment fair this fall if it was hosted virtually or in person. We are waiting to hear what format is going to be offered.
- 12) Dr. Black requested I provided him with an update on our recruitment efforts so far in 2021. He was submitting an article to UWO's fall newsletter.
- 13) During the month of August I had telephone conversations with 3 residents and during September I spoke with 2 residents and 2 practicing physicians looking to consider an alternative practice location. Communication is ongoing with the hopes of being able to set up an introduction to the retiring physicians and a tour of their clinics.
- 14) Ontario Health provided an education session on Succession planning. I'm pleased to say that all of the suggestions they proposed we have already incorporated into our approach with our physicians and are seeing the results of this. Our retiring physicians are now approaching us early in their decision making process are more engaged and eager to work with us to help them find their successor.

Submitted by: Cheryl Fish – Health Recruiter