



## HEALTH RECRUITMENT PARTNERSHIP

ZOOM

8:30 A.M.

FEBRUARY 7, 2022

1. Disclosures of Conflict of Interest
2. Confirmation of Minutes : December 5, 2021
3. New Business
  - a) "What Do New Family Physicians Want?" - Survey Results Presentation by Jane Tillman, Ontario Health Health Force
  - b) 2022 Budget Forecasts Report and 2022 Proposed Budget **Attached**
4. Activity Report and Recruitment Projects : Cheryl Fish, Health Recruiter **Attached**
5. Next Meeting
6. Adjournment



## **ST. THOMAS – ELGIN COUNTY HEALTH RECRUITMENT PARTNERSHIP COMMITTEE**

February 2, 2022

REPORT TO: HEALTH RECRUITMENT PARTNERSHIP COMMITTEE  
FROM: WENDELL GRAVES  
  
SUBJECT: 2022 BUDGET FORECASTS

### **RECOMMENDATION:**

THAT: The 2022 Budget Forecast for the Health Recruitment Activities be accepted.

### **BACKGROUND:**

Annually during the development of both the City Budget and the County Budget an allocation is made toward the activities of the Health Recruitment Partnership Committee.

The total 2022 allocation is : \$95,000

At the conclusion of the budget year, City Finance staff evaluate the actual expenditures that have been made during the year and allocate those expenditures to both the City and the County on the following percentage breakdown:

City share: 40%  
County share: 60%

Attached to this report is a breakdown of how the Health Partnership funds are anticipated to be used during the year. Annually this information is reviewed by the Partnership Committee.

Since its inception, the Committee has exercised some flexibility in the manner in which the funds are spent between the identified tasks. This reflects the fact that to some degree the specific recruitment activities of the Committee can change slightly depending upon recruitment opportunities that may present themselves throughout the year. This has certainly been the case during the past couple of years when we have been faced with the pandemic.

Of note relating to the budget are the following:

- a) The Health Recruiter submits a monthly invoice to the City Manager related to her monthly activities and expenses. This is reflective of her monthly recruitment report.
- b) Each fall the Committee awards Health Partnership grants to eligible medical students
- c) The majority of the budgeted funds are directed toward actual forgivable loans for new family physicians.

It should be noted that while the overall budget has remained static for a number of years, should there be the requirement for additional in-year budget funds to support additional family doctors, those requests have been made back to the respective Council's and the funds have been authorized.

Thank you for your attention to this information.



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W. Graves

January 19, 2022

## HEALTH RECRUITMENT PARTNERSHIP

### 2022 PROPOSED BUDGET

	2016	2017	2018	2019	2020	2021	2022
<b>Contributions</b>							
City of St. Thomas	\$88,000	\$38,000	\$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	\$57,000
<b>Total:</b>	<b>\$220,000</b>	<b>\$95,000</b>	<b>\$95,000</b>	<b>\$95,000</b>	<b>\$95,000</b>	<b>\$95,000</b>	<b>\$95,000</b>

### PROJECTS

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



## St. Thomas-Elgin Recruitment Committee

### Update Report

January 2022

#### Activities:

- 1) The ads posted on Health Force Ontario for the 3 retiring physicians, Dr.Toth, Dr. Gregory and Dr. Grigore were updated to reflect their desire to retire in 2022. A Physician working in B.C. has had initial conversations with all three retiring physicians and is working on arranging a visit to meet in person in early February if travel restrictions allow.
- 2) Western's Family Medicine Recruitment Fair (FMRW) which was scheduled to take place in person on January 28<sup>th</sup> was initially placed on hold. Then we were advised that the event would take place virtually on Saturday and Sunday Jan. 29<sup>th</sup> & 30<sup>th</sup>. I registered for a fifteen minute time slot for us to present our power point (p/p) and highlight our opportunities. I updated our pp to reflect any changes over the last year. The virtual presentation went well. Forty seven Residents logged in to hear and see "why" St. Thomas and Elgin County would be an excellent choice for them to start a family medicine practice. A list of all participants with their contact information will be emailed to us so I can follow up.
- 3) As you are aware the Ministry requires that a new FHO starting up must have a physician from the group become the "Lead". This has been one of the biggest challenges when starting a new FHO is to find a physician that will assume this role. I reached out to a company called "Tek-Med" and had a great conversation with John Tek. This company provides a number of support services to physicians and after a lengthy discussion Tek-Med confirmed they would be able to provide administrative back up support to a physician taking the lead. This could be accomplished with no out of pocket expenses by the physician. I'm arranging to have zoom presentations made by Tek-Med to our community champions constructing new buildings and of course to new grads wanting to join a new FHO and were unable to find a lead or hesitant to take on this role. I'm hoping that this support will help to move the formation of FHO teams forward.

- 4) On January 18<sup>th</sup> I participated in the educational session hosted by Ontario Health. The topic was LMIA “Market Impact Assessment “ program for physicians who are trained and practicing in other countries and what is required for the application process for the physicians and an organization offering an employment opportunity here in Ontario.
- 5) Five physicians doing a block placement at STEGH from Jan.10-Feb 14<sup>th</sup> received an introductory email from me asking if we could have a brief telephone call to discuss the practice opportunities that are available in St Thomas & Elgin County. Patty providing this contact information on a monthly basis is working well and allowing us to reach out to these Residents while here in our community.
- 6) In January I had telephone conversation with two Residents to discuss our practice opportunities; both of them had done placements at STEGH back in December. At the present time they have not made a decision on what practice model they are looking for. We have agreed to stay in touch.
- 7) Patty Benfeito shared with us the announcement for applications for the 2022 Summer Medical Bursary Opportunity for First and Second year Medical Students. The information is attached. We are asking our committee members to please send this information on to students they have contact with so they can apply if interested. Patty is pleased to advise that STEGH is offering 3 placements this year.
- 8) I’m working with a physician at the Elmdale FHO to find a locum coverage for her “after hours shifts” from March - August while she is on maternity leave. I sent out 5 requests and received one response. I’m putting them in contact with each other to discuss the details.
- 9) I followed up with Dr. Vaideswaran who is providing locum coverage for Dr. Gregory to see how things are going. Coverage is working well and she is looking forward to discussing other possibilities.
- 10) Daniel Black our recent Scholarship recipient reached out to me with an idea. As a way of giving back to the community Daniel would like to discuss the possibility of setting up a mentoring program for high school and undergrad students. We have agreed to meet when safe to do so in the next couple of weeks to discuss this in more detail. Further info to follow.

Submitted by: Cheryl Fish- Health Recruiter

## **2022 Summer Medical Bursary Opportunity First & Second Year Medical Students St. Thomas Elgin General Hospital**

Applications are now being accepted for the  
St. Thomas Elgin General Hospital 2022 Bursary Opportunity.  
Funding provided by the STEGH Foundation.

### **Program Highlights**

Gain practical medical experience during a 6 week elective program  
Work closely with attending physicians in a variety of areas  
Program can be tailored to student's interests  
Busy community hospital with a friendly, welcoming environment

Apply in writing by March 31, 2022, to [patty.benfeito@stegh.on.ca](mailto:patty.benfeito@stegh.on.ca)

Applicants are asked to provide a response  
in writing to the following question:

**“Why Would I Make a Great Candidate for the STEGH Bursary Opportunity”**

Please include an updated CV