

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE

TELECONFERENCE

DECEMBER 6, 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. Egbujuo, Family Physician (Arr. 8:38 a.m.)
Dr. K. Scott, Family Physician

Officials

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

Regrets

A. DeVries, St. Thomas Elgin Home Builders Association

DISCLOSURES OF INTEREST

Nil.

MINUTES

Motion by Dr. Scott - Councillor Jones:

THAT: The minutes of the October 4, 2021 meeting be confirmed.

Carried.

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

Ms. Fish provided an overview of activities and recruitment projects for November 2021.

Councillor Jones advised that he would be updating Elgin County Council at its next meeting on the activities of the Committee.

NEW BUSINESS

Consideration of 2021 Scholarships

Mr. Smale advised that five applications had been received for the Health Recruitment Partnership Scholarship.

Ms. Fish advised that two of the applicants had received scholarships in previous years and that three were first time applicants.

The members discussed the possibility of providing gift cards to the scholarship recipients.

Motion by Councillor Jones - Dr. Scott:

THAT: The 2021 Health Recruitment Scholarships in the amount of \$1,000 be awarded to Daniel Black, Brandon Clark, Corina DeKraaker, Laura O’Gorman and Danielle Starcevic.

Carried.

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Motion by Dr. Egbujuo - Councillor Jones:

THAT: A \$50 restaurant gift card be provided to each of the 2021 Health Recruitment Partnership scholarship recipients.

Carried

Ms. Fish suggested that a spring recognition luncheon be held for the recipients.

The members discussed inviting the recipients to be recognized virtually at an upcoming City and County Council meeting.

UNFINISHED BUSINESS

Elgin-St. Thomas Physician Demographic Survey

Dr. Scott advised that she had received responses from a number of Elgin-St. Thomas physicians to a demographic survey and would provide those statistics to the Committee at a future meeting.

NEXT MEETING

The members agreed that the next meeting would be held on January 10th, 2022 at 8:30 am.

ADJOURNMENT

8:46 a.m. The meeting adjourned.

Appendix "A"

St. Thomas-Elgin Recruitment Committee

Update Report

November 2021

Activities:

- 1) In November I had the opportunity to speak with a two (2) Residents doing a placement at the St. Thomas Elgin General Hospital (STEGH). Both of them expressed a keen interest in the opportunities we have available in Elgin County and has requested that I arrange tours for them to meet with our retiring physicians. Dates for late in January have been suggested and I'm working on setting up their itinerary.
- 2) From the list of Learners provided by Patty Benfeito I have sent emails to 3 Residents doing placements with STEGH starting Nov. 22 ND. I'm looking forward to hearing back from them to arrange a time to review the practice opportunities becoming available in 2022.
- 3) Dr. Tenbergen responded to my email requesting contact information for the physician providing locum coverage for 11 months at the Elmdale FHO. As it turned out I already know this new grad. We have arranged to meet throughout her locum placement to discuss the permanent practice opportunities that will be available following her locum coverage.
- 4) The 2021 Scholarship Applications were posted on both the City and Counties web sites. An email was sent to all past recipients advising them that the applications had been posted and we're looking forward to receiving their submission. The deadline is Nov. 30th and Matt will have the applications summarized ready for the committee to approve for our next meeting on Dec. 6th 2021.
- 5) I'm pleased to advise that the Family Medicine Recruitment Fair (FMRW) for Western Residents will be taking place in person on January 28th 2022 at the Oakwood conference center in Grand Bend. I'm looking forward to safely returning to face to face meetings.
- 6) On Nov 23rd I participated in a zoom educational session hosted by Ontario Health. The presenter was Dr. Dorothy Bakker – Asst. Dean of McMaster University Community and Rural Education. Dr. Bakker's presentation echoed the information related to the challenges to rural recruitment. Her presentation encouraged input & open discussion from the Recruiters who were participating in the session and this allowed a great opportunity for us to hear from our fellow recruiters that we might not have seen in over 2 years. A lengthy discussion occurred on gender bias and equality. Next session takes place Dec. 7th the topic is "What are new grads looking for" and "Where are new grads going."

- 7) I was pleased to prepare an update report for Councillor Grant Jones which will assist with his presentation to County Council. The report contained data and key information on our Scholarship program, the number of physicians recruited over the last 2 years, the number of physicians who received the incentive fund and highlighted the activities and accomplishments of the recruitment committee.

- 8) Ongoing communication takes place with Dr. Grigore, Toth and Gregory as we continue to look for replacements to take over their practices in 2022. All three of these practice opportunities will be highlighted at the FMRW Recruitment fair in January.

Submitted by:

Cheryl Fish- Health Recruiter