

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE

TELECONFERENCE

FEBRUARY 7, 2022

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
A. DeVries, St. Thomas Elgin Home Builders Association
P. Benfeito, St. Thomas Elgin General Hospital
Dr. K. Scott, Family Physician

Officials

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

Regrets

Dr. C. Egbujuo, Family Physician

DISCLOSURES OF INTEREST

Nil.

MINUTES

Motion by Councillor Jones - Dr. Scott:

THAT: The minutes of the December 6, 2021 meeting be confirmed.

Carried.

NEW BUSINESS

“What Do New Family Physicians Want?” Survey Results Presentation - Appendix “A”

Jane Tillman, Regional Advisor, Ontario Health, Health Force presented survey results of 2nd year family medicine residents from 6 Ontario Medical Schools.

Ms. Tillman advised that the results would be analyzed and survey questions revised prior to being re-released in 2022.

The Chair thanked Ms. Tillman for her presentation.

Dr. Scott advised that the College of Family Physicians of Canada was contemplating enhanced training requirements for new family medicine practitioners including a 3 year residency requirement. She agreed to forward an article on the new requirements to the members.

2022 Budget Forecasts Report and 2022 Proposed Budget - Appendix “B”

The City Manager (Outgoing) advised that the proposed 2022 budget was unchanged from last year and that the Partnership may review the budget in early fall in advance of 2023 City and County budget deliberations.

Motion by A. DeVries - Dr. Scott:

THAT: The 2022 Budget Forecasts Report and 2022 Proposed Budget be accepted.

Carried.

CONFIRMED _____ CHAIR

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE - 2

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

Ms. Fish provided an overview of activities and recruitment projects for January 2022.

The members discussed the fact that it was nice to see Mr. Black, a scholarship recipient, seeking to mentor future students and that they looked forward to potential collaboration or support in the future.

Ms. Benfeito advised that the St. Thomas Elgin General Hospital would be offering medical bursary's to 3 first and second year students in 2022 and that the information was attached to agenda for the members information.

NEXT MEETING

The members agreed that the next meeting would be held on March 7th, 2022 at 8:30 am.

ADJOURNMENT

9:03 a.m. The meeting adjourned.

What are new grads looking for?

Results of a Survey of 2nd year Family Medicine Residents at 6 Ontario Medical Schools (August 2021)

by Ontario Health Regional Advisors

PRESENTED AT THE RECRUITER TOWN HALL ON DECEMBER 7

KATE BORTHWICK, REGIONAL ADVISOR

KIMBERLEY DELAUNAY, REGIONAL ADVISOR

JANE TILLMAN, REGIONAL ADVISOR

Please contact your Regional Advisor if you would like to share the information presented in this slide deck. Thank you.

(General Contact email: practiceontario@ontariohealth.ca)



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What are New Family Physicians Looking For?

A Survey of Family Medicine Residents exiting training 2016/2017
(561 from Ontario)

Regional differences in where and how family medicine residents intend to practise: a cross-sectional survey analysis

<http://cmajopen.ca/content/7/1/E124.full?sid=6be4c650-5318-4abc-a518-b58a73732b32>

- 35.5% grew up in a small or rural/remote town

Comprehensive Care

- **85.1 %** of residents reported that it was somewhat or highly likely that they would commit to providing comprehensive care to the same group of patients in their first 3 years of practice
- **Practice Type:**
 - Solo Practice 4.5%
 - Team Based 93.7%
 - Group Physician Practice 96.2%

All Physicians Responding

- **Practice Characteristics**
 - ED 34.8%
 - In Hospital 56.7%
 - Focused Practice Only 40.3%
 - Rural Populations 45.2%

Transition to Practice Survey – Family Medicine PGY2

- Better understand FM resident's thinking about looking for a job after training
- Gather data to share with recruiters to inform their tactics
- Understand how residents' job search and commitments evolve over the PGY2 year
 - Compare early year data with data to be collected near the end of training

Participation

School	# Respondents	# PGY2 Residents	% Participation
Ottawa	46	71	65%
Queens	17	72	24%
Toronto	39	159	25%
McMaster	37	100	37%
Western	23	78	30%
NOSM	17	42	41%
Total	179	522	34%

Format

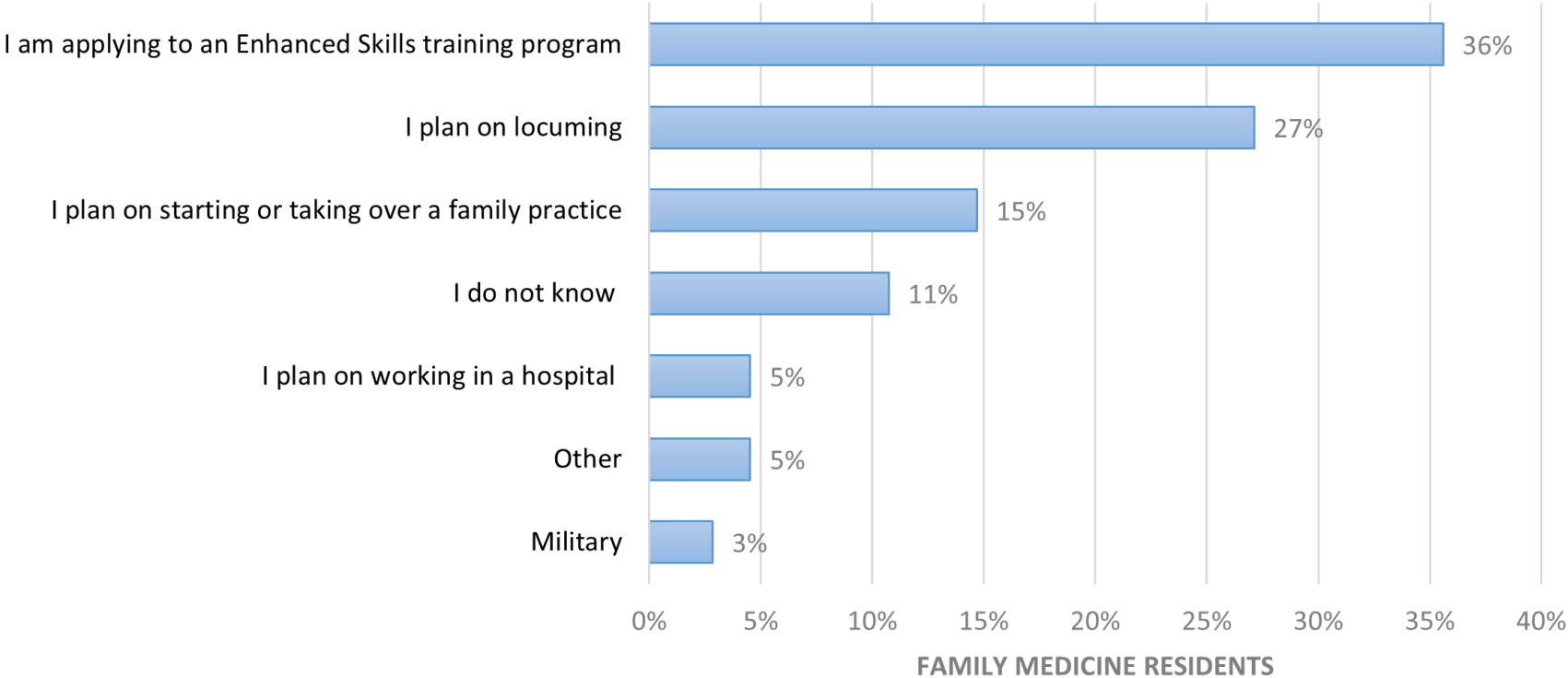
- The questions that each resident answered depended on their responses, so there are varying number of responses for each question
- Questions related to:
 - Type of work considered or further training
 - Short term vs long term plans
 - Factors important to them when considering a comprehensive family practice
 - Geographic location of practice in Ontario
 - How they were going to find a job



The Results

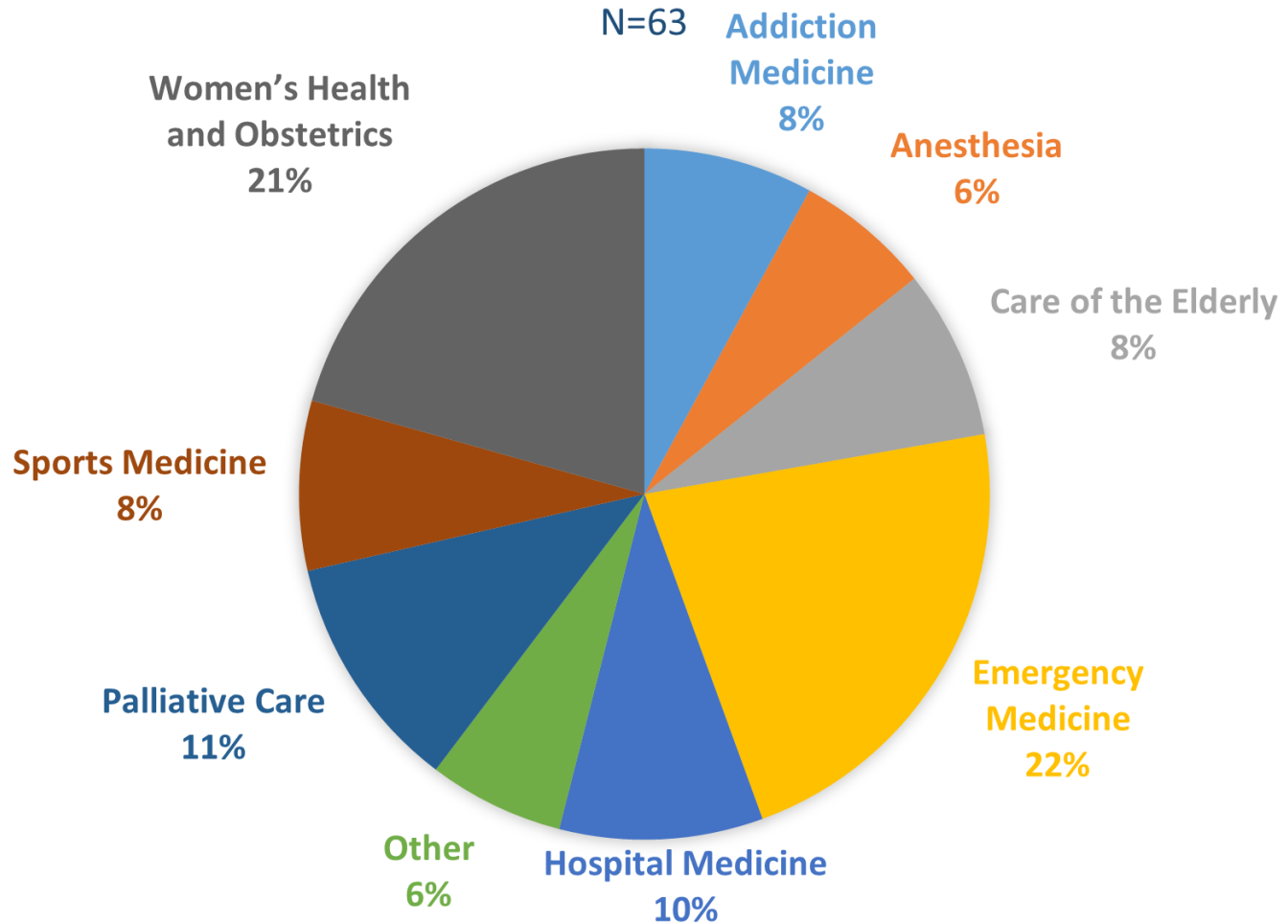
WHAT ARE YOUR PLANS UPON COMPLETION OF RESIDENCY?

n=177



WHICH ENHANCED SKILLS PROGRAM ARE YOU APPLYING TO?

N=63



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WHAT ARE YOUR LONG TERM PRACTICE GOALS?

N=56

Locum for a number of years, then establish a family practice, 2%

Locuming, 4%

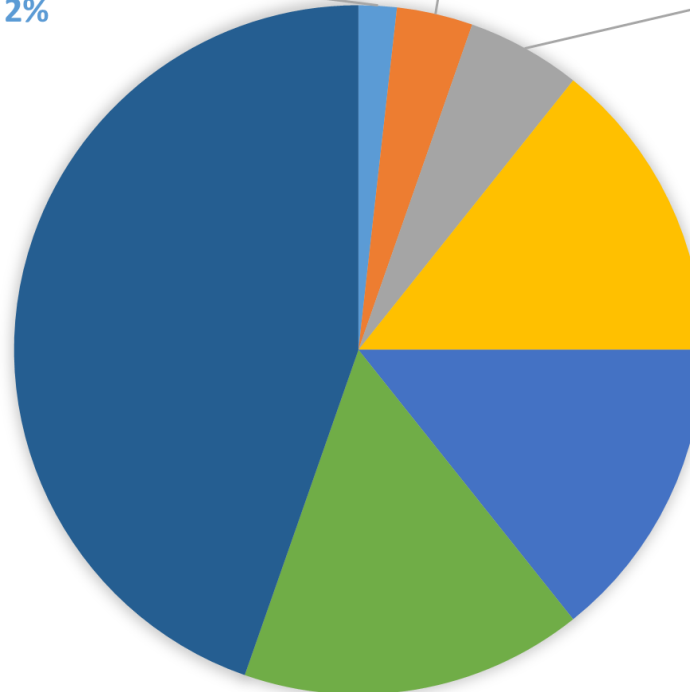
Rural family medicine (includes: clinic, emerg, hospitalist), 5%

Establish a family practice, 45%

Hospital Work, 14%

Undecided, 14%

Focused practice , 16%



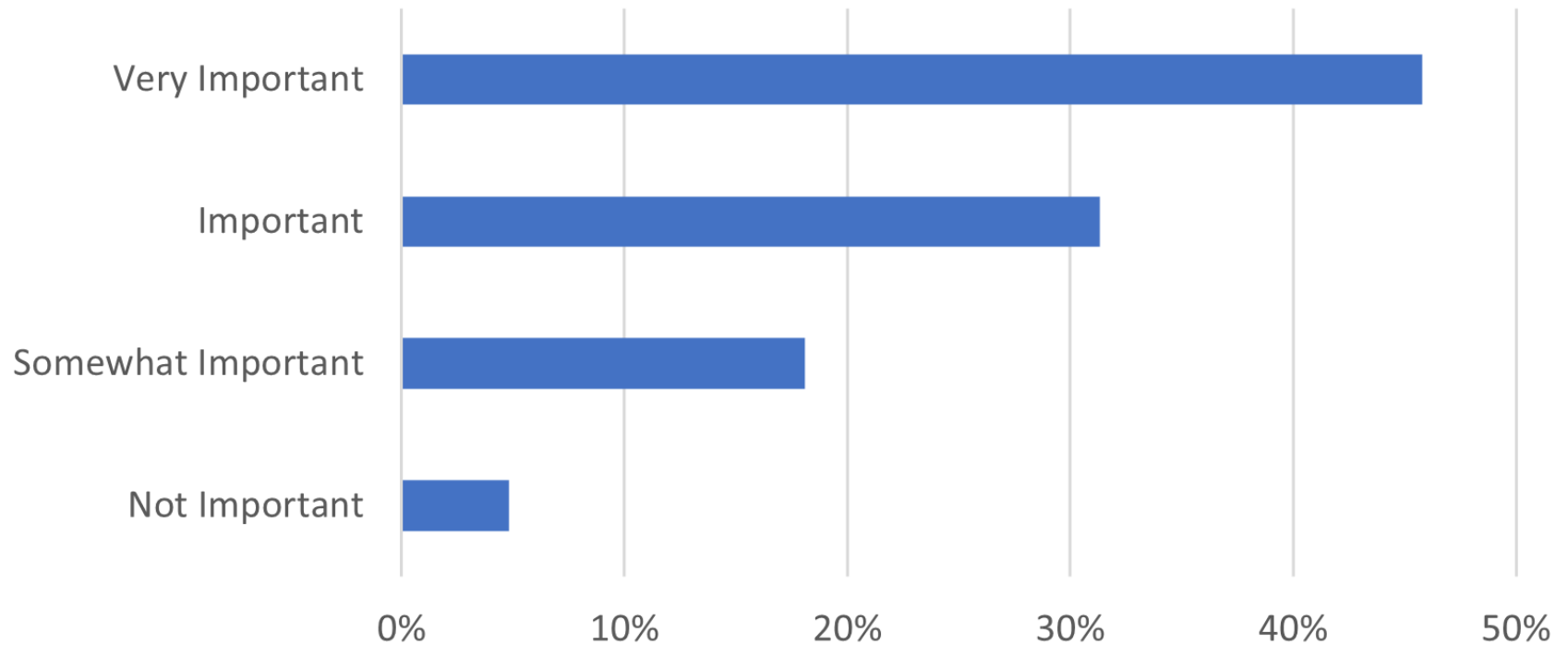
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What is important to FM Residents when deciding on where and how to set up a comprehensive family practice?

- Between 79 and 83 responses to each question
- Included those that answered:
 - I plan on establishing a family practice
 - I do not know
 - I plan on locuming or working in a hospital initially but long-term establishing a family practice

Please rank the following statements regarding your practice preferences.

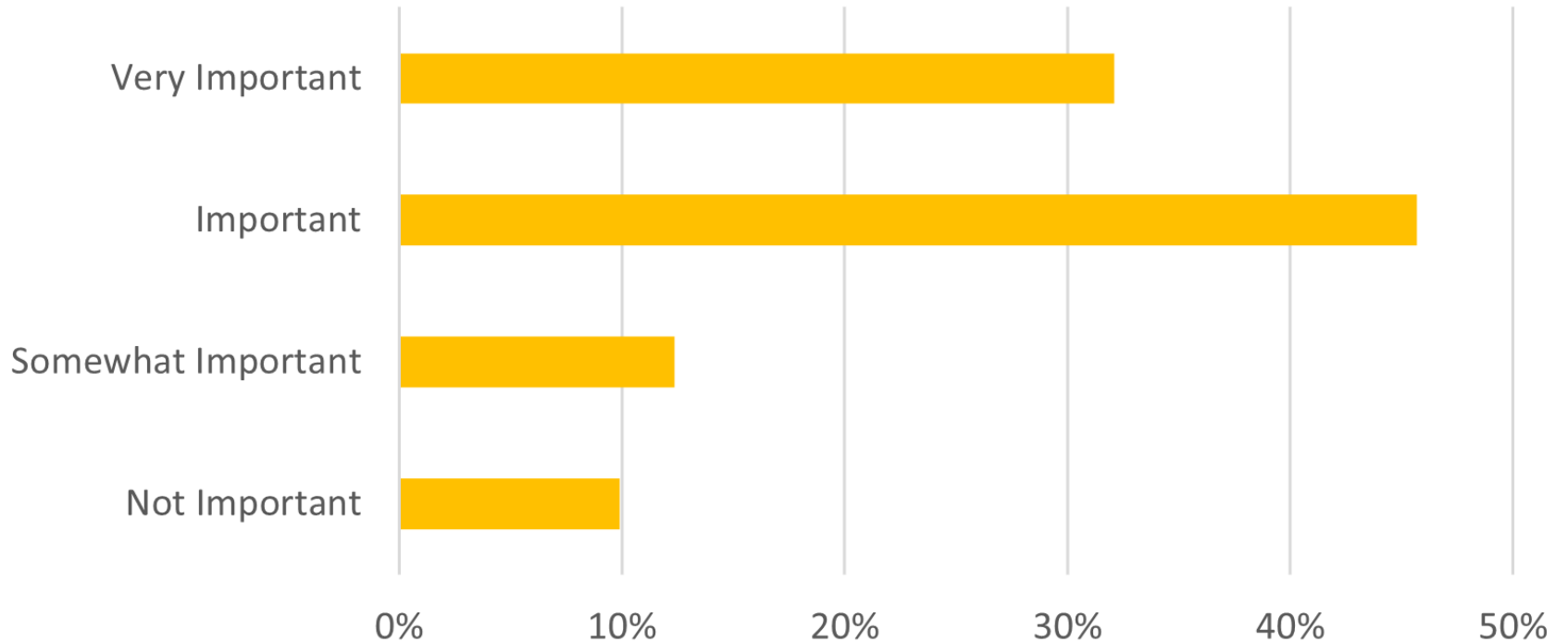
Proximity to family



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Please rank the following statements regarding your practice preferences.

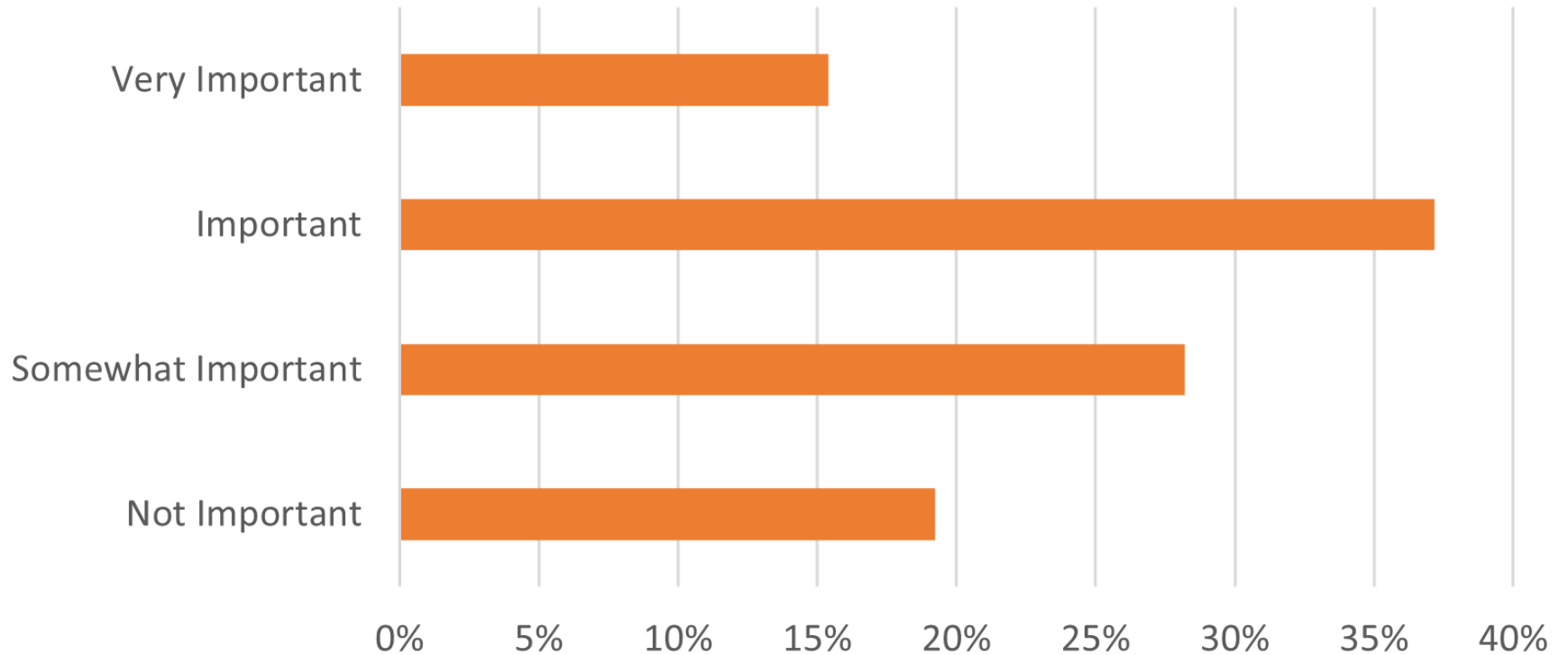
Joining a FHO/FHN



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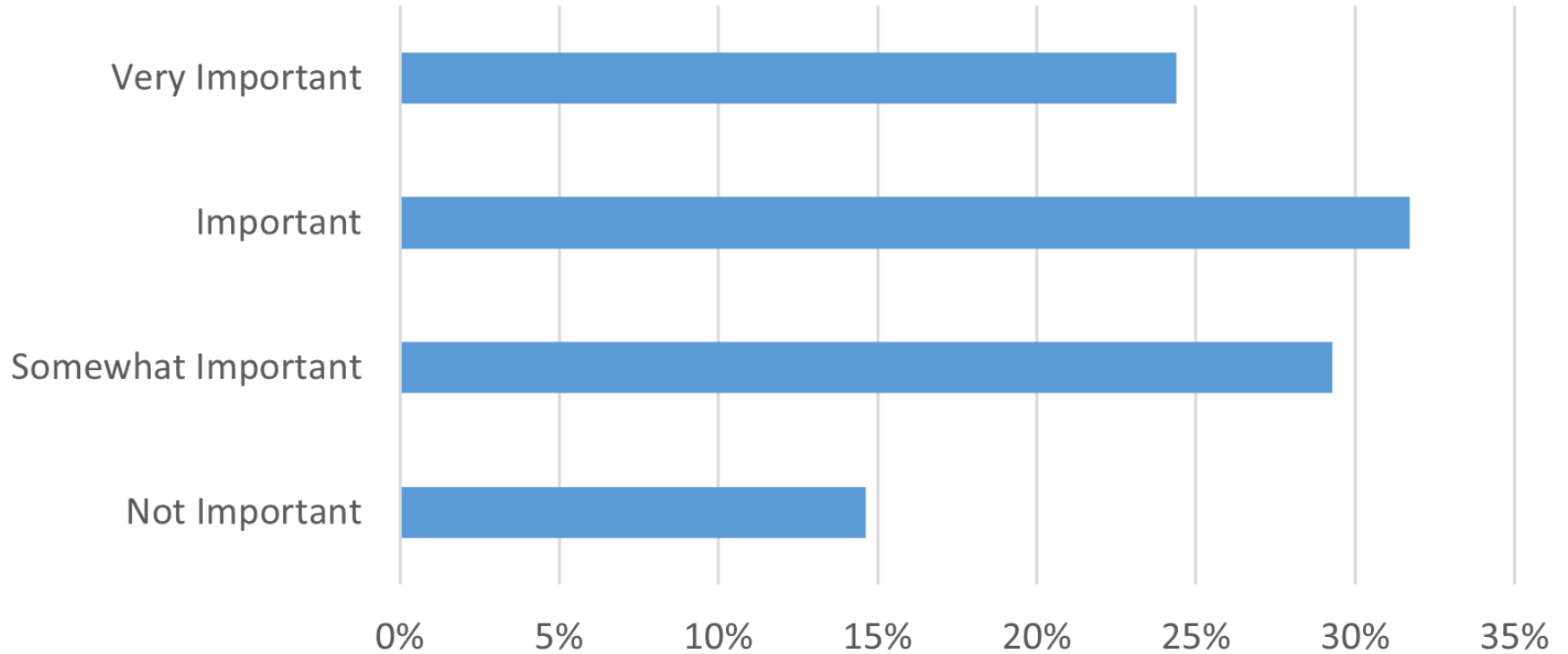
Please rank the following statements regarding your practice preferences.

Affiliating with a FHT



Please rank the following statements regarding your practice preferences.

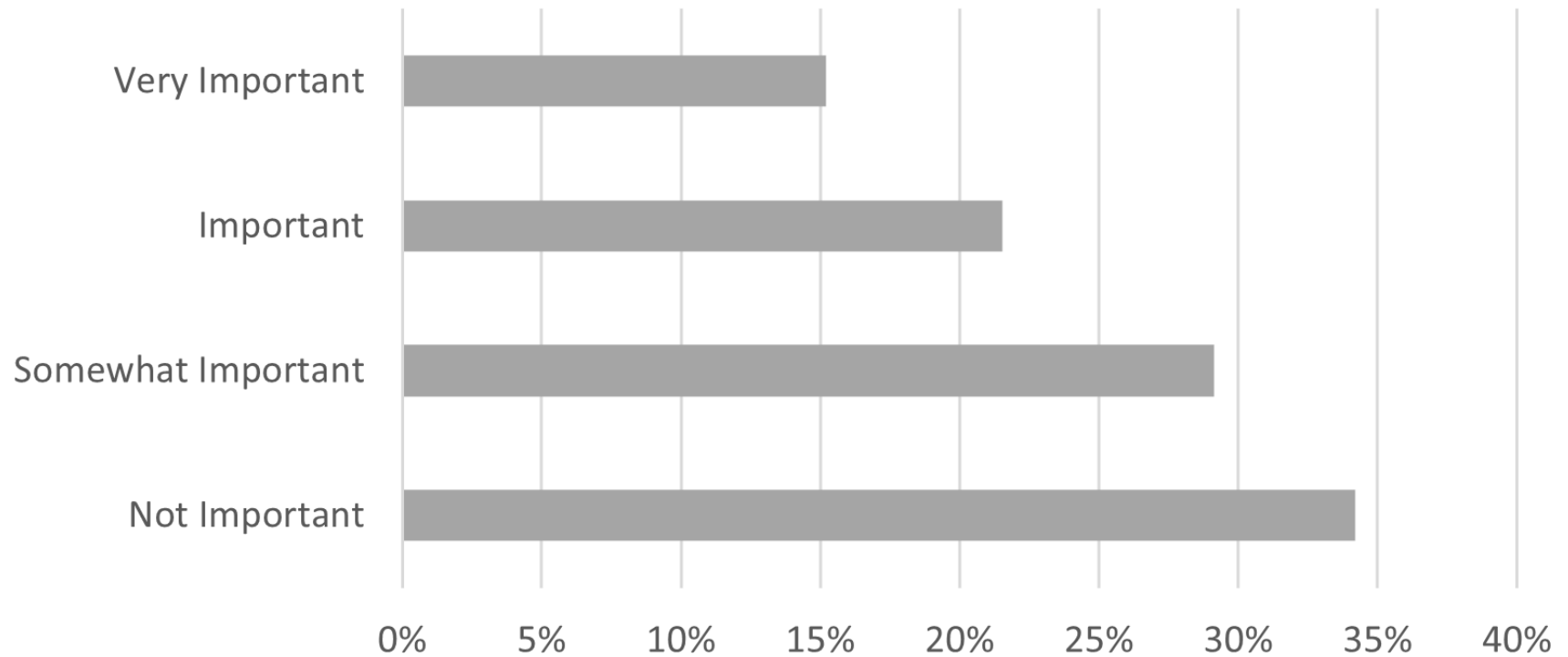
Having additional work outside of clinic practice



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Please rank the following statements regarding your practice preferences.

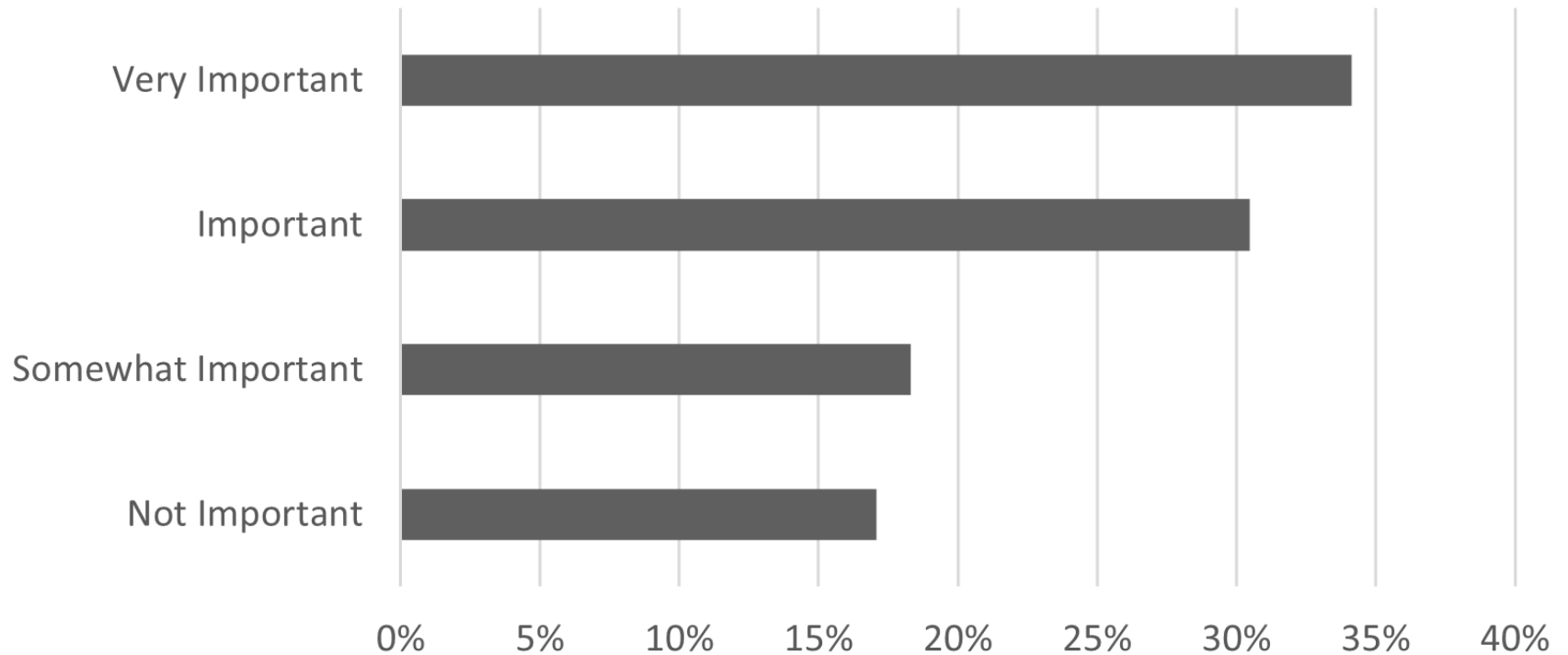
Co-locating with physician colleagues



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Please rank the following statements regarding your practice preferences.

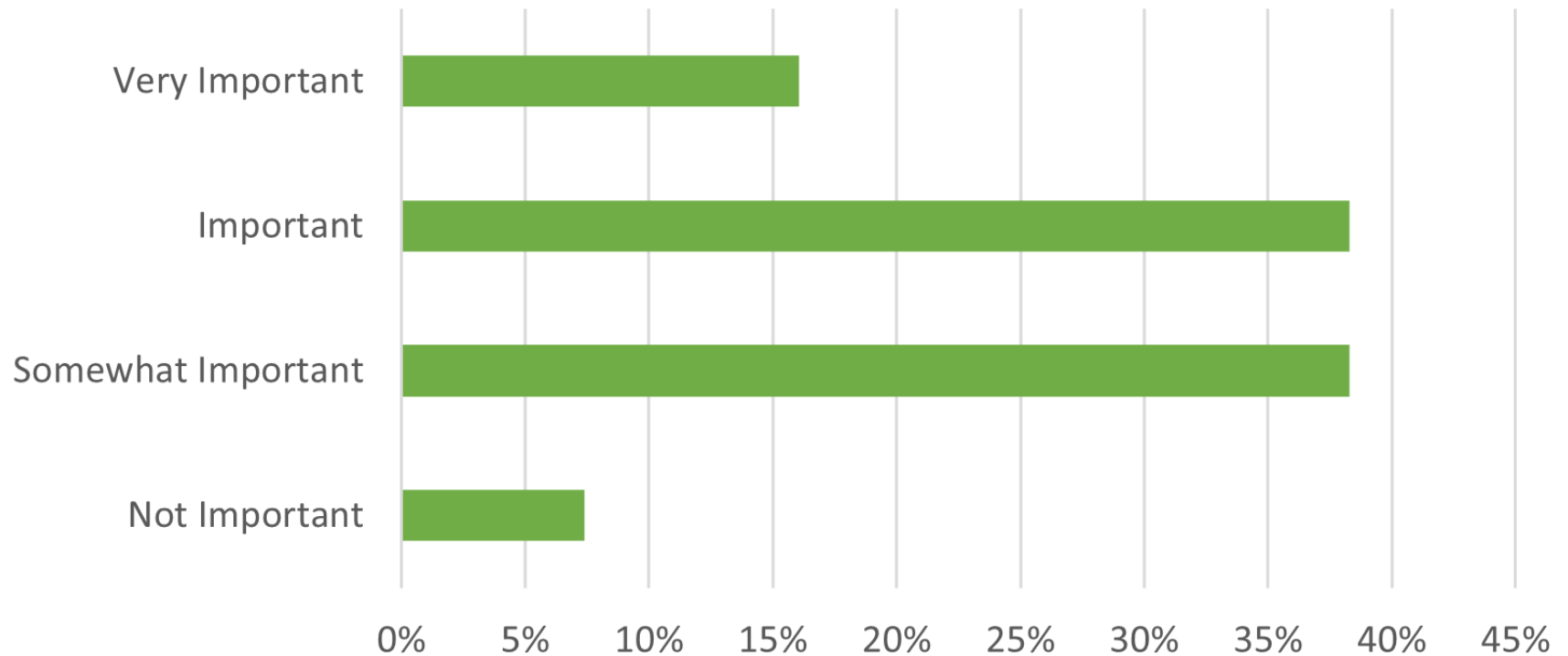
Spousal/family employment opportunities



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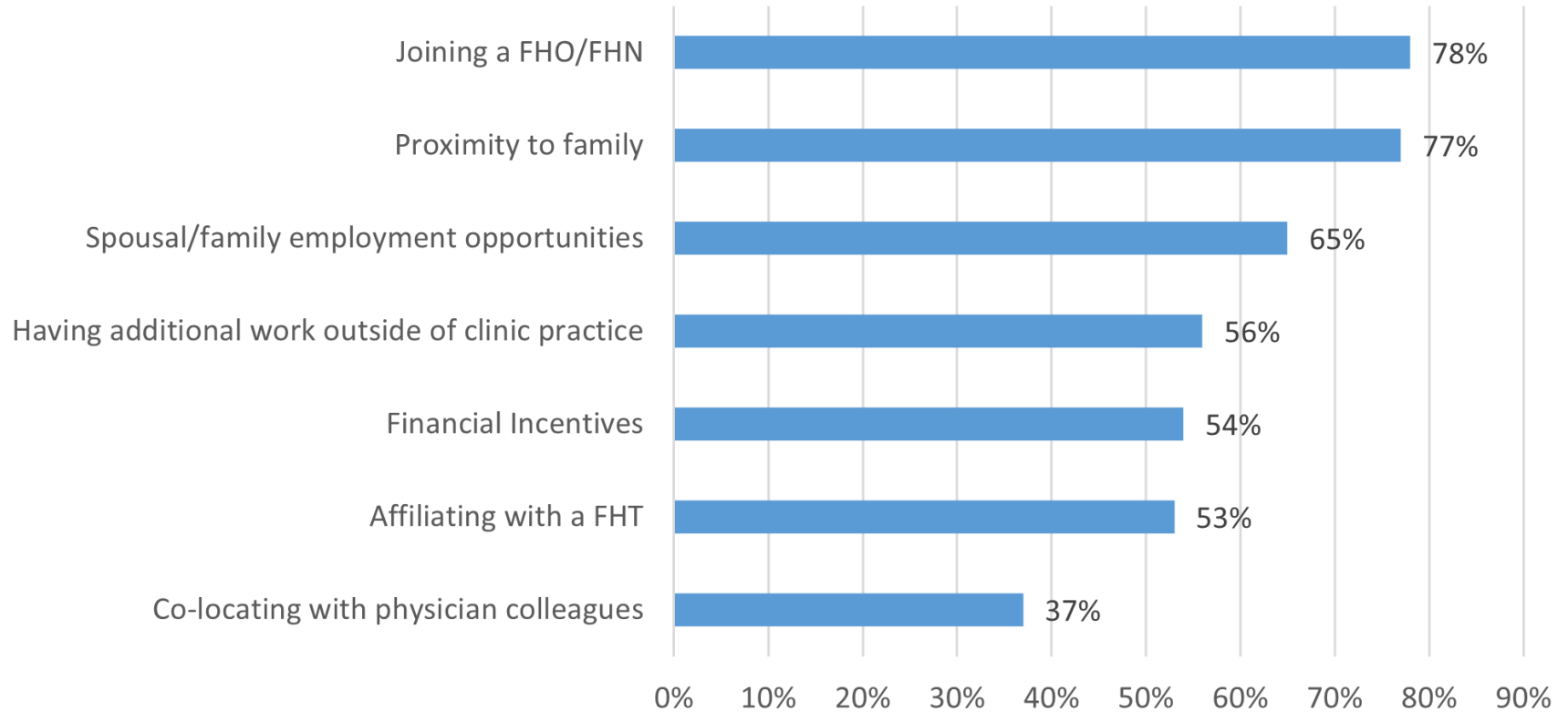
Please rank the following statements regarding your practice preferences.

Financial Incentives



Please rank the following statements regarding your practice preferences.

HIGH IMPORTANCE PRACTICE PREFERENCES

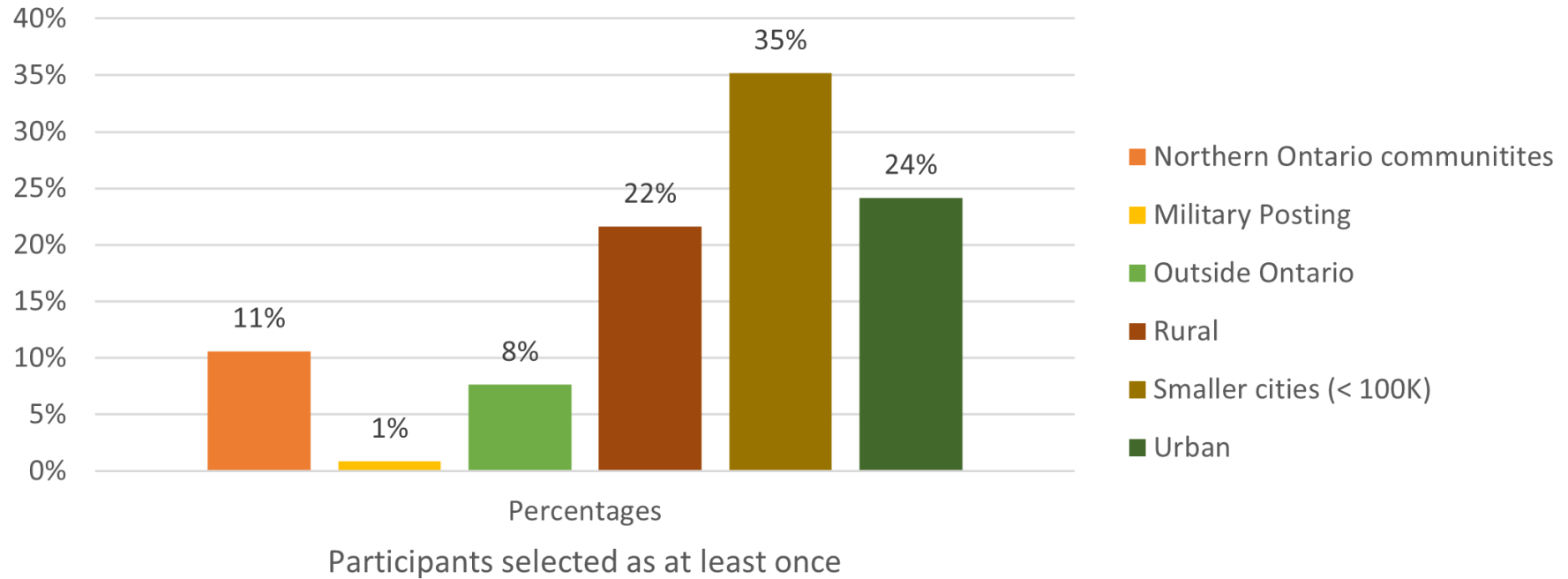


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Where do residents want to work?

- Residents were asked to select all locations that they were considering
- 236 responses from 114 respondents

**PLEASE INDICATE PRACTICE LOCATIONS YOU ARE
CONSIDERING.
SELECT ALL THAT APPLY**



HOW DO YOU PLAN ON LOOKING FOR A JOB AFTER RESIDENCY?

Select all that apply

Top 6 Answers



Summary

- 36% of respondents plan to apply to an Enhanced Skills Program
- 27% of respondents plan on locuming, and 15% plan on starting or taking over a practice
- Practice Preferences
 - **Top 3**
 - Joining a FHO/FHN
 - Proximity to Family
 - Spousal/family employment opportunities
 - **Least Important**
 - Financial Incentives
 - Co-locating with physician colleagues
 - Affiliating with a FHT

Next Steps

- Spring 2022 Team will review survey questions
- June 2022 PGY2 will be invited to answer the survey again
- September 2022 cycle will begin again with new PGY2s





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.



W. Graves

January 19, 2022

HEALTH RECRUITMENT PARTNERSHIP

2022 PROPOSED BUDGET

	2016	2017	2018	2019	2020	2021	2022
Contributions							
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
Total:	\$220,000	\$95,000	\$95,000	\$95,000	\$95,000	\$95,000	\$95,000

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 28th was initially placed on hold. Then we were advised that the event would take place virtually on Saturday and Sunday Jan. 29th & 30th. 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 18th 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 14th 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

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