

# HEALTH RECRUITMENT PARTNERSHIP COMMITTEE

**VIA ZOOM**

**FEBRUARY 13, 2023**

8:30 a.m. The meeting convened.

## **ATTENDANCE**

### **Members**

Councillor L. Baldwin-Sands, City of St. Thomas  
Councillor J. Couckuyt, County of Elgin  
Councillor G. Jones, County of Elgin  
Councillor T. McCaulley, City of St. Thomas  
Dr. K. Scott, Family Physician

### **Officials**

Sandra Datars Bere, City Manager, City of St. Thomas  
Julie Gonyou, C.A.O., County of Elgin  
Cheryl Fish, Health Recruiter  
Taylor Mooney, Strategic Initiatives Manager, City of St. Thomas  
Matt Smale, Corporate Administrative Clerk, City of St. Thomas

### **Regrets**

A. DeVries, St. Thomas Elgin Home Builders Association  
Dr. C. Egbujuo, Family Physician  
S. Nolan, St. Thomas Elgin General Hospital

## **WELCOME TO NEW MEMBERS**

The members welcomed County of Elgin Councillor Jack Couckuyt and St. Thomas Councillor Tara McCaulley to the Health Recruitment Partnership Committee.

## **APPOINTMENT OF CHAIR**

The Corporate Administrative Clerk called for nominations for Chair from the members.

Councillor Jones nominated Councillor Baldwin-Sands.

Motion by Councillor Jones - Dr. Scott:

THAT: Councillor Lori Baldwin-Sands be appointed Chair of the Health Recruitment Partnership.

Carried.

Councillor Baldwin-Sands assumed the Chair.

## **DISCLOSURES OF INTEREST**

Nil.

## **MINUTES**

Motion by Dr. Scott - Councillor Jones:

THAT: The minutes of the November 7, 2022 meeting be confirmed.

Carried.

## **NEW BUSINESS**

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

Ms. Fish provided an overview of activities and recruitment projects for November and December 2022 and January 2023.

CONFIRMED\_\_\_\_\_CHAIR

## **HEALTH RECRUITMENT PARTNERSHIP COMMITTEE - 2**

The members discussed the success of the luncheon for scholarship recipients and that the mentorship opportunity with existing local physicians that the luncheon provided.

Dr. Scott explained the definition of a locum which is when a locum was when a physician temporarily provides coverage of another physician's practice.

Councillor Couckuyt inquired how the Health Recruitment Partnership is funded and how funding is allocated.

The City Manager advised that the Partnership is jointly funded through both the Elgin County and St. Thomas budgets and that recruitment incentives are allocated on an application basis.

The members were advised that Administration will provide the members with a health recruitment orientation at a future meeting.

### Meeting Times

The members agreed to meet at 8:30 a.m. on the first Monday of the month and requested that notification be provided to those members unable to attend of this intention.

### UNFINISHED BUSINESS

#### Physician Recruitment and "Wait List" Website Costs

Dr. Scott advised that she was considering leading the set-up of a local wait list website for residents seeking family physicians. She noted that the current Health Care Connect site managed by the Province requires those seeking to join the list to be un-rostered with an existing physician.

Dr. Scott advised that the local site could consider factors such as why a person is seeking a new physician and the present location of requesters.

Dr. Scott advised that there would be an initial start-up fee and then on-going maintenance costs for the portal for which funding opportunities may be sought.

The members discussed the potential value of the local wait list portal, the mandate of the Partnership and agreed that potential funding requests for this project should be made directly to Elgin and St. Thomas Councils rather than to the Health Recruitment Partnership

### CLOSED SESSION

Motion by Councillor McCaulley - Couckuyt:

THAT: This meeting be closed to discuss a personal matter about an identifiable individual at 9:10 a.m.

Carried

### OPEN SESSION

Motion by Councillor McCaulley - Jones:

THAT: We do now rise from closed session at 9:13 a.m.

Carried.

### NEXT MEETING

The next meeting is scheduled for March 6, 2023.

### ADJOURNMENT

9:15 a.m. The meeting adjourned.

CONFIRMED \_\_\_\_\_ CHAIR

St. Thomas-Elgin Recruitment Committee

Update Report

Nov - Dec 2022 & January 2023

Activities:

- 1) I continue to work with the Municipality of Dutton to assist them with finding professional resources to assist them with developing their next operational agreement between the municipality and their physicians.
- 2) I participated in a meeting with the physicians from Port Stanley. They are looking at options to replace Dr. Ajogwu who has left the FHO and opened his own clinic in St. Thomas. Dr. Kristin Richter will be the new "Lead" of the Elgin FHO taking over her new responsibility effective January 2023. I'm working with Dr. Richter to set up meetings with individuals who can provide potential options.
- 3) I'm pleased to advise that 5 Scholarships were awarded for 2022. The names of the recipients are: Patrick Acres, Daniel Black, Brandon Brower, Corina Dekraker, & Laura O'Gorman. A lunch was hosted at the St. Thomas Golf and Country Club on Friday Dec. 30<sup>th</sup> to present their awards. All 5 recipients were able to attend. At the request of the recipients invitations were extended to their parents. We had 21 individuals attend. Councillor Lori Baldwin Sands did an excellent job as the M.C. for the afternoon. Reporters for the "Aylmer Express" and "This month in Elgin" photographed the award ceremony and performed interviews of the recipients for articles that will be placed in upcoming editions. Councillor Grant Jones and Warden Ed Ketchabaw, County of Elgin assisted Councillor Sands with the presentations. The buffet was excellent with our thanks to Chef Thoroughgood. It was a wonderful afternoon providing an opportunity for the students and their parents to meet their fellow students and network with local dignitaries, physicians and committee members. Thanks to everyone for making this event a great success. In January I sent the pictures taken at the event to the recipients. I also enclosed copies of the articles printed in "This month in Elgin" & "Home Town St. Thomas". Excellent coverage was provided for this event. Our thanks to Rob Perry and Geoff Rae.
- 4) Since my last report I've had 4 telephone conversations with Residents who are interested in finding out what opportunities for clinical practice exists in St. Thomas and Elgin County. The telephone conversations were followed up with a written summary and two of the Residents have requested that I arrange for tours and introductions to the clinics in the New Year. One Resident was provided an introduction on January 20<sup>th</sup> and we are still working with the other Resident for a convenient date.
- 5) Two physicians have requested they be added to our list for locum coverage. The two physicians in St. Thomas who were looking for locums have found coverage for the time period they required.

- 6) Schulich has requested that the City of St. Thomas and the County join with the Hospital to assist with hosting an event called "Discovery HealthCare Camp." A 5 day camp to take place July 10-14<sup>th</sup>. This camp is to host 30 local students in grades 8-10 between the ages of 13-15. The purpose of "Discovery Healthcare" is to engage and mentor youth in Southwestern Ontario to foster and inspire interest in pursuing a diverse range of healthcare careers, by providing them with an interactive and fun summer camp experience in their local community. Schulich will be selecting 3 medical students to run the program. Meetings to discuss the details for the event will commence in April. More info will be provided as the agenda items are identified.
- 7) In preparation for further discussions and education I have reached out to the Nurse Practitioners Association (NPAO) and requested an educational presentation be made to our Health Recruitment Partnership Committee. Barbara Bailey (President- elect of the NPAO Board of Directors) is pleased to provide us with insight into the role of Nurse Practitioners and the value they add to patient care. The presentation is tentatively schedule for our meeting in March 2023.
- 8) Unfortunately the 3 retired physicians that I reached out to last month to see if they would be interested in doing locum coverage responded with a "No". None of them have kept their license so continuing to work is not possible. They all seem very happy with their decision to retire and I wished them all the best.
- 9) An Elgin Orientation for our new physicians was provided on Dec. 9<sup>th</sup>. Dr. Anthony Ezepue was invited. For the first time Ontario Health decided to include new Nurse Practitioners (N.P.). Two new N.P's participated in this educational process. Another date will be scheduled in early spring. Feedback is always requested and I'm looking forward to hearing how the N.P's view this process.
- 10) I attended the Family Medicine Residents Weekend (FMRW) recruitment event on January 28<sup>th</sup> in Grand Bend. We had 26 Residents attend our booth and provide their contact information for further follow up. I'm preparing some ideas on what events we could host in the spring and invite these Residents to join us for a tour of the community and introduction to the facilities that have practice opportunities. This was the first face to face recruitment fair in three years. It was well attended by Residents and Sponsors.
- 11) On Jan. 16<sup>th</sup> I was contacted by Alex Stevens. She is our new representative for Health Care Connect. She took over for Christina Holley in January 2023. We had a good conversation and have agreed to stay in touch.

Submitted by: Cheryl Fish- Health Recruiter.