



HEALTH RECRUITMENT PARTNERSHIP

ZOOM

8:30 A.M.

March 6, 2023

1. Disclosures of Conflict of Interest
2. Confirmation of Minutes: February 13, 2023
3. Presentation

Barbara Bailey and Chantal Sorhaindo, Nurse Practitioners Association of Ontario will make a presentation on the Nurse Practitioner role and its contribution to family medicine.
4. Activity Report and Recruitment Projects: Cheryl Fish, Health Recruiter **Pages 2-3**
5. Report - Feedback from Physicians Involved in the HRP Recruitment Program **Pages 4-7**
6. New Business
7. Unfinished Business
 - Physician Recruitment and "Wait List" Website Costs
8. Closed Session

A resolution will be presented to close the meeting to deal with a personal matter about an identifiable individual and a labour relations matter.
9. Open Session
10. Next Meeting
11. Adjournment

St. Thomas-Elgin Recruitment Committee

Update Report

February 2023

Activities:

- 1) I sent Dr. Toth a letter thanking him on behalf of the Health Recruitment Committee and the Aylmer community for his many years of dedication and service to Elgin County. I also wished him all the best for a long, healthy and happy retirement. With his approval I contacted the Aylmer Express to take pictures and do an article as a tribute to his years of service to the community. His last practice day is Tuesday February 28th 2023. Please join me in wishing Dr. Toth all the best with his next transition in life.

- 2) I'm pleased to advise that Sandra and I will be meeting with Cindy Bratt the Executive Director for the East Elgin Family Health Team (EEFHT) on March 14th. The purpose of this meeting is to review the 4 incentive funds that EEFHT have received over the last several years and discuss what their plans are for physician recruitment in the future and what support they are looking to receive.

- 3) Dr. Haruta is once again pleased to offer his space of 5,000 sq. ft. at the Elmdale Medical Center to accommodate the startup of a new FHO providing the new grads or physicians looking to relocate with the criteria they are looking for to start a new practice. In an effort to make this known he will be hosting a "Wine & Cheese" meet and greet on Saturday March 18th at 12:00 noon. Invitations have been sent out to 2nd year Residents from Western and McMaster including any physicians that I have been working with over the last year that have expressed an interest in joining a new FHO. Hold the date requests have been sent to the Health Recruitment Partnership Committee members and invitations will follow. Several resources have also been invited such as existing physicians, representatives from the Small Business enterprise center & representatives from the building ie Pharmacist, Lab and Physiotherapist. This event will provide interested Physicians with an opportunity to tour the building and network with those attending to build support as they consider starting their new practice. This will be a wonderful opportunity for physicians who are looking to work as a team to be able to build their own FHO of 6-8 physicians.

- 4) Barbara Bailey President of the Nurse Practitioners Association of Ontario and her Team will be providing a zoom presentation to our committee members on Monday March 6th. This educational session will provide the committee with a better understanding of the role of an NP and the value they add to patient care and what they can provide to our community. Please prepare your questions as Barb and her team will be happy to answer at the end of their presentation.
- 5) In the month of February I have reach out to 6 Residents doing placements at the ST. Thomas Elgin General Hospital to set up telephone calls to review with them what practice models they are interested in and what opportunities exist now and in the future.
- 6) The Dutton Municipality is moving along with the plans to have a 3rd party investigate and propose the best most sustainable way for the community to continue to have access to quality health care. Preliminary insights and recommendations have been received by the Municipality and the next steps of exploration meetings of stakeholders will be arranged.
- 7) An introduction and tour of the East Elgin Family Health Team was provided to a Resident and his wife. He will be graduating this June. We are awaiting this Residents feedback on what he would like to see as the next steps in his decision making process.
- 8) I have been approached by a local physician who would like to learn more about how he can sponsor a physician from the U.K. Ontario Health has a new Immigration advisor, Marian Malu. An educational session for Recruiter's has been arranged for Feb. 28th and our local physician will be joining us for this session. We are hoping that this physician can meet the requirements to sponsor Internationally Trained Physicians as this will open up a great opportunity to attract additional family physicians to our community.
- 9) In follow up from our last meeting I have begun to prepare a power point presentation for orientation of new committee members to the Health Recruitment partnership. I will reach out to our new members in March and arrange to meet with them to share our history, mandate, successes and challenges over the years.

Submitted by: Cheryl Fish, Health Recruiter

March 6, 2023

Report to: Committee Members

Health Recruitment Partnership, Elgin St. Thomas

Subject: Feedback received from Physicians involved in the HRP Recruitment Program

In the latter part of 2022, Councillor Baldwin-Sands, Chair of the HRP, accompanied by Health Recruiter Cheryl Fish, Elgin County CAO Julie Gonyou and City Manager Sandra Datars Bere met with Dr. Meghan Robinson and Dr. Colin Bolzon. Both Dr. Robinson and Dr. Bolzon received incentive grants from the HRP Program in recent years and asked to meet to provide feedback on the program and their experiences.

The discussions were valuable and the information shared of benefit to understanding the positive impact of the program as well as opportunities for program improvement. An overview of the comments and suggestions made during the discussions is included in the attached document. These comments and suggestions have been reviewed and preliminary thoughts/ responses provided for each.

Committee members are asked to review this information for discussion during the committee meeting.

Respectfully submitted on behalf of Councillor Baldwin-Sands, Ms. Fish and Ms. Gonyou,



Sandra Datars Bere
City Manager
City of St. Thomas

Overview of Suggestions/ Recommendations received from two physicians involved in the HRP initiative

Subject Area	Suggestions	Feedback and Analysis
Support of local Physicians for recruitment	Encourage greater number of new Elgin Physicians to become preceptors and take Residents	Added preceptor info to Elgin Orientation agenda, Initiated follow up with new physician within one year of recruitment & will suggest at that time they become a preceptor. Arranged with Dr. Black to refer physicians wishing to become preceptors to him for contact and follow up.
	Develop a formal method of notifying Recruiter when a physician is hosting a Resident or Student. Educate existing Physicians on the IMG trained physicians program along with Immigration and Licensing requirements which might assist with more participation in the program.	Still looking for input. A new IMG Immigration program advisor hired by Ontario Health. Education sessions requested by new advisor Marian Malu. Individual session available for physicians expressing an interest in sponsoring an IMG. Dr. Ajogwu participate in session on Feb. 28 th . Requested Leads of FHO's & FHT's offer this educational session at their team meetings. Educational session provided to Executive Director Cindy Bratt at EEFHT.
Support of the local Medical association to new/ recruited physicians	Pass along the suggestion to the St. Thomas-Elgin Medical Association to consider expanding their mandate from social to include more of an advocacy role	Sent email to President and or Executive of the St. Thomas-Elgin Medical Association requesting a meeting to share this suggestion.
Incentive Grant Funding	consider removing the restrictions on what the grant can be used on.	For discussion with the HRP; potential to use grants for other things not necessarily related to initiating the practice

	Consider increasing the amount of grant	For discussion with HRP; will require additional budget funds.
	Tax Breaks for recruits who purchase properties	For discussion with HRP; will require a review of tax implications and legislative ability
Scholarship Funding	Consider expanding the Scholarship criteria to include “Local” students who are training at medical schools outside of Canada.	Will flag the scholarship program for 2023 to have changes drafted into the program. Will have the HRP committee review the proposed changes prior to the scholarship documents being sent out in October 2023.
Supports to New Physicians	Assist new physicians with finding & accessing Business Training or Business Set up and operations. – small business enterprise centre Locum coverage was expressed as difficult to arrange & expensive. What are the options?	Contacted Elle Crevits from Small Business Development Center and discussed the support required by new physicians. She has agreed to attend events, meet with them one on one and provide ongoing support until they have set up their new practices.
Proactive Planning to support recruitment of family doctors and specialists	Share the concerns on the succession rate of Specialists in Elgin County and ensure that the most responsible organization for recruitment of these Specialists recognize this. Identify the number of Family physicians in Elgin County who do not operate their clinic using an EMR. Identify the Family Physicians who could potentially retire in the next 2-5 years.	To be shared in the community At the present time there are 4 family physicians in St. Thomas-Elgin County who do not use an electronic medical record. 2- Fee for service physicians 2-Elgin FHO. At this point, eight (8) doctors have been identified that can retire

Support from Municipalities	Identify how the Municipalities can assist the Family Medicine Physicians in advocating to the Ministry and OMA possible ideas for decreasing fm physicians work load, roster sizes, & model of practice limitations etc., Identify how the Municipalities can assist the FM Physicians to work with Medical Schools to share data in a timely, user friendly way.	An educational session is being provided by the Nurse Practitioners Association to the HRP committee in March for info sharing on what a NP can provide to patients and the community. Still looking for opportunities
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