

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE

VIA ZOOM

APRIL 3, 2023

8:40 a.m. The meeting convened with Councillor Baldwin-Sands, Chair, presiding.

ATTENDANCE

Members

Councillor L. Baldwin-Sands, City of St. Thomas
Councillor J. Couckuyt, County of Elgin
Councillor G. Jones, County of Elgin
Dr. C. Egbujuo, 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

DISCLOSURES OF INTEREST

Nil.

MINUTES

Motion by Councillor Jones - Couckuyt:

THAT: The minutes of the March 6, 2023 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 March 2023.

The members discussed ongoing engagement of medical students including meeting with Elgin-St. Thomas residents studying internationally and supporting the attendance of scholarship recipients at the Doctor McLay-Miller dinner.

Ms. Fish advised that she had been asked to consult with Westervelt College on curriculum regarding ways to reduce bureaucracy in the medical field.

The members discussed paper work that needed to be processed by a physician and other items that could be assigned to administrative staff.

Ms. Fish advised that she would speak with physicians to compile a listing of tasks that others could assist with.

Ms. Fish advised that the St. Thomas Elgin General Hospital would be opening its medical bursary program in the near future and that she would forward the application information to the Committee when available.

Nurse Practitioner Update - Toolkit and Proposal

The City Manager advised that she and the C.A.O. would provide options at a future meeting on how to proceed.

CONFIRMED_____CHAIR

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE - 2

Listing of Health Recruitment Partnership Incentive Grants Allocated to Date - Appendix "B"

The City Manager advised that incentives dating back to the Partnership's inception in 2007-08 were included and that the information contained in the report could be shared with the public and local Councils.

UNFINISHED BUSINESS

Physician Recruitment and "Wait List" Website Costs

Feedback from Physicians Involved in the Health Recruitment Program

NEXT MEETING

The next meeting is scheduled for May 1, 2023.

ADJOURNMENT

9:15 a.m. The meeting adjourned.

St. Thomas-Elgin Recruitment Committee
Update Report
March 2023

Activities:

- 1) On March 6th Barbara Bailey and Chantal Sorhaindo representatives from the Nurse Practitioner's Association provided an excellent educational session to our committee utilizing zoom. I sent a thank you note to both of them and also requested their assistance to provide us with the tool kit and samples of a proposal they suggested during their presentation that our committee submit to be considered to provide a Nurse Practitioner Led Clinic (NPLC) in Elgin County. The documents have arrived and the next steps for completing them are being discussed. In an effort to obtain examples on what a successful application contains, I have arranged a telephone conversation with Stephanie Nevins the Clinical Manager with the Ingersoll NPLC. On April 12th. A list of questions has been prepared and hopefully they will share their submission with us as a template for ours to follow.
- 2) On March 9th Sandra and I met with Dr. Annie Keeler the President of the St. Thomas Elgin Medical Association (STEMA). The purpose of the meeting was to share with STEMA the suggestions received from the two new physicians who provided our committee with feedback. Dr. Keeler was taking this info back to the STEMA Executive for further discussion and will advise if any further action can occur. STEMA has advised that they will be hosting the annual Dr. McLay Miller dinner this year on April 22 ND. They have requested the sponsorship from our committee they have received in the past and once again have extended to me an invitation to attend. They will also provide a complimentary invitation to 2 Residents who have expressed an interest in practice opportunities in St.Thomas and Elgin County.
- 3) I'm pleased to advise that I met with a Resident doing her placement here in St. Thomas with a preceptor. We reviewed what practice opportunities are available. She is looking to do a 50/50 split between Family Medicine and Obstetrics. She will be ready to start practicing in Dec. 2023. Some additional research is required on her part to determine if Obstetrical practice is possible and she will be reaching out to the appropriate individuals for help to make this determination. We have agreed to stay in touch to see how her plans are working out.
- 4) In March I made contact with three local students attending Medical School outside of Canada. I shared with them the changes taking place in the 2023 Scholarship application criteria as it relates to eligibility. Applications from local students attending a Canadian accredited medical school outside of Canada will now be accepted. This change will be incorporated into the applications being posted in October. At the present time we now have 7 local students attending a medical school outside of Canada.
- 5) In March I had requests from 2 of our physicians for assistance & or direction on how they could find qualified office staff. I reached out to Anderson College and have put them in contact with

the appropriate individual. Anderson College amalgamated with Westervelt College recently, however they are maintaining the same arrangement with us to allow our Physicians to post ads for their Medical Office Administration requirements. I'm following up with these physicians to see if they would like to participate in the "Practicum Program" where students are required to complete an off-site externship placement. I'm also initiating a conversation with Anderson's Career Services Manager to see if the content of their program could be enhanced to assist physicians in any way with the paperwork burden. I have also reached out to Fanshawe College to organize the same arrangements.

- 6) Unfortunately the event planned by Dr. Haruta for March 18th for the "Meet & Greet" has been postponed. Several of the Residents and Physicians who had planned to attend are still very interested and will look forward to the event to be rescheduled in May.
- 7) Requests for telephone meetings were sent to 6 Residents doing placements at STEGH from March 14-April 10th. Conversations have occurred with 2 so far and follow up will be taking place before the end of their placements.
- 8) I have reached out to Sheri Nolan with a reminder to include us in the distribution of the ST. Thomas Elgin General Hospital's 2023 Summer Medical Bursary Opportunity notice which is usually sent out in April as our committee would be happy to help distribute this opportunity to contacts we have with First and Second year Medical Students.
- 9) Some of the activities that occurred this month were actions suggested in the Feedback from Physicians "Suggestions and Recommendations document". Feedback and analysis will be updated in the document and will continue to be shared with the committee as action occurs.

Submitted by; Cheryl Fish – Health Recruiter

April 3, 2023

Report to: Committee Members
Health Recruitment Partnership (HRP), Elgin St. Thomas

Subject: **Listing of HRP Incentive Grants allocated to date**

Recommendation:

That the Report on HRP Incentive Grants be received for information.

Background:

The Elgin-St. Thomas community has been active in the recruitment of family physicians since 2008. The Health Recruitment Partnership, a collaboration of Elgin County, the City of St. Thomas, physicians and several key community stakeholders has been meeting since that time. With the help of a dedicated recruiter, medical leaders have been attracted and established practices within this community.

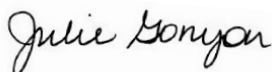
At a recent meeting of the Elgin St. Thomas Health Recruitment Partnership, a request to receive an overview of the incentive grants provided under the program was requested. Attached is the listing of recipients and grant amounts.

Highlights include:

- First grant allocated in 2008; most recent grant in 2022 for initiation in March 2023
- Thirty-five (35) grant agreements have been created to support 36 physicians and 1 nurse practitioner
- The majority have received the current maximum amount of \$33,000
- A total of \$1,123,280 has been allocated from 2008 to 2023 (to date)

Funds allocated through this program, which are cost shared between the Elgin County and St. Thomas, have help to effectively create opportunities for medical professionals and ensure needed services for local citizens.

Respectfully submitted,



Julie Gonyou
CAO, Elgin County



Sandra Datars Bere
City Manager, City of St. Thomas

Listing of HRP Incentive Grants

Start Date	First Name	Last Name	By-Law	Agreement	Contract Expiration	Practice Location	Funding Amount	Note
2008	Kellie	Scott	58-2008	23-2008	4 years for each physician	St. Thomas	100,000	To recruit 3 physicians
2008	St. Thomas Elgin General Hospital		176-2008	60-2008	Dec 1, 2008 + 4 years	St. Thomas - STEGH	30,000	To recruit 1 Obstetrician
2011	East Elgin Family Health Team		11-2011	3-2011	4 years for each physician	Aylmer	62,500	to recruit 2 physicians
2013	East Elgin Family Health Team		168-2013	61-2013	4 years for each physician	Aylmer/Straffordville	66,000	to recruit 2 physicians
2015	Kristin	Richter	95-2015	27-2015	July 14, 2015 + 48 months	Port Stanley	33,000	
2015	Jonathon	Carter	141-2015	43-2015	Nov 23, 2015 + 48 months	St. Thomas	33,000	
2015	Daria	Carter	142-2015	44-2015	June 1, 2016 + 48 months	St. Thomas	15,000	Nurse Practitioner
2016	Chamberlain	Ajogwu	105-2016	33-2016	June 22, 2016 + 48 months	Port Stanley	33,000	
2016	Melissa	Tenbergen	125-2016	40-2016	Aug 9, 2016 + 48 months	St. Thomas	11,000	1/3 Practice
2016	Katrina	Huszarik	126-2016	41-2016	Aug 18, 2016 + 48 months	St. Thomas	11,000	1/3 Practice
2016	Annie	Keeler	127-2016	42-2016	Sept 29, 2016 + 48 months	ST. Thomas	11,000	1/3 Practice
2016	Kimberely	Thompson	128-2016	43-2016	Aug 19, 2016 + 48 months	St. Thomas	33,000	
2016	Anusha	Perera	129-2016	44-2016	July 28, 2016 + 48 months	St. Thomas	33,000	
2016	Mateusz	Zajac	130-2016	44-2016	Aug 12, 2016 + 48 months	St. Thomas	33,000	
2017	Kenneth	Bezuidenhout	62-2017	28-2017	Jan 1, 2017 + 48 months	St. Thomas	33,000	
2017	M. Tenbergen Medical Prof Corp		100-2017	44-2017	June 27, 2017 + 48 months	St. Thomas	22,000	Additional funding to move to FT practice
2017	Keeler Medicine Prof Corp		101-2017	45-2017	June 29, 2017 + 48 months	St. Thomas	5,500	Additional funding to share FT practice with Huszarik
2017	Katrina Huszarik Med Prof Corp		102-2017	46-2017	July 12, 2017 + 48 months	St. Thomas	5,500	Additional funding to share FT practice with Keeler
2017	Aric	Sudicky	169-2017	65-2017	July 1, 2017 + 48 months	St. Thomas	33,000	
2018	Ahmed	Kamar	11-2018	3-2018	Jan 15, 2018 + 48 months	Dutton	33,000	
2018	Elsie	Osagie	22-2018	7-2018	Dec 1, 2017 + 48 months	St. Thomas	33,000	
2018	Fahad	Sheikh	29-2018	11-2018	Jan 15, 2018 + 48 months	St. Thomas - STEGH	8,280	
2018	Brendan	Boyd	56-2018	21-2018	July 1, 2018 + 48 months	Port Stanley	33,000	
2019	Egbujuo	Collins	120-2019	42-2019	Oct 1, 2019 + 48 months	St. Thomas	33,000	
2019	Ahfiza	Elahi	121-2019	43-2019	Oct 1, 2019 + 48 months	St. Thomas	33,000	
2020	Alison	Wright	38-2020	19-2020	Mar 1, 2020 + 48 months	St. Thomas	16,500	
2020	Peter	Chechade	132-2020	60-2020	Oct 1, 2020 + 48 months	St. Thomas	33,000	
2020	Corey	Birch	133-2020	61-2020	Nov 1, 2020 + 48 months	St. Thomas	33,000	
2021	Colin	Bolzon	142-2021	75-2021	Oct 4, 2021 + 48 months	St. Thomas	33,000	
2021	Alexsi	Sherazadishvili	112-2021	59-2021	Oct 1, 2021 + 48 months	St. Thomas	33,000	
2021	East Elgin Family Health Team		35-2021	15-2021	4 years for each physician	Aylmer	66,000	For 2 physicians.
2021	Rebecca	Robinson	161-2021	83-2021	Oct 4, 2021 + 48 months	Shedden	33,000	
2022	Attai	Ikafia	67-2022	20-2022	June 1, 2022 + 48 months	St. Thomas	33,000	
2022	Chukuemeka	Ezepue	136-2022	44-2022	Oct 1, 2022 + 48 months	St. Thomas	33,000	
2022	Steven	Rioux	150-2022	52-2022	June 1, 2022 + 48 months	Aylmer	33,000	

TOTAL

1,123,280