

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE

VIA ZOOM

JUNE 5, 2023

8:30 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
Councillor T. McCaulley, City of St. Thomas
S. Nolan, St. Thomas Elgin General Hospital

Officials

Sandra Datars Bere, City Manager, City of St. Thomas
Cheryl Fish, Health Recruiter
Taylor Mooney, Strategic Initiatives Manager, City of St. Thomas
Matt Smale, Legislative Services Coordinator, City of St. Thomas
Abdul Basit, Legislative Services Coordinator, City of St. Thomas

Regrets

A. DeVries, St. Thomas Elgin Home Builders Association
Dr. C. Egbujuo, Family Physician
Dr. K. Scott, Family Physician

DISCLOSURES OF INTEREST

Nil.

MINUTES

Motion by Councillor Jones - S. Nolan:

THAT: The minutes of the May 1, 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 May 2023.

The members discussed Medical Discovery Week events and the positive feedback received to date from the 14 participants.

The members discussed the number of new physicians needed and the distribution of new physicians around the area.

Ms. Fish advised that 10-12 new physicians were needed to address the shortage in the area and that new physicians tended to have smaller patient rosters than retiring physicians.

The City Manager advised that assistance was not directed at a specific community and that any physicians interested in locating in Elgin-St. Thomas were considered.

Report - Discovery Healthcare Camp Scholarships - Appendix "B"

The City Manager advised that an information flyer had been provided to all Elgin-St. Thomas schools and that 7 applications had been received.

The City Manager recommended awarding five scholarships and placing the remaining two applicants on a waitlist. She further recommended that should the Partnership consider

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HEALTH RECRUITMENT PARTNERSHIP COMMITTEE - 2

scholarships in future, a standardized application form be developed and that waitlisted 2023 applicants be given priority status in 2024.

Motion by Councillor McCaulley - Couckuyt:

THAT: The Discovery Healthcare Camp scholarship application and nomination report be received for information; and further,

THAT: The Health Recruitment Partnership approve the allocation of \$1,500 to establish 5 scholarships of \$300 each; and further,

THAT: the five applicants/nominees as identified in the report above as L, B, R, K and E, be awarded scholarships for 2023 and that the Schulich program be advised; and further,

THAT: The applicants T and L be placed on a wait list in the event of a withdraw by other candidates.

Carried.

St. Thomas Elgin General Hospital Bursary

Ms. Nolan advised that summer bursaries had been awarded to Brian Brouwer and Brian Melbrecht.

Medical Discovery Week Surveys

Ms. Nolan advised that survey responses from participants of Medical Discovery Week would be received in the next few days and could be provided to the members at a future meeting.

Health Recruiter Recruitment Update

The City Manager advised that the application deadline for the Health Recruiter position was June 16, 2023.

Recognition for Doctor Michael Toth

The members discussed the importance of recognizing Doctor Toth's contributions to Elgin-St. Thomas following his recent retirement announcement.

Councillor Couckuyt advised that Aylmer Council would be recognizing Doctor Toth at an upcoming meeting and that he and Councillor Jones could discuss recognition measures with Elgin County administration.

UNFINISHED BUSINESS

Feedback from Physicians Involved in the Health Recruitment Program

NEXT MEETING

The next meeting is scheduled for August 14, 2023.

ADJOURNMENT

9:06 a.m. The meeting adjourned.

St. Thomas-Elgin Recruitment Committee
Update Report

May 2023

Activities:

- 1) On May 1st I delivered 6 cakes to various Physicians' offices on behalf of the Health Recruitment Partnership Committee (HRP) to pass along our thanks to them for their service to our community and to recognize Doctors' Day.
- 2) Many thanks to Dr. Collins Egbujoo who put me in contact with a physician that was doing locum coverage for him. We had lunch and during the week this physician was here in St. Thomas I arranged for him to tour a couple of facilities and also put him in contact with various physicians to discuss possible practice opportunities. He has since returned home to New Brunswick, however he did email me advising that he had reviewed all the information about his experience here with his wife who is also a physician and they are planning to come back for another look as soon as they can arrange it. I'm hoping to see them again soon and will follow up with more info as they decide if any of our opportunities are the right fit.
- 3) On May 10th Lori Baldwin Sands and I participated in the "Mayor's Update" sharing information about the Health Recruitment Partnership Committee (HRP) and the numerous recruitment programs we have in place to help recruit new physician to St. Thomas and Elgin County. Numerous pieces of information & data was shared to assist our citizens with understanding what is being done to help recruit new physicians and other allied health care providers to the area.
- 4) "Discovery Week 2023" plans are well underway to host 14 first year medical students the week of May 29th- June 1st. Sheri will be hosting 11 at the hospital in various departments job shadowing Physicians and Specialist and Cindy Bratt from the EEFHT in Aylmer will be hosting 3 at their clinic. Social events for the evening which are arranged by the HRP committee have been confirmed. Many thanks to Lori Baldwin Sands and Mayor Grant Jones for their suggestion of the Kettle Creek Conservation Authority. A fabulous evening will be hosted by the Dalewood Conservation Authority providing canoeing, kayaking, fishing, hiking etc. on Wednesday evening. Following up with a camp fire building and toasting of s'mores. Dinner will be provided by Wendy's. On Thursday evening Sherri Howard from the St Thomas Art Centre will be hosting them for an "Eat, Drink & Create" event. Many thanks to the St Thomas Home Builders Association for providing dinner on site at the gallery. The HRP will host the dinner at G.t's at the beach in Port Stanley on the Tuesday evening. RSVP's are still arriving however it looks like we will have a good turnout. An update will be shared next month including their survey results.
- 5) On May 12th Sandra and I met with 2 family physicians that are considering starting a practice in St. Thomas. We will be working with them in the future to help them find a model and a

location that is the right fit for them. Both of these physicians have been practicing for several years and are in Ontario at the present time. More info to follow as we continue to provide them with details on the opportunities available.

- 6) On May 24th I met with Kevin Jackson and Sarah Foshay from the Elgin Business Resource Centre (EBRC) to review what programs and services they are able to offer to new grads and new physicians when starting their practice discussions. After sharing with EBRC the concerns & challenges that most physician encounter when considering setting up their new clinic it was wonderful to hear that EBRC's programs could assist with making this process less challenging and frustrating and more successful. Their programs sound extremely helpful and we have agreed to start sharing their contact information immediately in our information review and handouts. This new partnership was put to the test in May as the two physicians that met with Sandra and I have been put in contact with EBRCO and meetings are being arranged to assist with their plan development and education on starting their business successfully. Many thanks to Councilor Tara MacAulley for providing me with a contact name at the centre. I'm confident this partnership will be of a great benefit to our new recruits.
- 7) Sandra, Sheri, Dr. Black and I were able to come up with a process for providing support to Schulich for St. Thomas to host "Discovery Health Care Camp" from July 10-July 14th. The Health Recruitment Partnership will be sponsoring 5 students to participate in this camp. Applications will be sent to Sandra by May 31st for applicants to be selected and their names put forward to Schulich by June 2nd. Further discussion needs to take place regarding this process for future years and I'm sure that Sandra will be adding additional information at our upcoming committee meeting.
- 8) The bursary applications from the St. Thomas Elgin General Hospital (STEGH) was shared with my contacts of 1st and 2nd year medical students both within Canada and those training outside of Canada. STEGH has made a selection of 2 candidates and I'm sure that Sheri will share more info about them at our next committee meeting.
- 9) Coming up in June I will be meeting for a tour and dinner with 3 physicians who have expressed an interest in practicing in St. Thomas and Elgin County. One is a new grad and the other 2 are considering relocating from another area in Ontario. More info will be shared with the committee once their tour is complete and I receive their feedback.

Submitted by: Cheryl Fish – Health Recruiter

5 June 2023

Memorandum to: Members, Elgin St. Thomas Health Recruitment Partnership

Subject: Applicants for the Discovery Healthcare Camp (July 10-14, 2023)

Overview:

In May 2023, in partnership with the St. Thomas Elgin General Hospital and Schulich School of Medicine, the Health Recruitment Partnership established an opportunity to award five (5) scholarships for Elgin/ St. Thomas students to attend the Discovery Health Care (Schulich Medical School/ Western University) camp to be held in the community in July 2023.

This summer camp is specifically targeted to students in Grades 9 through 12 (entering in September 2023). To attract applicants, information was shared with all schools, both public and separate, elementary and secondary, across the St. Thomas and Elgin community. Information was also shared on the County's and City's websites, through direct outreach to several service providers and community stakeholders engaged in services to youth, and also through social media posts.

The cost of the camp (proposed value of the scholarship) is \$300 which covers the cost of the enrollment in the camp. The HRP will pay the registration direct to Schulich. Participants will be responsible for other related costs including transportation to the camp. Funds exist within the HRP annual operating budget to support the scholarships.

Applications Received:

Seven applications / nominations were received by the deadline of Friday June 2, 2023, as follows:

Applicant First Initials	School (if known)	Grade in September 2023
T	St. Anne's *	9
L	Parkside	12
B	Central	10
L	Unknown	9
R	St. Joseph's	10
K	Parkside	10
E	Central	11

An email was received from 6 of 7 applicants with the 7th applicant being nominated by a community service provider. In most cases, applicants provided an overview of their interest in attending the summer camp, their broader interest in health care and as a career option, their connection to the broader health care system (through relationships with medical professionals and/ or through having family members either involved and/ or receiving medical care) and their desire to begin to build skills moving forward. No applications were received from individuals attending schools within the County (outside of St. Thomas).

Determination of Awarding of Scholarships:

The HRP has had a relative short time frame to establish this scholarship opportunity for the summer of 2023. Should the opportunity present itself for 2024, the HRP will initiate a more fulsome process earlier in the year, and create a comprehensive application and review process for applications.

For 2023, other processes were considered for determination of award recipients including priority ranking based on date of application received, "drawing names", and consideration of both City and County applicants.

After review, the following process for awarding scholarships is recommended for the HRP's consideration:

1. Award a scholarships to the following applicants – L, B, R, K, E. Each of these applicants is entering grades 10 through 12. Each have indicated a interest in the program with one (entering Grade 12) being in their last year of eligibility.
2. Identify the other two applicants ---T, L (both going into Grade 9)---on a wait list. Should any of the applicants noted above withdraw, T or L could be reassigned. It is noted that Schulich also has a waitlist but they have been very kind to support this scholarship and the process that the HRP has identified for applicants being chosen by the HRP.

In addition, should the other two not attend this year, it would be recommended that they would go forward as candidates for future years (as they desire) and that they would go through the review process with other candidates.

While this recommendation is being made to the HRP committee, it is recognized that the committee might wish to choose another option, including reviewing the information received from each applicant and making a decision based on a more fulsome review. This is more certainly an option, but it is recommended that a smaller subgroup of committee members be established for this process and that the information with respect to the names and information of the candidates be limited in its provision to those on the subcommittee. Additional time will also be required.

The recommendation to the committee is as follows:

1. That the Report on the applications and nominations for the Discovery HealthCare Camp scholarships be received for information; and
2. That the HRP approve the allocation of \$1,500 to establish 5 scholarships of \$300 each; and,
3. That five applicants/ nominees as identified in the report above as L, B, R, K and E, be awarded the scholarships for the 2023 and that the Schulich program being advised; and
4. That applicants T and L be placed on a wait list in the event of a withdrawal by other candidates.

Respectfully submitted

sdb
Sandra Datars Bere