



HEALTH RECRUITMENT PARTNERSHIP

ZOOM

8:30 A.M.

April 8, 2024

1. Disclosures of Conflict of Interest
2. Confirmation of Minutes: March 4, 2024
3. Activity Report and Recruitment Projects: Health Recruiter – Pages 2-3
4. New Business
5. Unfinished Business
6. Closed Session

A resolution to close the meeting will be presented to deal with a personal matter about identifiable individuals.

7. Open Session
8. Next Meeting
9. Adjournment

St. Thomas- Elgin Recruitment Committee

Update Report

March 2024

1. Reached out to the physician that indicated interest in taking over one of the retiring physician's practice within the Elgin FHO. He indicated that he is making progress with the retiring physician and plans to visit in the month of June or July. When the two doctors firm up on a date, I will be sharing on the site visit plans.
2. Had a meeting with a pharmacist in town who is interested in renovating her building to create a space for a physician. Though her completion timelines are uncertain at the point, this individual has asked for help when the time is set for physician recruitment.
3. Received the Medical Learner Orientation List from Sheri Nolan and contacted 2 physicians. Both responded eager to learn about the practice opportunities within the County and St Thomas. The PGY2 resident would like to be included on the Locum list for future opportunities. Locum list has been updated.
4. Cheryl & I met with Petrusia Hontar, Project Manager - St. Thomas Elgin Local Immigration Partnership (STELIP). We discussed the St. Thomas-Elgin Immigrant and Racialized Healthcare Worker Survey and how the data obtained will be helpful in addressing challenges relating to healthcare as our community continues to grow. Survey has been extended to April 12. We also discussed about the current challenges with newcomers finding primary care and hoping that we will continue to partner to make new settlers in our community feel welcomed and looked after. Petrusia graciously gave us some branded luggage tags that will be using at recruitment fairs and we plan to also include in the bags for Discovery week participants.
5. On March 22nd, Cheryl and I met with Dr Haruta and Excel Family Healthcare to discuss further on the exciting new FHO formation. This group plans to run a Turn key operation that will help alleviate the administration portion and give physicians the room to focus on their patients. Amongst other things discussed, we decided to connect the pair with Jane Tillman the Ontario Health Regional Health Advisor to answer some pertinent questions and provide some up to date information that will help the group. Plans to connect them to interested physicians as they also seek out physicians on their own.
6. We met with Jane Tillman as a follow up and she was able to provide the pair with helpful tools and resources for FHO startups. She discussed several strategies available to kickoff successfully and several models that the group can adopt before the desired FHO number of 6.

7. As required from all SOPRA members, I completed the information piece for SOPRA Marketing plan. It features beautiful images and a small write-up of the County of Elgin and the City of St Thomas. This will be featured severally on the SOPRA website.
8. SOPRA organized a training session on how to use PracticeLink. PracticeLink is the most widely used online physician job bank and connects recruiters to applicants seeking employment. As one of the great perks of joining SOPRA, it is another way of staying visible and positioning ourselves for prospective physicians.
9. I was able to connect with two residents doing their rotation at STEGH. Both had wonderful things to say about our community and the hospital. I was able to share physician opportunities and included the one on the Locum list for when the opportunity arises.
10. Followed up with Talbot FHO to see if there was any progress on filling up the locum space for summer. The physician confirmed she is chatting with two of the physicians and will let me know if she requires further assistance.
11. The HRP Scholarship Applications for the 2024 Discovery Healthcare Camp review team met on April 2nd. In all, seven applications were received of which three applicants were approved and the others still pending till further clarification on certain selection criteria is received from Kelly Peters. Sandra Datars Bere will reach out to her and that will help the team conclude and present the individuals to the HRP committee. The Healthcare camp is scheduled for July 8 to 12, 2024.
12. A meeting with Excel Family Healthcare is scheduled for the April 4th, 2024 with the Sandra Datars Bere. This formal meeting will afford the group to meet with her, share the Excel's FHO plans, ask questions and to see the HRP can assist in making their clinic setup a seamless one.
13. With regards to the "Vehicle incentive program", I have reached out to some dealerships. This incentive is geared towards making it appealing for physicians to choose St Thomas and Elgin as a place to practice. Only dealerships within our community will be involved and just like the "Discount to Build Initiative", it will be at no cost to the HRP. A letter of introduction has been emailed to a couple of dealerships, others to be sent and an update will be shared at the next meeting.
14. The Executive Director of the Elgin Ontario Health Team, Deanna Huggett reached out to introduce herself and an opportunity to share about what they do and the model introduced in 2019. Meeting is scheduled for the 18th of April.

Submitted by Uzo Ajogwu (Health Recruiter-City of St Thomas-County of Elgin)