

HEALTH RECRUITMENT PARTNERSHIP COMMITTEE

VIA ZOOM

FEBRUARY 2, 2026

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
Mayor J. Preston, City of St. Thomas
A DeVries, St. Thomas and Area Homebuilders Association

Officials

L. Higgs, City Manager, City of St. Thomas
B. Parkin, C.A.O. County of Elgin
U. Ajogwu, Health Recruiter
M. Smale, Legislative Services Coordinator, City of St. Thomas

Regrets

Dr. K. Scott, Family Physician
S. Nolan, St. Thomas Elgin General Hospital

DISCLOSURES OF INTEREST

Nil.

MINUTES

Motion by Mayor Preston – Councillor Couckuyt:

THAT: The minutes of the meeting held on December 8, 2025 be confirmed.

Carried.

NEW BUSINESS

Activity Reports and Recruitment Projects - Health Recruiter - Appendix “A”

The Health Recruiter provided an overview of activities and recruitment projects for December, 2025 and January, 2026.

The Health Recruiter advised that she would be attending the Family Medicine Residents of Western (FMRW) retreat in Collingwood in May and was working on compiling the list of physicians accepting new patients.

The members discussed the “Home for the Holidays” event and thanked the local physicians who had attended.

Ms. DeVries advised that the St. Thomas Elgin Homebuilders Association would be holding a barbecue during Discovery Week in Central Elgin and would be hosting participants at this event.

2026 Annual Planning and Committee Alignment - Appendix “B”

The members discussed the Provincial government’s position on municipalities providing recruitment incentives to encourage physicians to practice in a specific community.

The members discussed local resident expectations of access to primary care in their home communities and the role that municipalities could play in ensuring this access, such as developing municipal clinics, and providing administrative assistance.

The members discussed the need to continue advocating organizations such as the Association of

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Municipalities of Ontario, Federation of Canadian Municipalities and Rural Ontario Municipal Association for a greater number of medical school positions in the Province and the streamlining of international doctor recruitment.

The members discussed the importance for further developing and increasing messaging provided to Elgin County's lower tier municipalities about the Partnership's mandate and role.

The Chair suggested that information about the partnership be provided as part of an orientation package for new councillors.

Motion by Councillor Jones - Couckuyt:

THAT: The Health Recruitment Partnership Committee receive this report for information and endorse the proposed approach for 2026, including:

1. Development of an annual workplan, including responsibilities and timelines
2. Review of prior year progress, experiences, and budget
3. Re-confirmation of Committee roles and mandate to support effective delivery of the Strategic Plan.

Carried.

Progress on Strategic Plan Action: Physician Skeletal Business Plan - Appendix "C"

The members discussed the fact that no applications had yet been received under the program.

The City Manager advised that she would reach out to Tara McCaulley at the Elgin Business Resource Centre and report back.

Motion by A. DeVries - Mayor Preston:

THAT: The Health Recruitment Partnership Committee receive this report for information and endorse the proposed approach to fulfill the Strategic Plan action to develop a skeletal business for physicians by:

1. Utilizing the Ontario Medical Association's physician-specific business plan template as the core framework
2. Integrating the Elgin Business Resource Centre's financial projections template and support services; and,
3. Directing staff to include these resources in physician recruitment and onboarding materials.

Carried

CLOSED SESSION

Motion by Mayor Preston - Councillor Jones:

THAT: This meeting be closed to deal with a personal matter about identifiable individuals at 8:55 a.m.

Carried

OPEN SESSION

Motion by A. DeVries - Councillor Jones:

THAT: We do now rise from closed session at 9:02 a.m.

Carried.

UNFINISHED BUSINESS

NEXT MEETING

CONFIRMED _____ CHAIR

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March 30, 2026 at 8:30 a.m.

ADJOURNMENT

9:04 a.m. The meeting adjourned.