

THE CORPORATION OF THE CITY OF ST. THOMAS

HEALTH RECRUITMENT PARTNERSHIP

ROOM 309
CITY HALL

3:00 P.M.

JANUARY 27, 2015

1. Approval of Minutes – November 25, 2014
2. Activity Report and Recruitment Projects: Cheryl Fish, Health Recruiter
3. Discussion re: Committee Meeting Time
4. Proposed 2015 Budget
5. New Business
6. Unfinished Business
 - a) Dr. Haruta Medical Building
 - b) Follow-up : Round Table Stakeholder Session
7. Next Meeting
8. Adjournment

St. Thomas-Elgin Health Recruitment Partnership

Update Report – Dec. & Jan 2015

Activities:

- 1) A draft Action Plan for Oct 2014- Oct 2015 was completed and committee members were requested to review, make any revisions they would like to see and provide feedback to Cheryl for updating.
- 2) Presentations highlighting the Partnership Committee and noting the results achieved over the last few years were made to both City Council and County Council in November. These will continue to other organizations throughout the winter and early spring.
- 3) Two new grads Dr. Laura Caria and Dr. Kristin Richter have committed to practicing at the clinic in Port Stanley. They are presently discussing the possibilities of renovating in order to update the space to provide the work flow that will meet their present needs and future requirements. Dr. Hofhuis, Dr. Keenleyside and I have met with Dr. Richter and Caria several times over the past few months discussing the details of this opportunity.

The physicians' hosted a dinner on Dec 23 rd. inviting representatives from the Municipality. It provided a great opportunity to meet the new physicians, tour the facility and continue discussions on their vision for the practice. Plans will continue to move forward as the new physicians wish to commence a permanent practice by Sept. 2015.

- 4) Meetings with Dr. Hartua, Dr. Whitmore and I have taken place numerous times throughout November and December to continue working on the necessary steps for the new medical facility. Plans continue to progress well. Dr. Whitmore has a list and floor plans for possible temporary facilities which she will be reviewing with the lead physician. Dr. Whitmore has met with the architect and contractor for the new facility and has a draft of the space requirements. Wendell Graves has provided Dr. Whitmore with the contract agreement for signature. Kimberly Boughner is working on the application plan for a new FHO and was contacting three physicians to begin discussions on the new facility. Dr. Haruta has submitted the necessary paper work to the city and continues to provide ongoing updates on progress and next steps.

- 5) On Dec. 22nd Cameron McWilliam, Laurie Spence Bannerman, Dr. Sharman and I met with Dr. Aric Sudicky a medical student studying in Alberta and interested in discussing the possibility of practicing in Dutton. He is familiar with this area as his home town is Rodney. We had an excellent discussion and tour of the Dutton facilities. He is returning in February for an elective in Strathroy and Newberry. Dr. Sudicky wishes to do his residency at UWO. A discussion has taken place with Charlotte Sikatori, post graduate co-ordinator at Schulich in an effort to assist him with the possibility of spending some time in Dutton. We will continue to maintain contact with Dr. Sudicky and make every effort to assist him.
- 6) The "Home for the Holiday" event which took place on Jan 2, 2015 was well attended. I received numerous emails stating they had a great time and thanking me for arranging this event. I've started a list of participants for next year. Feedback or suggestions for next year would be greatly appreciated.
- 7) Locum coverage- Dr. Toth continues to look for locum coverage for both short and long term dates. So far our response from local physicians has been limited. An ad was posted on Health Force Ontario and CASPR. This resulted in 2 responses. A physician from Toronto will be covering the February and March dates, however he will require accommodations. I have assisted Dr. Toth by providing contact information for Algoma Universities facility and arranging a corporate rate with the Comfort Inn, and a B & B in Aylmer. Not all the dates are covered so I will continue the search.
- 8) I received a call from Rick Smyth the building manager for the medical offices at 107 Edward Street. They are considering business options and would be willing to renovate this facility to accommodate space for a FHO. They wish to fill the building with physicians or pursue other business options. They want to make this decision within the next few months. I have requested Health Force Ontario to assist me with providing them with the data they require to help them make an informed decision. I confirmed that the Partnership Committee will provide the same assistance as they offer to any facility looking for physicians.
- 9) I met with Jane Tillmann from Health Force Ontario. She will be our new Regional Advisor replacing Brian Tibbet. We reviewed our present status for recruitment and discussed our facilities and opportunities. I will introduce Jane to my contacts in Elgin County and have commenced making appointments for those meetings.

Submitted By: Cheryl Fish

January 27, 2015

HEALTH RECRUITMENT PARTNERSHIP

2015 PROPOSED BUDGET

Contributions

City of St. Thomas	\$38,000
County of Elgin	\$57,000
Total:	\$95,000

PROJECTS

Rural Medical Discovery Week	\$2,500
Health Professional Tour 2013	\$3,500
Home for the Holidays	\$1,000
Heath Partnership Marketing	\$5,000
Medical Scholarships	\$5,000
Health Recruiter	<u>\$15,000</u>
Subtotal	\$32,000
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Balance	\$63,000

DRAFT Action Plan

For: St.Thomas-Elgin Health Partnership

Date: Oct 1, 2014-Oct 1, 2015

Objectives	Strategies What needs to be done	Responsibility	Time frame	What resources or Activities	Outcomes
1)Engage & Retain Residents'	<ul style="list-style-type: none"> -Continue to contact residents while doing placements in Elgin county from the names provided by the hospital. -Initiate a program for contacting residents that arrange their own placements with physician offices. - Outline a program contents to introduce residents to the opportunities in Elgin county throughout their placement. -Identify future candidates to continue to work with. 	Partnership committee	Jan 2015	<ul style="list-style-type: none"> -Inform possible users of Housing Opportunities with Algoma College. -Arrange initial meeting with residents. -Organize lunch with Mayor or Warden. -Introduction to business leaders. -utilize an update list of preceptors provided by UWO. 	
2) Continue to use	-Determine existing	Health	Oct 2014		

Locum coverage as a Recruitment tool.	<p>physicians' interest in locum coverage.</p> <ul style="list-style-type: none"> -Solicit new grads interested in providing locum coverage. -Advertise opportunities. -Initiate a program to meet with physicians during locum coverage. -Devise a mechanism to be advised when a physician has arranged their own locum. -Identify opportunities for permanency. -Track success numbers if locum becomes permanent. 	<p>Recruiter</p> <p>"</p> <p>"</p> <p>Partnership Committee</p> <p>Health Recruiter</p> <p>"</p>		<p>-Use as a tool only to attract.</p> <p>-No ownership taken.</p>	
3)Work with Public and Private enterprise to create Practice facilities that promotes a new model of care.	<ul style="list-style-type: none"> -Encourage ,assist & support entrepreneurial efforts in establishing new turnkey facilities. -Assist in identifying temporary facility to accommodate needs 	Partnership committee	Oct 2014	-Continue with incentive fund.	
		Partnership Committee			

3 B) Continue to offer Incentive Fund	<p>during transitions.</p> <ul style="list-style-type: none"> -Assist in sourcing H.R. & administrative support & equipment requirements. -Investigate and establish a new FHO. -Identify and develop the requirements for a new model of care. - Assist in developing a communication plan. -Take action on requests. -Monitor performance. 	<p>Dr. Whitmore</p> <p>Dr. Whitmore</p> <p>Partnership committee</p>	Oct 2014		
4) Assist with identifying a Physician Champion to support and lead new initiatives.	<ul style="list-style-type: none"> -Develop the criteria for a champion. -Advertise or select a physician champion. -Support the mandate for a champion to follow. 	Partnership Committee	Jan 2015		
5) Create a website for Physician recruitment and retention.	<ul style="list-style-type: none"> - Determine content. - Enlist a company to design & create. - Provide ongoing education for maintenance and updating. - Establish links. 	Partnership Committee	March 2015	Approve expenditure	

	<ul style="list-style-type: none"> - Promote & Launch. - Monitor and update. 				
6) Promote existing Facilities .	<ul style="list-style-type: none"> -Attend Expo's and recruitment fairs highlighting areas of Opportunity. -Maintain inventory of space & opportunities. -Run ads to identify opportunities. -Identify challenges with existing facilities and work to incorporate options into new model of care. 	Health Recruiter	Oct 2014		
		Partnership Committee			
7) Provide a recognition program for existing family physicians.	<ul style="list-style-type: none"> -Assist in developing a program to recognize existing family physicians for Distinction & Community attraction and Retention. -Propose a budget -Receive plan approval. -Implement plan. 	Partnership Committee	May 2015		
8) Develop a Succession Plan	-Identify utilization potential of plan.		Sept 2015		

For Family Physicians.	<ul style="list-style-type: none"> -Update retirement survey. -Design plan to identify Co-location opportunities. -Approve plan -Implement Plan 				
9) Work with Economic Development to build a plan identifying the top priorities for accentuating our community strengths.	<ul style="list-style-type: none"> -Arrange meeting with ED to review our existing strengths and set priorities from symposium. -Request input outlining potentials. -Utilize input to enhance recruitment initiatives. -Link new website to EDC's. 	Partnership Committee	Feb 2015		
		Partnership committee.			
10) Raise the profile of the Recruitment Committee.	<ul style="list-style-type: none"> -Prepare Power Point Presentation highlighting committee work and results. -Make presentations to organizations. -Utilize social media to share events and activities. -Ascertain the 	Health Recruiter " "	April 2015	-Make presentations to : <ul style="list-style-type: none"> ➤ U.W.O. ➤ Golden "K" ➤ Elgin FHO ➤ City Council ➤ County Council ➤ Home Builders Association. 	

	effectiveness of symposium. -Consider follow up sessions. -Meet with MP & MPP's for update on Committees activities.	Committee "			
11) Evaluate the progress of the action plan.	-Update attendees -continue to update action plan. -Determine if other symposium should be organized.	Partnership Committee	Oct 2015		