

THE CORPORATION OF THE CITY OF ST. THOMAS

HEALTH RECRUITMENT PARTNERSHIP

ROOM 309
CITY HALL

3:00 P.M.

March 10, 2015

1. Approval of Minutes – January 27, 2015
2. Activity Report and Recruitment Projects: Cheryl Fish, Health Recruiter
3. Health Recruiter Contract - renewal
4. New Business
5. Unfinished Business
 - a) Dr. Haruta Medical Building
 - b) Follow-up : Round Table Stakeholder Session
6. Next Meeting
7. Adjournment

St-Thomas-Elgin Health Recruitment Partnership

Update Report - Feb 2015

Activities:

- 1) The Ontario Medical Association and the Ministry of Health have been negotiating a new Physician Services Agreement. Unfortunately the talks between the two groups have ended without a mutually agreeable resolution. The current primary care alternative funding agreement is ending effective June 1, 2015. The Ministry has unilaterally prepared a new agreement and advised the physicians what these changes will be in an "Information Bulletin # 11125" which became available in February. Dr. Scott prepared a summary for the committee noting the impact on Family Physicians and new graduating Physicians. The new agreement:
 - Reduces compensation for clinical services
 - Removes a number of enrolment fee codes
 - Reduces the per patient rostering fees
 - Revised the Health Care connect program fees
 - Removed payment for continuing medical education
 - Adjusted the managed entry process from 40 new physicians to 20 per month
 - Limited the income stabilization program
 - Eliminated the acuity modifier payments

These funding cuts will result in a financial loss to our family physicians and will have a significant impact on our ability to recruit new graduating family physicians.

In an effort to obtain a clearer understanding of the impact and to request a definition or criteria for some of the terms referred to in the new contract i.e. "High Need" & "Priority Area"

I spoke with Gary Coleridge a senior advisor at the Ministry. He advised that our LHIN will have input into determining the criteria. I called Michael Barrett at the LHIN requesting a discussion on this, however to date I have not received a return call. The St Thomas Medical Association will be meeting with MPP Jeff Yurek in March to review with him the impact that this new contract will have on Family Physicians. The new Regional Advisor "Jane Tillmann" from Health Force Ontario will be attending our committee meeting on March 10th to receive an introduction to the committee members and to bring us up to date on what action the LHIN is proposing and how HFO will be approaching recruitment as a result of these changes.

- 2) I spoke with Dr. Haruta, he has met with Dr. Whitmore to discuss how the changes in the new Physician Services Agreement to the managed entry process (the number of new physicians per month 20 instead of 40) being eligible to join a Family Health Network or Family Health Organization will impact Dr. Whitmore's plans to start a new FHO. In light of these changes and while awaiting clarification on terminology Dr. Whitmore has placed her plans on hold. However, Dr. Haruta will continue to move forward with the plans for his new building at 25 Elm Street. He will continue to make space available for whatever model of care that existing or new physicians require in Elgin County. Dr. Haruta advised that he has completed all the documentation/paperwork necessary for his application to the City of St Thomas to permit the proposed medical facility development and that a report will be going to council on March 2nd.

- 3) I will be co-hosting a meeting of local recruiters on March 12th at the senior's centre in St Thomas. The recruiter for Chatham Kent and I sent a letter to Health Force Ontario requesting funding to cover the room rental and lunch. Hold the dates have been sent out and the agenda will follow by the end of February. Several guest speakers are confirmed such as Dr. George Kim, Dean of Rural Regional medicine and Dr. Rob Black, Regional Academic Director at Western University along with Kelly Gillis from the Southwest LHIN. We are hoping for a good turnout. This will be a great opportunity to meet with our fellow recruiters and the agenda will provide time for us to share our opportunities and challenges.
- 4) On Feb 5th I met with Jean Cole, business manager for the North West Development Corporation who manages the building at 230 First Ave. She advised me that there will be some vacancies coming up in that building in 2016. She also advised that they are willing to make construction changes to this building to attract new grads and meet their needs. This location has been placed on the inventory of space list. I will provide her with requests from new grads if interested in this location and their comments.
- 5) I wrote letters to 16 of the residents that I met at the UWO Family Medicine Residents Retreat . These residents had expressed an interest in the opportunities we have available in St Thomas-Elgin County when they visited our booth. They will be graduating in July 2015. I have received a response from 3 so far and I'm setting up meetings to review the opportunities and provide them with tours of the facilities, the city and county.
I also wrote letters of introduction to 5 residents from Hamilton and 4 residents in London who will be graduating in 2015. Their contact information was retrieved from the attendance list at the recruitment fair we attended in those areas in 2013.
- 6) I contracted 4 new grads about locum coverage for Dr. Toth and Dr. Sharman. Dr. Caitlin Thompson has agreed to try and cover sometime this summer for Dr. Sharman.
- 7) I have registered for the Annual Conference of the Canadian Association for Staff Physician Recruiters (CASPR) which will take place in Niagara Falls from April 25-28th. The conference agenda items will cover: succession planning, physician supply/demand, physician under/over employment, sourcing and screening candidates, arranging community visits.
- 8) In February I met with Dr. Dan Kreuzer and Dr. Gurdeep Singh while these residents were doing placements in St Thomas. Dr. Singh has expressed an interest in several of the opportunities and I'm working on setting up meetings for him with the physicians at their facilities. Dr. Singh is here until March 18th.

On March 13th I'm meeting with Dr. Ruksheen Homji, she has reviewed the opportunities list and would like to discuss several in more detail.

I have arranged with Dr. Kaiyam Su that we will meet in April during her Family Medicine rotation.

- 9) I provided Steve Wookey with the contact information for Dr. Filler at the Children's Hospital in London. Steve will be passing this information along to Dr. Brokenshire and Dr. Enns with the hope that Dr.

Brokenshire might have an interest in practicing family medicine here in Elgin County if his wife Dr. Enns who is specializing in paediatric endocrinology could find a position in London.

- 10) Two new residents contacted me about solo practice opportunities for retiring physicians. Dr. Stack and Dr. Hommel will be graduating in 2015 and both are interested in taking over a retiring physicians practice. I have put them in contact with Dr. Hertwig and Dr. Jones as a starting point and will continue to follow up to see if they are interested in meeting with some of the other physicians who might wish to retire soon.
- 11) I contacted 5 fellow recruiters to discuss with them the impact that the unilateral cuts from the Ministry will have on their areas. The responses ranged from some being unaware that this was happening to some feeling they will have the same challenges as us. We have pushed to have this topic on the agenda for our meeting on March 12th and I'm pleased that Kelly Gillis from the Southwest LHIN will be attending.
- 12) I continue to follow up with Dr. Kristin Richter and Dr. Laura Caria on their progress with the Port Stanley practice. To date things appear to be moving along fine. Their plans are to be in Port Stanley permanently by Sept 2015.
- 13) I met with Jane Tillmann our regional advisor with Health Force Ontario on Friday Feb 27th. We discussed finalizing the agenda for the recruiters meeting on March 12th. We are jointly working on an excel document that provides additional information about our current family physicians in our county. In addition to their contact information this document will include their model of care, their graduation date, and the number of rostered patients. We are hoping to have this completed by next month.

Submitted by:
Cheryl Fish
Health Recruiter
City of St Thomas-County of Elgin

April 11, 2013

**CITY OF ST. THOMAS - COUNTY OF ELGIN - ST. THOMAS ELGIN GENERAL HOSPITAL
HEALTH RECRUITMENT PARTNERSHIP**

HEALTH RECRUITER (CONTRACT RESOURCE POSITION)

TERM: APRIL 3, 2013 – APRIL 3, 2015
REPORTS TO: WENDELL GRAVES, CAO, CITY OF ST. THOMAS

OVERVIEW OF DUTIES / RESPONSIBILITIES

- a) Develops a standardized recruitment information / resource package that could be provided to possible medical candidates that are interested in looking at our area. Such a package would not only define the St. Thomas / Elgin County area but it would provide resources targeted to the medical community.
- b) Assists with special initiatives such as Medical Discovery Week, the fall PIARO tour, MedQuest Camp etc.
- c) Maintains liaison with UWO School of Medicine and Health Force Ontario
- d) Works with and defines the health recruitment needs of the local medical community
- e) Acts as the primary contact / coordinator when a physician wants to tour the area
- f) Provides written updates to and attends the Health Partnership Committee Meetings
- g) Works to establish recruitment partnership activities between the various medical agencies / hospital in the St. Thomas / Elgin County region
- h) Monitors and responds to e-mail activity and is responsible to provide and maintain own cell phone / computer to access information
- i) Recommends opportunities and initiatives that would be beneficial for the Partnership to consider such as
 - i) creation of a medical student scholarship fund
 - ii) establishment of housing for visiting medical practitioners
- j) Meets with W. Graves on a regular basis to review work plan.
- k) Acts in accordance with administrative policies of the City of St. Thomas
- l) Takes general direction from W. Graves including approval to fulfill any requests for health recruitment assistance from any organization other than the Health Partnership
- m) Submits monthly report outlining activities, contacts and upcoming initiatives

RELATIONSHIP

It is acknowledged that Cheryl Fish will be acting as an independent contractor in the provision of her services to the Health Partnership providing approximately 10 hours of service per week. Special projects requiring more time will be approved by the CAO/Clerk.

Cheryl Fish hereby declares that she will not use the position of Health Recruiter to promote in any manner the activities/business of Grand Medical to any of; a) the Health Partnership partners and, b) all medical practitioners and related agencies within Elgin County, during the term of this contract. Any such breach of this clause would result in the immediate termination of this contract.

EARLY TERMINATION

Either party may provide forty-five (45) days written notice to terminate this contract and no further service and or payments shall be owing following the forty-five day notice period.

INVOICING

Cheryl Fish will submit invoices for payment on a monthly basis to the City of St. Thomas c/o the CAO/Clerk.

HOURLY RATE:

\$22.50 per hour

Pre approval from the CAO/Clerk will be required for any time worked above 12 hours per week

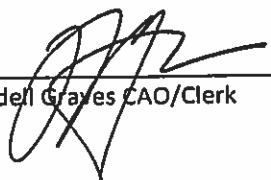
MILEAGE RATE:

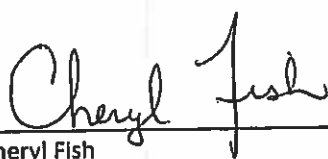
.45 cents per kilometer - mileage to be provided in a details summary sheet and submitted with invoice.

CELL PHONE / INTERNET ACCESS

\$15.00 per month will be provided to offset costs associated with providing and maintaining a cell phone, e-mail address and internet access.

Dated this 11th day of April, 2013


Wendell Graves CAO/Clerk


Cheryl Fish