

THE CORPORATION OF THE CITY OF ST. THOMAS

HEALTH RECRUITMENT PARTNERSHIP

ROOM 204
CITY HALL

7:30 A.M.

May 9, 2017

1. Approval of Minutes – April 11, 2017
2. Activity Report and Recruitment Projects: Cheryl Fish, Health Recruiter
3. Funding Request : Dr. Melisa Tenbergen, Elmdale FHO
4. New Business
5. Unfinished Business
 - a) Francis Osih – update
6. Next Meeting
7. Adjournment

Health Recruitment Partnership Committee

Update Report

April 2017

Activities:

- 1) On April 22-24 I attended the Canadian Association of Staff Physician Recruiters (CASPR) annual conference in Windsor. In the past more than 100 recruiters have attended this conference, however attendance was down to 59 this year. The organizers felt that it was due to budget restraints. I found it a great opportunity to network with fellow recruiters from across Canada. The keynote speaker Dr. Richard Loreto gave an interesting presentation on “Demographic Change in Canada and the implications for Physician Recruitment.” Other presentations included:
 - Resident Doctors of Canada –“Perspectives for the New-in-Practice Physician”
 - How to measure your success as a Recruiter
 - Navigating Immigration for Foreign Physicians
 - How the media works and basic interviewing techniques and preparation
 - A panel of Physicians discussing recruitment “What’s Important and what’s Not.
- 2) On May 3rd I will be participating in a teleconference with Health Force Ontario on the “New Physician Orientation Working Group.” The objective of this group is to design and implement a process for new family physicians to learn about processes and partners to optimally manage their patient population.” I will be sharing Elgin’s experience with the orientations we have conducted so far and the feedback we received. Dr. Bezuidenhout was our most recent participant and his survey response was very positive. More information will be available following the teleconference this week.
- 3) The St. Thomas-Elgin Medical Association (STEMA) provided feedback on the endeavours they made as well as many physicians who attended the McLay dinner on Saturday to help introduce and make feel welcome a new grad and her husband. I have been working with them for several months with the hopes that she would consider taking a practice opportunity in Elgin County. I’m hoping this event provided them with the opportunity to speak with other physicians about practicing in Elgin which might assist them in making a decision to join us. Many thanks to STEMA for providing complimentary tickets and a warm welcome to the event.

An email request has gone out to STEMA asking them if they would like to recommend a Physician to the Health Recruitment Partnership committee to be put forward as a nominee for

the CPSO Council award. Further discussion and feedback will take place at future partnership committee meetings.

- 4) On Saturday April 29th I met with Dr. Kodi Onunkwo a new physician practicing in London. I have been working with Dr. Onunkwo for several months and thought we had worked out a plan for him to take over a retiring physician's practice in St. Thomas in August. We had numerous meetings and I had the opportunity to meet his lovely family. On Saturday he informed me that he was going to take over a retiring physician's practice in London and was no longer considering Elgin County. Although St Thomas was his first choice he was disappointed with our physician's willingness to commit to a retirement date and other requirements being placed on him. This is unfortunate as Dr. Onunkwo came highly recommended and was eager to join a FHO in Elgin County.
- 5) On April 27th I met with Laurie Spence Bannerman in Dutton and with Dr. Sharman. The good news is that Dr. Sharman has decided to move forward with his plans to join the Elgin FHO. Unfortunately Dr. Astaphan has decided not to join so we will be continuing the search for another physician to join the Dutton practice.
- 6) Plans continue to move forward for "Discovery Week" which will take place from May 29th to June 1st. We will be hosting 10-14 first year medical students and will be working on setting up job shadowing opportunities with physicians and various clinical services within the hospital. The Recruitment Partnership committee will be hosting a dinner at G.T's in Port Stanley on Tuesday May 30th. Invitations will be going out shortly. Details for other events taking place that week are being confirmed as we look forward to another successful event.
- 7) On May 10th I will be speaking with a physician who is presently working in Toronto and wishes to discuss what opportunities we have available in Elgin as she is considering moving her family to this area. I have sent her the list of opportunities as well as info on many of the practice models available. She is familiar with Elgin County as she did a placement with Dr. Connie Robinson several years ago. I'm looking forward to our discussion and hopefully arranging a site visit with any of the opportunities she is interested in pursuing.

Submitted by:

Cheryl Fish- Health Recruiter

Graves, Wendell

From: Dr. Melissa Tenbergen [mtenbergen@elmdalefho.ca]
Sent: April 21, 2017 7:12 PM
To: Graves, Wendell
Subject: Elmdale FHO

Hi Wendell,

I hope this email finds you well. We have been in our office for almost 2 months now and we have over 1500 patients registered with us. Everyone has been so welcoming and genuinely excited for us!

In regards to the money from the city, we have used it for our start up costs. I was not able to find the procedure for reporting this to you. How would you like me to do this? I have a spreadsheet, I also have kept all of the receipts.

I also have another question for you. As you know, myself, Annie and Katrina had planned on sharing a practice and therefore received the grant split between us. We have all really enjoyed our time in the clinic and all of us would like to increase our time. Annie and Katrina have decided to split a practice and I have decided that I will transition into full time. I know that this is a late request and had we done this last year the funding would have been there for us. Is there any possibility to get further financial support since we will be increasing our commitment to the city of St Thomas with one full time physician.

I really appreciate everything you have done for us, and thank you for considering our request.

Regards,
Melissa

Melissa Tenbergen, MD CCFP-EM
Elmdale FHO Lead Physician
104-25 Elm St
St Thomas, ON
P: 226-210-3773
F: 519-914-0122

If you would like to stop receiving email from us, please let us know by replying to this email and typing UNSUBSCRIBE in the subject line.