



Minutes

Joint Municipal Physician Recruitment and Retention Committee

Meeting Date: October 17, 2019
Meeting Time: 10:00 a.m.
Location: Council Chamber
Prepared by: Laurel Fortin, Administrative Assistant, Recording Secretary

A. Call to Order

Chair June Porter called the meeting to order at 10:05 a.m. with members Sandy Macaulay and Councillor Andrea Matrosovs in attendance; regrets from Councillor Rob Potter. Staff present were Chief Administrative Officer Shawn Everitt and Deputy Treasurer/Manager of Accounting and Budgets Sam Dinsmore.

▪ Approval of Agenda

Moved by: Sandy Macaulay **Seconded by:** Andrea Matrosovs

THAT the Agenda of October 17, 2019 be approved as circulated, Carried

Declaration of Pecuniary Interest and general nature thereof

NOTE: In accordance with the Municipal Conflict of Interest Act and the Town Procedural By-law 2018-20, Joint Municipal Physician Recruitment and Retention Committee Members must file a written statement of the interest and its general nature with the Clerk for inclusion on the Registry.

▪ Previous Minutes

Moved by: Andrea Matrosovs **Seconded by:** Sandy Macaulay

THAT the Minutes of September 19, 2019 meeting be approved as circulated, Carried

B. Public Comment Period

NOTE: In accordance with the Town Procedural By-law 2018-20 fifteen minutes is allotted at the Meeting to receive public comments regarding the Joint Municipal Physician Recruitment and Retention Committee matters included on the Agenda. The speaker shall provide their name and address and shall address their comments to the Chair. Comments shall not refer to personnel, litigation or potential litigation matters.

B.1. John Leckie

Resident John Leckie of the Town of The Blue Mountains addressed the Committee. He indicated he is a member of the Meaford Hospital Foundation Board and is following the work of the Committee. He said if the Town is considering hiring a recruiter to recruit physicians to the area, that it would be important to first define the catchment area for the physician. He spoke of the Family Health Team structure that doctors and other healthcare workers in some communities in Ontario use. He said by not having a Family Health Team this community may have missed out on funding. He asked whether local physicians had discussed applying to form a Family Health Team.

Mayor Alar Soever joined the meeting at 10:20 a.m.

C. Stakeholder Updates

C.1 Mayor Paul McQueen of Grey Highlands: Accepted invitation from JMPRRRC Chair September 19, 2019 to attend JMPRRRC.

The Chair welcomed Paul McQueen and asked him to speak to what interested him in attending today's meeting.

Paul McQueen thanked the Committee for the invitation. He noted that the Grey County Healthcare Task Force was created in the spring and had its first meeting in April 2019. He noted that residents in Grey Highlands are served by three hospitals – the new Markdale hospital as well as some residents travel to Meaford or Collingwood hospitals. He said that with aging boomers, this area has a higher number of seniors per capita. He said that more doctors seem to be interested in specialties rather than general practitioners. He noted that he spent four years on the Board of the Collingwood Hospital Foundation.

C.2 Mayor Barb Clumpus and CAO Rob Armstrong of the Municipality of Meaford: Accepted invitation from JMPRRRC Chair September 19, 2019 to attend JMPRRRC.

The Chair welcomed Barb Clumpus and asked her to speak to what interested her and Rob Armstrong in attending today's meeting.

Barb Clumpus thanked the Committee for the invitation. She noted that she has been working for two-and-a-half years projecting the growth and wellness of her municipality and projecting needs. She said that similarly to the Town of The Blue Mountains, she is hearing about "orphan" patients with no family doctor, especially for new residents. Health clinics in Thornbury and Meaford were established seven or eight years ago, and for five or six years after that, she said, things seemed safe. Now we are faced with physician retirements and rapid growth. She said the Town of The Blue Mountains has taken a leap forward to tackle these problems by forming this Committee. She said there are different opinions on how to approach to the issue, but her municipality is anxious to find ways to partner, help and get engaged to move forward.

She said her community also sees a need for more personal support workers and nurse practitioners. She sees an opportunity to take a holistic approach. She cited the new hospital in Markdale that has a model based around a community health centre.

She said that at the last meeting of the Grey Bruce Healthcare Task Force, the task force hit pause, and that gave her even greater interest in seeking a different path for residents in her municipality by coming today. She noted that at the county level (Grey County) there is a new task force with a specific focus on funding, but that it hasn't met yet. She sees that perhaps with the Town of The Blue Mountains, the Municipality of Meaford and other municipalities can take it further. She said that it is important to keep the players engaged to promote health and wellness care to residents.

C.3 Rural Ontario Medical Program (ROMP): Verbal update (Michelle Hunter)

Michelle Hunter gave a presentation to the Committee entitled "Welcome to ROMP." She explained that ROMP's role with the Ontario Ministry of Health is to work on community-based training for medical students. Currently it is practice that all third and fourth-year medical school students in Ontario receive community training. First-year medical students spend one week, called Discovery Week or ROMP Week, in a rural community. The University of Western Ontario generally feeds students into the south Georgian Bay and Grey County areas, but students from other schools can request an hospital or area to be paired to. ROMP has operated since 1998 based out of Collingwood. She noted that ROMP helps arrange placements for these students with preceptors (doctors in the community who train the students).

She said many rural communities in Ontario are in a similar situation to the Town of The Blue Mountains, for example in Red Lake there are three physicians and two will be retiring. She said ROMP works with communities to arrange hosting and activities for students where they are placed with preceptors. She said about 50 per cent of municipalities where it places students want to be involved. She noted that there is a never-ending supply of learners. She said they have found anecdotally that if a learner trains in a community, they will end up working in that community or one similar.

She noted that in Toronto, there are fewer preceptor generalists who can mentor learners, while in rural locations, there are more generalists and fewer specialists. She said communities can look at a long-term strategy, including connecting early with children or high school students who are interested in a medical career, and support their interests so that they may consider returning to the community to work once they complete medical training.

She noted hostmanship of communities who welcome students is important – no one forgets the cookies in Port Perry. Hostmanship includes providing a student with orientation on arrival – where can they get a coffee; do they have free parking? She shared examples of what communities such as Owen Sound and Kincardine have done when they host students during ROMP Week, with housing being a core offering. Communities arrange activities and put signage out welcoming students.

Michelle suggested that communities without a hospital can look at other ways to support learners, for example having police and fire services organize learning opportunities. She gave an example of a community where a learner was trained in vehicle rescue, ice rescue, and working with a canine team. If there are other health services in a community, find a way to engage them with the learners to offer a robust experience. The community can be involved by acting as patients for students. Michelle also noted there are resources outside of ROMP that the Town could consider. The Town or a local healthcare provider could employ a medical student during the summer through a summer job program – information about the Canada Summer Jobs Grant is available through the local Member of Parliament.

Michelle noted that to work with ROMP, it is important for a community to have someone who can respond to inquiries, to be aware of local candidates interested in or attending medical school, to retain a corporate memory. She also noted that ROMP hosts a Rural Resident Retreat annually at Blue Mountain Village, (most recently February 7-8, 2019) that the Town could be involved in. Michelle noted that ROMP is funded through the Provincial government, through Health Force Ontario in the Ministry of Health. ROMP works with a roster of preceptors (teaching doctors) within its catchment area to match students (learners) for Discovery Week, Clerking, and Rotations.

Michelle advised that ROMP's annual report is available in hard copy upon request, produced on the fiscal year. The 2018-2019 report is forthcoming and Michelle will send the Town of The Blue Mountains a copy when available.

Michelle advised that ROMP's 2020 Community Rotation Guidebook would be printed at the end of October 2019. A contact at Grey Bruce Health Services approved the existing Town of The Blue Mountains listing. When asked by the Committee, she noted that if a representative from the Town would like to update the content, it could send text and images on or before October 25. She noted that the same information would be updated to the ROMP website, likely in 2020.

Learners are asked to list their five (5) priority locations and ROMP endeavours to match them based on a list of available preceptors, which are organized through whichever local hospital the doctor has privileges with. ROMP reaches out to preceptors by email.

June noted that some physicians she spoke to locally do not receive emails, and some prefer paper. She asked if there were any way to expedite communication with local physicians regarding preceptor opportunities.

Michelle noted that at each hospital, ROMP has a contact (generally a physician) designated as liaison to disseminate information from ROMP to other doctors. Michelle suggested the Committee could connect with the liaisons at the Meaford Hospital and the Collingwood Hospital to determine how to be of assistance.

Regarding whether the Town should hire a recruiter, Michelle noted she felt it depends. She suggested a local Chamber of Commerce could also be involved, or a local hospital.

She noted that it is important that someone locally has the role of maintaining and documenting the corporate memory – whether it is a paid role or a volunteer who follows healthcare issues, the information and knowledge can be passed along.

Chair June Porter thanked Michelle Hunter for attending.

The committee took a break at 11:10 a.m. and resumed at 11:20 a.m.

C.4 Communication with Local Physicians: Verbal update (Sandy Macaulay)

Sandy Macaulay discussed an update provided by a local doctor indicating there is now one or more doctors in the Town of The Blue Mountains area able and willing to act as preceptors (teaching hosts) for medical students for the upcoming year, through the ROMP program. The doctor will keep Sandy Macaulay and June Porter updated if and when a learner is matched to the preceptor(s). The doctor also continues to connect with physicians who are considering opening a family practice in this area.

Sandy further noted that during ROMP Discovery Week in May or June 2020, depending on the medical school, representatives from the Town of The Blue Mountains can meet with learners (medical students) at rural hospitals (potentially including Collingwood, Meaford, Markdale, Owen Sound, Orillia, Wiarton, Hanover and more) to discuss opportunities available in this area.

Moved by: Sandy Macaulay **Seconded by:** Andrea Matrosovs

THAT the Committee remove the personal communication from a local doctor from the Town's records, as the personal communication was intended for verbal update only, Carried

C.5 North East Grey Health Clinic (NEGHC): Verbal update on October 1, 2019 meeting of the NEGHC Board (Chair)

June Porter noted that the Board of the North East Grey Health Clinic discussed that the business model of the clinic may need to be more responsive to the changing needs of health care in our area, and it is exploring strategies.

C.6 Town of The Blue Mountains Economic Development Committee: Verbal update on October 28, 2019, 9 a.m.-11 a.m. deputation by the Joint Municipal Physician Recruitment and Retention Committee (Chair)

June Porter noted that Committee representatives are scheduled to give a deputation to the Town of The Blue Mountains Economic Development Committee (EDC) at the upcoming October 28, 2019 meeting of the EDC.

C.7 Grey Bruce Healthcare Task Force: Verbal update on October 2019 meeting (Chair)

June Porter noted that the task force met in October and decided to pause its meetings. The task force organizer is retaining a list of members to contact in case of crisis.

C.8 Grey County Healthcare Funding Task Force: Verbal update on recent meeting (Sandy Macaulay)

Sandy Macaulay noted that she has received no updates whether the Grey County Healthcare Funding Task Force will be calling an initial meeting or not.

C.9 Clearview Township: Discuss following up to invitation from JMPRRRC and establishing contact with CAO of Wasaga Beach to discuss how Clearview and Wasaga Beach have implemented physician recruitment and retention and provide facilities to achieve their doctor placement (Chair)

Shawn Everitt noted that his office continues sharing information with Wasaga Beach.

Councillor Andrea Matrosovs noted that she met recently with Clearview Township Mayor Doug Measures and he expressed interest in hearing more about the efforts of the Committee and the Town of The Blue Mountains. Clearview being closer to the Greater Toronto Area has found many of its new residents have retained family doctors in the GTA and travel for care, but that it sees similar numbers of locals wanting to secure a local physician.

C.10 Town of Collingwood: Discuss following up to invitation from JMPRRRC (Chair)

Moved by: Sandy Macaulay **Seconded by:** Andrea Matrosovs

THAT the Joint Municipal Physician Recruitment and Retention Committee recommend Council undertake to give deputations to the Councils of Clearview Township and Town of Collingwood, regarding initiatives put forward by the Town of The Blue Mountains Joint Municipal Physician Recruitment and Retention Committee, Carried

C.11 Other Stakeholders (Chair)

Moved by: Sandy Macaulay **Seconded by:** Andrea Matrosovs

THAT the Joint Municipal Physician Recruitment and Retention Committee defer discussion of item C.11 to the subsequent meeting of the Committee, currently scheduled November 21, 2019, Carried

D. Deputations and Staff Reports

D.1 Staff Report: Finance and IT Services: 2020 to 2022 Budget Follow-up (Sam Dinsmore, Deputy Treasurer of Accounting and Budgets)

Sam Dinsmore noted that as recommended by the budget sub-committee of the Joint Municipal Physician Recruitment and Retention Committee, \$25,000 will be requested for Council to allocate per year to Committee business. Unused funds in a fiscal year would roll over. He noted the Budget documentation would be updated to reflect any changes to the Committee's Terms of Service.

Councillor Andrea Matrosovs noted that once the Committee determines whether other municipalities will contribute financially to the effort, the Committee will review whether its budget is adequate to fulfill the Committee's mandate. The Committee discussed enlarging the scope of an earlier motion to give the same deputation to all other neighbouring municipalities.

Moved by: Andrea Matrosovs **Seconded by:** Sandy Macaulay

THAT the Joint Municipal Physician Recruitment and Retention Committee recommend Council undertake to give deputations to Councils of surrounding municipalities including Meaford, Grey Highlands and Wasaga Beach, regarding the mandate and initiatives put forward by the Town of The Blue Mountains Joint Municipal Physician Recruitment and Retention Committee, Carried

Moved by: Andrea Matrosovs **Seconded by:** Sandy Macaulay

THAT the Joint Municipal Physician Recruitment and Retention Committee receive Staff Report FAF.19.214 2020 to 2022 Budget Follow-up for information, and that Staff incorporate any relevant changes to the Committee's Terms of Service, Carried.

D.2 Memo: Town of The Blue Mountains Budget Survey: Results that pertain to healthcare (Shawn Everitt, CAO)

Moved by: Andrea Matrosovs **Seconded by:** Sandy Macaulay

THAT the Joint Municipal Physician Recruitment and Retention Committee receive the Town of The Blue Mountains 2019 budget survey results for information, Carried.

D.3 Terms of Reference of the Joint Municipal Physician Recruitment and Retention Committee: Discussion on Draft 6 (Chair)

Moved by: Andrea Matrosovs **Seconded by:** Sandy Macaulay

THAT the Joint Municipal Physician Recruitment and Retention Committee recommend Council adopts the Terms of Reference as presented in Draft 6, Carried.

E. Correspondence

E.1 Email September 22: Mayor Paul McQueen, Acceptance to invitation from JMPRRC Chair September 19, 2019 to attend meeting of JMPRRC. (Chair)

E.2 Letter September 26: Warden Selwyn Hicks of Grey County, Decline to invitation from JMPRRC Chair September 19, 2019 to join JMPRRC. (Chair)

E.3 Letter October 3: Mayor Barb Clumpus, Acceptance to invitation from JMPRRC Chair September 19, 2019 to attend meeting of JMPRRC. (Chair)

E.4 Notice: College of Physicians and Surgeons of Ontario, July 2019 (forwarded from Council Clerk's office September 27, 2019) regarding nominations for an Outstanding Ontario Physician. This initiative could be considered for next year's award deadline September 2020. (Chair)

June Porter suggested to include this item on a subsequent meeting agenda to develop a strategy.

Moved by: Andrea Matrosovs **Seconded by:** Sandy Macaulay

THAT this Committee does hereby receive Correspondence items E.1 to E.4 of October 17, 2019, for information, Carried

F. Matters for Discussion

None

G. New and Unfinished Business

G.1 Additions to the Agenda

None

G.2 Items Identified for Discussion at Forthcoming Meeting

G.2.1 November 2020: Key Messaging: Quarterly review

G.2.2 November 2020: Notice: College of Physicians and Surgeons of Ontario

G.2.3 February 2020: Key Messaging: Quarterly review

G.2.4 May 2020: Key Messaging: Quarterly review

H. Notice of Meeting Dates

November 21, 2019, Town Hall, Council Chambers

I. Adjournment

Moved by: Andrea Matrosovs **Seconded by:** Sandy Macaulay

THAT the Joint Municipal Physician Recruitment and Retention Committee does now adjourn at 11:57 a.m. to meet again at the call of the Chair.