Minutes
Joint Municipal Physician Recruitment and Retention Committee

Meeting Date: November 21, 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 was Chief Administrative Officer Shawn Everitt.

- Approval of Agenda

Moved by: Sandy Macaulay Seconded by: Andrea Matrosovs
THAT the Agenda of November 21, 2019 be approved as circulated, with the additions of
E.1.1. Update on Nov. 20, 2019 Social Event with Resident Doctors; and E.1.2 Update on
Grey Bruce Healthcare Funding Task Force, Carried

- Declaration of Pecuniary Interest and general nature thereof

None

- Previous Minutes

Moved by: Andrea Matrosovs Seconded by: June Porter
THAT the Minutes of October 17, 2019 meeting be approved as circulated, Carried

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

E.1.1. Addition to the Agenda: Update on Nov. 20, 2019, Social Event with Resident Doctors

Committee members agreed to hold this item first in the meeting to accommodate the
participation of the Mayor. Mayor Alar Soever noted that upon an invitation on Monday,
November 18, a representative of the Rural Ontario Medical Program let members of
the JMPRRC know that the current group of a dozen or so year-one and year-two
medical resident doctors from the Collingwood, Owen Sound and Mount Forest hospitals happened to be gathering for their end-of-year social on Wednesday,
November 20, 2019 in Thornbury.
The group meets Wednesdays for learning sessions in Collingwood, but generally organizes one or two socials per year. Thanks to the Committee’s recent appeal to ROMP, the ROMP organizer cued in that not only would the Town of The Blue Mountains appreciate an opportunity to meet the resident doctors, but that the doctors happened to have arranged a social session right in Thornbury at Axed, an axe-throwing club. Once Committee members and the administrative assistant received the message, they connected with the Mayor and Tim Hendry, Economic Development Office of the Town, and quickly arranged to extend the doctors’ social afternoon with a walk from Axed across town with a short tour of the fishway to the Thornbury Cider House for a tour of the cidery. Members of the committee met the doctors to socialize at Axed; Tim Hendry led the walking tour; Jeremy Chan, Economic Development Project Specialist, met the group at the cidery to offer gift bags from the Town with local brochures and branded toques, and the Mayor joined the group to socialize at the cidery as well.

The message to doctors was that the Town is a prime location for them to consider opening a family medicine practice (primary care) in the future. Conversations with the doctors were fruitful to determine what they are looking for in their future careers, as well as what considerations they are making to determine the locations that they will eventually settle in. The investment of the Town of this event will go a long way to shape the recommendations that the Town can put into place toward recruiting and retaining doctors in the Town of The Blue Mountains. The Mayor thanked June Porter, Sandy Macaulay, Laurel Fortin, Tim Hendry andJeremy Chan for arranging their schedules to accommodate the visit so quickly.

June Porter and Sandy Macaulay noted that they enjoyed meeting the doctors and had learned much of the doctors’ plans, pastimes and aspirations. June thanked the Mayor for taking the time to meet with the doctors. A number of the doctors had expressed interest in settling their practices eventually within this region, and June and Sandy look forward to fostering connections with the doctors and with ROMP.

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

B. Staff Reports and Deputations

B.1. Deputations, if any

None

B.2. 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.

None.
B.3. Staff Reports, if any

None.

C. Matters for Discussion

C.1 JMPRRC Deputation to Blue Mountains Economic Development Advisory Committee – June Porter (verbal update)

June Porter noted that her recent deputation to EDAC was well received by EDAC members. Several in the group were aware of the need for physicians in the Town of The Blue Mountains. June noted that the local business community has a large stake in there being primary care available for all townspeople, not only to maintain the health of the local workforce, but for their customers and future customers. She noted that residents and businesses in other similarly-sized communities have banded together to offer incentives for retaining existing doctors and recruiting new doctors. One of the attendees of the group extended an invite to June to network at a day-long Women in Wellness event in Meaford, which June attended and was able to speak with other locals about healthcare and the need for physicians in the Town of The Blue Mountains.

C.2 North East Grey Health Clinic November Board Meeting – June Porter (verbal update)

June Porter noted that the NEGHC Board had not had a meeting.

C.3 Status of Clarksburg Doctor – Sandy Macaulay (verbal update)

Sandy Macaulay noted that a family doctor (primary care physician) that is currently based in Clarksburg is in the process of moving their practice to Dundalk. Some patients may be able to follow the doctor to the Dundalk practice, and others will likely seek a new local physician, however there is already a shortage.

C.4 Physician and Student Communication Tracking – June Porter (verbal update)

The committee discussed the need to maintain a contact list for the Town of The Blue Mountains of local physicians and medical students for the purposes of physician recruitment and retention in the region. Shawn Everitt noted that if the Committee were to discuss records that contained personally identifiable information, that the Committee would hold a closed session, to protect the personal information from the public.

Moved by: Andrea Matrosovs  Seconded by: June Porter

THAT the Joint Municipal Physician Recruitment and Retention Committee maintain records with the Clerk of the Town of The Blue Mountains, through the Committee Chair, that include contact information of and history of Town and Committee communication with local physicians, visiting medical students, and physician recruitment candidates, in order that appropriate contact can be maintained, Carried
C.5  **Preparation of Committee Status Report to Council – Chair (verbal update)**

Shawn Everitt noted that pending a decision of Council, it is proposed that all Town Committees deliver regular Status Reports to Council for the purposes of identifying what progress committees are making toward their respective mandates as set out in the Committee Terms of Reference. He noted that the JMPRRC is tentatively scheduled to report Monday, December 9. All Committee members are encouraged to attend in support of their work.

Andrea Matrosovs noted that councillors would benefit from having a visual presentation to accompany the Status Report, so that information can be reviewed by councillors ahead of time and decisions or recommendations can be made quickly at Council.

Moved by: Andrea Matrosovs  
Seconded by: Sandy Macaulay

THAT June Porter, or in her absence Sandy Macaulay, deliver the Joint Municipal Physician Recruitment and Retention Committee Status Report when requested by Council, Carried

C.6  **Quarterly Review of Committee Key Messaging – Chair**

The committee reviewed Key Messaging, as agreed to review quarterly, as per July 17, 2019 Committee decision.

Moved by: June Porter  
Seconded by: Andrea Matrosovs

THAT the Joint Municipal Physician Recruitment and Retention Committee amend Key Messaging with information about Family Health Teams and Family Health Organizations, and review at the subsequent committee meeting.

AND THAT Key Messaging continue to be reviewed by Committee every quarter, Carried

C.7  **Committee Action Item and Motion Tracking – Chair**

The Committee reviewed the tracking chart, maintained by the Committee administrator, which tracks and marks progress of Committee actions and motions. Each meeting, progress will be reviewed, and completed items will be omitted from subsequent reports. This progress will be presented to Council during an upcoming Committee Status Report. Andrea Matrosovs noted the large number of checkered flags, indicating completed tasks.

Moved by: Andrea Matrosovs  
Seconded by: Sandy Macaulay

THAT the Joint Municipal Physician Recruitment and Retention Committee receive the November Action Item and Motion Tracking as presented, Carried
C.8  **Events-Opportunities-Stakeholders – Chair**

The Committee reviewed a list of events, opportunities and stakeholders relevant to the recruitment and retention of physicians. This list will establish actions for the Committee to undertake, as well as recommendations to Council and Staff in order to fulfill the Committee’s mandate as set out in the Terms of Reference.

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

THAT the Joint Municipal Physician Recruitment and Retention Committee maintain records with the Clerk of the Town of The Blue Mountains, through the Committee Chair, that include events, opportunities and stakeholders relevant to the work of the Committee, in order that appropriate actions can be taken to fulfill the Committee’s mandate, Carried

C.9  **Planning Sub-Committee – June Porter (verbal update)**

The Committee discussed striking a sub-committee to make recommendations for action toward the Committee’s mandate.

**Moved by:** Andrea Matrosovs  
**Seconded by:** June Porter

THAT the Joint Municipal Physician Recruitment and Retention Committee of June Porter and Sandy Macaulay strike a Planning Sub-Committee to meet in December, and again in early 2020, and report back with recommendations to Committee at the January 16, 2020 JMPRRC meeting;

AND THAT, pending Council approval, the sub-committee prepare content, strategy and timing for deputations to local municipalities.

AND THAT the sub-committee plan ways of representing the Town of The Blue Mountains at events such as Collingwood General and Marine Hospital Meet the Residents Day, and ROMP Week 2020;

AND THAT the sub-committee plan ways for the Town of The Blue Mountains to participate in opportunities such as the Outstanding Physician Award.

AND THAT the sub-committee recommend strategies and actions for collaborating with local stakeholders, Carried

D.  **Correspondence**

D.1  **The Blue Mountains Sustainability Advisory Committee**  
**Re Three Pillars of Sustainability**

For Committee information

D.2  **Suzanne Craig, Integrity Commissioner**  
**Re Addendum dated November 8, 2019 in response to Memorandum dated July 20, 2019 and Addendum dated July 31, 2019**
THAT this Committee does hereby receive Correspondence items D.1 to D.2 of November 21, 2019, for information, Carried

E. New and Unfinished Business

E.1 Additions to the Agenda, if any

E.1.1 Note: Item E.1.1 is minuted as the first item for discussion in the meeting.

E.1.2 Update on Grey Bruce Healthcare Funding Task Force – June Porter (verbal update)

June Porter noted that the Grey Bruce Healthcare Funding Task Force met on November 13, after being established on May 23. She noted that it is unclear the mandate or Terms of Reference of the Task Force, and whether municipal stakeholders such as the Town of The Blue Mountains will be invited to attend.

Shawn Everitt agreed to follow up to determine the mandate and Terms of Reference of the Grey Bruce Healthcare Funding Task Force.

E.2 Identified for Discussion at Forthcoming Meeting

E.2.1 January 2020: Invite the Board of the North East Grey Health Clinics to join us in an upcoming meeting to review areas of responsibility (per August 2019 JMPRRC).

E.2.2 January 2020: Review record of Physician and Student Communication Tracking (per November 2019 JMPRRC).

E.2.3 January 2020: Review updated JMPRRC Action and Motion Tracking (per November 2019 JMPRRC).

E.2.4 January 2020: Review updated JMPRRC key messaging (per November 2019 JMPRRC).

E.2.5 January 2020: Review recommendations by JMPRRC Planning Sub-committee (per November 2019 JMPRRC).

E.2.6 April 2020: Quarterly Review of JMPRRC Key Messaging (per July 2019 JMPRRC).

E.2.7 July 2020: Quarterly Review of JMPRRC Key Messaging (per July 2019 JMPRRC).

F. Notice of Meeting Dates

January 21, 2019
Town Hall, Council Chambers

G. Adjournment

THAT the Joint Municipal Physician Recruitment and Retention Committee does now adjourn at 11:50 a.m. to meet again at the call of the Chair, Carried

Joint Municipal Physician Recruitment and Retention Committee 6 Minutes