



# Committee Report

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## Joint Municipal Physician Recruitment and Retention Committee

**Meeting Date:** August 20, 2020  
**Meeting Time:** 10:00 a.m.  
**Location:** Town Hall, Council Chambers  
32 Mill Street, Thornbury, ON

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**The following are recommendations from the Joint Municipal Physician Recruitment and Retention Committee to be considered for adoption by Council**

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- [Receive Minutes \(August 20, 2020\)](#)

**Recommended (Move, second)**

THAT Council of The Town of The Blue Mountains receives The Blue Mountains Joint Municipal Physician Recruitment and Retention Committee Minutes dated August 20, 2020 as attached, for information purposes.



# Minutes

## Joint Municipal Physician Recruitment and Retention Committee

**Meeting Date:** August 20, 2020  
**Meeting Time:** 10:00 a.m.  
**Location:** Council Chamber  
**Prepared by:** Liz Saunders, Administrative Assistant, Recording Secretary

### A. Call to Order

Chair June Porter called the meeting to order at 10:03 a.m. with members Councillor Andrea Matrosovs in attendance. Staff present was Chief Administrative Officer Shawn Everitt and guest Wasaga Beach Chief Administrative Officer George Vadeboncoeur.

- **Traditional Territory Acknowledgement**

- **Approval of Agenda**

Moved by: Andrea Matrosovs

Seconded by: June Porter

THAT the Agenda of July 30, 2020 be approved as circulated, with the addition of E.1.1 Scheduling Regional Recruiter to Attend the September Committee Meeting and E.1.2 Ministry of Health Delegation Update

Matrosovs, Andrea	Yay
Porter, June	Yay
Potter, Rob	absent

The motion is 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 2019-56, 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.

None

- **Previous Minutes**

Moved by: June Porter

Seconded by: Andrea Matrosovs

THAT the Minutes of July 30, 2020 meeting be approved as revised

Matrosovs, Andrea    Yay

Porter, June            Yay

Potter, Rob             absent

The motion is Carried.

## **B. Staff Reports and Deputations**

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### **B.1. Deputations, if any**

#### **B.1.1 Town of Wasaga Beach Physician Recruitment Process, Chief Administrative Officer George Vadeboncoeur**

George Vadedoncoeur provided background regarding the Town of Wasaga Beach's Physician Recruitment Program and answered the question list provided ahead of the meeting.

The Town of Wasaga Beach (Town) identified physician recruitment as a priority as far back as 2006 with Council's approval of a Physician Recruitment Program to address the shortage of physicians within the community. The program provided funding in the amount of up to \$65,000 per physician to be used by physicians to pay for capital expenditures to establish family practices within the Town. Each physician in the program signed a memorandum of understanding with the Town agreeing to practice family medicine within the Town for a minimum of 5 years. It was also required that the majority of the participating physician's patients be residents of the Town. This program was administered by the Town and continued until 2017. In 2012 the Town stopped participating in physician recruitment events and conferences and relied on word or mouth notification of the existing program. A medical walk in clinic was established by the Town in 2018. The Physician Recruitment Program was reinstated by Council in 2019 with some modifications from the original program.

#### **Prepared Question List:**

##### **1. Were incentives considered/required to secure the recruitment of Family Physicians and if so would you be able to share any details regarding this?**

Up to \$65,000 worth of funding for capital expenditures was offered in the original program. Because of requests received from physicians, the program was modified to phase the funding out over the contract terms. The Town now budgets \$30,000 for recruitment of at least 1 physician per year. Under the new program the Town has been successful in recruiting 2 new physicians who received \$25,000 up front and then are paid the balance over the contract term.

- 2. Given the growth anticipated in your Town, we would be interested in your strategy/plans to meet the corresponding primary care needs of the anticipated increase in residential population as a result of development?**

The Town has reinstated the Physician Recruitment Program and relies heavily on word of mouth for program promotion. In this regard, it is very important to work with the local Family Health Organization (FHO) on physician recruitment efforts and incentives as physicians often reach out to the FHO of the area they are interested in relocating to. It is also important to communicate incentive programs with current physicians as they sometimes take on medical students looking to fulfill their family practice requirements and can communicate these incentives to these students.

- 3. Earlier this year, it was noted in the press that the Mayor had directed staff to focus on the recruitment of family physicians and that \$30,000 was budgeted to assist with this process. We would be interested in hearing about how you have or plan to utilize these funds? Was this a one time amount or will funds be planned for the 21/22 budget?**

The funding of \$30,000 is allotted annually for physician recruitment. If additional funding is required to provide the incentive program to more physicians in any given year, funding from a reserve fund is utilized.

- 4. Was the local medical community engaged in the physician recruitment process? If so, what role if any did the Town play in facilitating this?**

The local medical community is not actively involved in the physician recruitment process, but they are aware of the program and do assist in communicating opportunities to other physicians. Local senior family physicians have mentored younger physicians in setting up practices in the Town and becoming established. Physician to physician communication is extremely valuable and effective.

- 5. Are there any lessons learned which you feel we would benefit from knowing given your experience to date?**

Make the local Family Health Organization (FHO) aware of your physician recruitment efforts and incentives so they can communicate these to prospective physicians. Utilize current physicians to assist with communicating your programs and incentives to students and other prospective physicians.

June Porter and Councillor Matrosovs thanked George Vadeboncoeur for this presentation. George Vadeboncoeur confirmed that the \$65,000 worth of incentive funding provided to physicians is a grant and the only commitments required of the physicians are that they stay for a 5 year term and that the majority of their patients be residents of the Town. George Vadeboncoeur noted that our communities lend themselves well to retaining physicians as it is a very attractive area to live and raise a family.

## **B.2. Public Comment Period**

NOTE: In accordance with the Town Procedural By-law 2019-56 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, or matters that are a follow up to a public meeting.

None

**B.3. Staff Reports, if any**

None

**C. Matters for Discussion**

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**C.1 Geriatric Specializing Physician Recruitment**

Shawn Everitt outlined a request from members of the public that the Joint Municipal Physician Recruitment and Retention Committee consider recruiting physicians specializing in the field of geriatrics. Shawn Everitt noted that he will follow up with these members of the public and make them aware of the Committee's discussion regarding this matter. June Porter noted that, given the current demographics of the Town, physicians specializing in geriatrics would be very welcomed additions.

Moved by: June Porter

Seconded by: Andrea Matrosovs

THAT the Joint Municipal Physician Recruitment and Retention Committee revise the Health Force Ontario job advertisement for physician recruitment opportunities to include physicians with a specialization in geriatrics

Matrosovs, Andrea	Yay
Porter, June	Yay
Potter, Rob	absent

The motion is Carried.

Moved by: June Porter

Seconded by: Andrea Matrosovs

THAT the Joint Municipal Physician Recruitment and Retention Committee write to the Chiefs of Staffs of the Collingwood and Owen Sound Hospitals advising that the Committee have received a request from the public regarding geriatric specializing physician recruitment and inquire as to what these hospitals have available and what efforts are being made in that respect

Matrosovs, Andrea	Yay
Porter, June	Yay
Potter, Rob	absent

The motion is Carried.

**C.2 Update North East Grey Health Clinic (Verbal Update)**

June Porter noted that the North East Grey Health Clinic's next board meeting is scheduled for September 8, 2020. June Porter also noted that the North East Grey Health Clinic website is no longer active and that website modifications will be based on the regional direction of the Joint Municipal Physician Recruitment and Retention Committee.

### **C.3 Update Grey County Health Care Funding Task Force and Deputation (Verbal Update)**

June Porter noted that she follows up with the task force monthly but no update is available at this time.

### **C.4 Review JMPRRRC Action and Motion Tracking**

June Porter provided an update regarding Action Item 17: Municipal Deputations noting that the Deputy Mayor of the Municipality of Meaford will be attending the Committee's September meeting as a guest and that no decision has been made regarding the Municipality of Meaford joining the Committee.

June Porter noted that Action Item 43: Scheduling Regional Recruiter to Attend the September Committee Meeting will be addressed under Agenda Item E.1.1.

Moved by: June Porter

Seconded by: Andrea Matrosovs

THAT the Joint Municipal Physician Recruitment and Retention Committee receive the August 2020 Action Item and Motion tracking as presented

Matrosovs, Andrea	Yay
Porter, June	Yay
Potter, Rob	absent
The motion is Carried.	

## **D. Correspondence**

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None

## **E. New and Unfinished Business**

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### **E.1 Additions to the Agenda**

#### **E.1.1 Scheduling Regional Recruiter to Attend the September Committee Meeting**

June Porter noted that regional physician recruiter, David Gravelle, has been scheduled to attend the September Committee meeting to speak about the benefits of a regional recruitment effort and the Canadian Association of Physician Recruiters. June Porter requested that if Committee members have specific questions for David Gravelle, that these questions, as well as any focus topics, be provided ahead of the meeting.

Moved by: June Porter

Seconded by: Andrea Matrosovs

THAT the Joint Municipal Physician Recruitment and Retention Committee extend an invitation to Regional Physician Recruiter, David Gravelle, to attend the Committee's

September 17, 2020 meeting for the purposes of providing a presentation regarding regional physician recruitment

Matrosovs, Andrea	Yay
Porter, June	Yay
Potter, Rob	absent

The motion is Carried.

### **E.1.2 Ministry of Health Delegation Update**

Councillor Andrea Matrosovs provided an update regarding the Town of The Blue Mountains' delegation made to the Provincial Ministry of Health at the Association of Municipalities of Ontario (AMO) conference. Councillor Matrosovs noted that the delegation was made directly to the Minister of Health Christine Elliott.

Councillor Matrosovs identified to the Minister, that although the Province has identified the Town of The Blue Mountains as being an area of high physician need, the Family Health Organization (FHO) for The Blue Mountains is located in Collingwood which is not considered an area of high physician need. This issue could skew the perspective of the relative need for physicians in our area and negatively impact the resource allocation to our FHO.

Councillor Matrosovs updated the Minister on the regional efforts being made through the development of the Joint Municipal Physician Recruitment and Retention Committee and noted that the neighbouring municipalities of Grey Highlands, Meaford, Clearview, and Wasaga Beach are all identified as areas of high physician need.

Councillor Matrosovs noted to the Minister that the Town of The Blue Mountains has a stand alone, fully funded health facility managed by community members with capacity to accommodate additional, much needed, health care practitioners. The Minister was also presented examples of two physicians who were familiar with the area and interested in practicing in the area but who ended up with assignments outside the province.

Support was requested from the Minister of Health for rural municipalities struggling to complete with larger urban areas with greater ability to provide incentives to attract physicians. Councillor Matrosovs requested that the Minister encourage the existing Family Health Teams in our area to expand their network to include more positions for that team in our existing medical facility in ourTown. The Minister could also consider allowing The Blue Mountains to develop our own Family Health Team governed by local physicians, community members in our existing medical facility.

Shawn Everitt noted that follow up from the Town's delegation to the Ministry of Health is expected within the next month and that this follow up will be received by the Joint Municipal Physician Recruitment and Retention Committee as correspondence. Shawn Everitt also noted that a request was made that all Ministers who received delegations visit the Town of The Blue Mountains and that this request was well received. Shawn Everitt noted that the Committee will be notified if the invitation is accepted by the

Minister of Health, or members of her staff, so that the Committee can participate in the visit.

George Vadeboncoeur noted that although Wasaga Beach and the Town of The Blue Mountains are considered areas of high physician need, the local Family Health Organization (FHO) is located in Collingwood, which is not considered an area of high physician need. As such, the FHO in Collingwood is designated as being full and physicians are not able to join. This situation is causing some physicians to look elsewhere for available FHO to join and is an area where the Ministry of Health could consider addressing to assist municipalities in our area.

June Porter noted that there is a FHO in The Blue Mountains and Meaford, but some physicians are purchasing practices of retiring physicians if they cannot or elect not to join the FHO in Collingwood. Councillor Matrosovs noted that the City of Owen Sound is also listed as an area of high physician need and that the Town of The Blue Mountains is uniquely positioned with regards to boarding various different health care facilities.

## **F. Notice of Meeting Dates**

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September 17, 2020  
Town Hall, Council Chambers

## **G. Adjournment**

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Moved by: June Porter

Seconded by: Andrea Matrosovs

THAT the Joint Municipal Physician Recruitment and Retention Committee does now adjourn at 10:59 a.m. to meet again at the call of the Chair

Matrosovs, Andrea	Yay
Porter, June	Yay
Potter, Rob	absent
The motion is Carried.	