The report of the Town of South Bruce Peninsula Physician Recruitment and Retention Committee meeting held Tuesday, May 18, 2010 at 6:00 p.m. in the Boardroom of the Bruce Peninsula Detachment of the Ontario Provincial Police.

Present: Councillor Dan Kerr
Mary Lynn Standen
Gena Van Dorp
Sandy Freeman
Ann Schneider
Helen Thomson (Sauble FHT)
John Golanch (Sauble FHT)

1. Call to Order

THAT this meeting be called to order at 6:02 p.m.

2. Approval of Agenda

Councillor Kerr inquired whether there were any additions to the agenda. He asked that the following items be approved for discussion: 1) Meeting with Murray Elston; 2) Contribution from Larry Miller, MP. The agenda was then approved with these additional topics already noted within Correspondence.

Moved by S. Freeman
Seconded by H. Thomson

THAT the agenda as circulated and the aforementioned additions be approved.

Carried

3. Adoption of Minutes

Moved by H. Thomson
Seconded by A. Schneider

THAT the minutes of the April 20, 2010 Committee meeting be adopted as circulated.

Carried

4. Delegation

a) Mr. Brian Tibbet, Health Force Ontario

Councillor Kerr introduced Mr. Tibbet noting that he first met Mr. Tibbet at the Ontario Small Urban Municipalities (OSUM) recently and felt that Mr. Tibbet's knowledge and
expertise would be beneficial to share with the Committee. He outlined Mr. Tibbet's background.

Mr. Tibbet spoke to the matters of doctor recruitment/retention, MHLTC funding, HFO role, expectations of potential physicians, job fairs, database availability, foreign trained doctor regulations, potential contacts at SWomen and universities, etc. noted briefly as follows:

- MHLTC set up Health Force Ontario (HFO) to assist with recruitment;
- HFO offers assistance with locum and emergency programs such as the Ontario Physician Locum Program (OPLP);
- Such programs are not permanent solutions; however, offer assistance in the time of need;
- Needs of various communities vary;
- Difference for locums – fee for service versus rostering;
- Potential benefits such as vacation pay and continuing education;
- Importance of work-life balance;
- Gender mix of graduating physicians;
- Importance of the provisions of features such as spousal employment, administrative support, turn key operations, on line billing, electronic recordkeeping, geographic location, educational opportunities for families;
- May purchase database of physicians for recruitment purposes;
- Recommended forwarding letters to new graduates (keeping the message simple in bullet form);
- Attendance at job fairs – remember to identify your community in a special memorable way;
- Hoping to establish a strategy with UWO to retain physician recruits within Southwestern Ontario;
- Target grads – not migrating practicing physicians from other communities;
- HFO is tracking Canadian doctors practicing in the US, also recruiting interprovincially;
- Importance of marketing your community;
- Four pathways for foreign trained physicians – contact: Ellen Bruce;
- SWomen – contact: Laurie Roberts;
- RIO Index for South Bruce Peninsula - $81,000/per physician;
- Opportunity to negotiate Return of Service (ROS) agreement;
- Availability of CPSO website;
- Database cost can be as low as ten (10) cents per name;
- UWO contact: Sharon Storey;
- Recommending obtaining contact names for McMaster and U of T medical schools;
- Suggested utilizing the Canadian Medical Directory;
- Noted that the average resident owes $130,000 at graduation;
Several Committee members were given the opportunity to pose questions to Mr. Tibbet following that, Mr. Tibbet was thanked for his presentation and left the meeting.

5. Business Arising from Minutes

Nil

6. Correspondence

a) Letter from Murray Elston

Councillor Kerr stated that a meeting has been scheduled for May 27, 2010 at the BP Visitor Centre. He noted that the Mayor, CAO, Mr. Paul Shirley and himself will be attending.

b) Cheque from Larry Miller, MP

Councillor Kerr advised that Larry Miller recently hosted a meeting in Wiarton and that the proceeds from that will be dispersed to the local Doctor Recruitment Committees. He noted that the amount being received is/was $250.00. As well, he noted that a cheque for $900.00 was received from the Sauble Family Health Team.

7. Unfinished Business

a) Welcome Dinner for Drs. Daniel Lothstein and Roddy Caulfeild

Councillor Kerr thanked everyone instrumental in the planning and orchestration of the recent welcome dinner hosted by the Van Dorp family. The Secretary was asked to inquire from Ken Fenwick whether sufficient monies had been collected from the Committee members to cover the cost of the refreshments.

b) Community Breakfast for Drs. Van Dorp, Lothstein and Caulfeild

In the absence of Mrs. Lipka, no update was available. Councillor Kerr indicated that he will contact Mrs. Lipka in this regard.

c) Town of South Bruce Peninsular website – www.brucemdi.ca

Mrs. Standen advised that she was aware that Mr. Shirley had been speaking with Matt Standen in regards to this matter; however, she was not sure of the outcome of that conversation.
d) **New promotional brochure**

Mrs. Standen noted that the design of the new promotional brochure is dependent on the proposed new website.

8. **Other Business**

a) **Letter of Support**

Councillor Kerr advised that Mrs. Lipka is submitting an application seeking funds for the beautification of the exterior of the Sauble Health Clinic. He asked the Secretary to prepare a letter of support to include with the funding application.

b) **Fundraising**

Councillor Kerr advised that Mr. Shirley has been in contact with the local Rotary Club with respect to a presentation on behalf of this Committee. He noted that a standard fundraising letter is in place, as well.

c) **Miscellaneous**

It was recommended that discussion on a marketing/recruitment strategy be placed on the next Committee meeting agenda.

Discussion ensued with respect to potential physicians who may be considering our community. It was recommended that Committee members having discussion with such physicians are to be sure that Diane Austin, GBHS, is contacted to ensure credential verification.

9. **Adjournment**

There being no further discussion or business to address, it was

Moved by S. Freeman
Seconded by H. Thomson

THAT this meeting does now adjourn at 7:25 p.m.

Carried

10. **Next meeting:**

Tuesday, June 15, 2010 at 6:00 p.m. @ OPP Boardroom