

# Ingersoll Physician Recruitment Committee

## Minutes

Monday November 30, 2020 - 6pm

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Notice: This meeting was held virtually and was not recorded. Any member of the public wishing to view future virtual meetings may contact [business@ingersoll.ca](mailto:business@ingersoll.ca) for a link to the Zoom meeting.

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### Attendance:

Sandy Jansen	Present
Jay Taylor	Joined at 6:50 – Left at 7:50
Stephanie Nevins	Present
Melanie Everets-Rodrigues	Present
George Rodrigues	Present
Fred Freeman – Deputy Mayor	Present – Left at 7:30
Kristy Van Kooten-Bossence – Councillor	Present
Rick Eus – Councillor	Present
Curtis Tighe – Staff	Present

### Guests:

Jane Tillman

1. Call to order / Introductions
2. Approval of agenda  
THAT the agenda for the November 30, 2020 meeting of the Ingersoll Physician Recruitment Committee be approved as presented.  
Moved by: Sandy Jansen      Seconded by: Kristy Van Kooten-Bossence      Carried
3. Approval of minutes – N/A
4. Business arising from the minutes – N/A
5. Presentation by Jane Tillman – Health Force Ontario
  - Jane provided an overview of the requirements for physician recruitment for the Town and an overview of the support that Health Force Ontario provides communities
  - Presentation attached to the minutes
6. Election of Chair
  - Staff called for nominations or volunteers for the position on two occasions without interest from committee members
  - Item will be deferred to the next meeting

7. New Business

a) Terms of Reference Review

- The committee members reviewed the terms of reference

b) Update from Oxford County Physician Recruitment Committee

- The committee received the update from staff, Stephanie and Jay
- There was discussion regarding whether physician recruitment should be Town function, a County function, or both

c) Activities and Ideas

- The committee determined that attracting new grads should be the focus and Jay will be attending a virtual event at Western on behalf of the committee
- The committee determined a need to develop an inventory of the current opportunities for physicians, a projection of future needs and opportunities, and any projected costs associated with creating new space for physicians
- The committee briefly discussed incentives to be offered and the need for a part-time recruiter

d) Budget Discussion

BE IT RESOLVED THAT the Ingersoll Physician Recruitment Committee requests a 2021 budget allocation of \$15,000 for the development of marketing materials, attendance of trade fairs (virtual or in person) and other physician recruitment efforts.

Moved, Stephanie Nevins, Seconded by Melanie Everets-Rodrigues; Carried

e) Round Table and General Discussion

- The group discussed a joint meeting with the Tillsonburg Physician Recruitment Committee

8. Next Meeting – January 13<sup>th</sup> 6-8pm via Zoom Meeting

9. Adjournment

THAT the November 30<sup>th</sup>, 2020 meeting of the Ingersoll Physician Recruitment Committee be adjourned.

Moved by: Melanie Everets-Rodrigues

# Family Physician Recruitment and Retention

Ingersoll Physician Recruitment Committee

JANE TILLMANN, REGIONAL ADVISOR

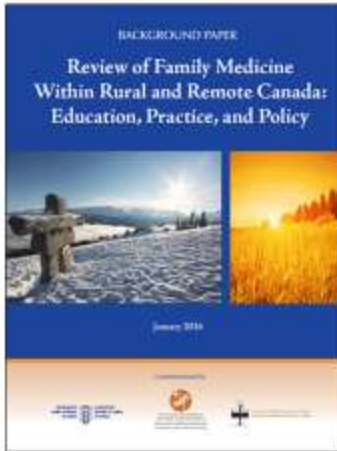
NOVEMBER 30, 2020



## Family Physician Recruitment and Retention

- Recruiting to Rural and Small Communities
- Primary Care in Ingersoll/Oxford County
- Best Practices

## Rural/Remote Recruitment



- Focused literature review
- Medical school survey
- MD interviews re: rural choice
- Best Recruitment and Retention practices from:
  - community perspectives
  - government perspectives
  - Federal funded projects

[www.cfpc.ca/arfm](http://www.cfpc.ca/arfm)

## What are New Family Physicians Looking For?

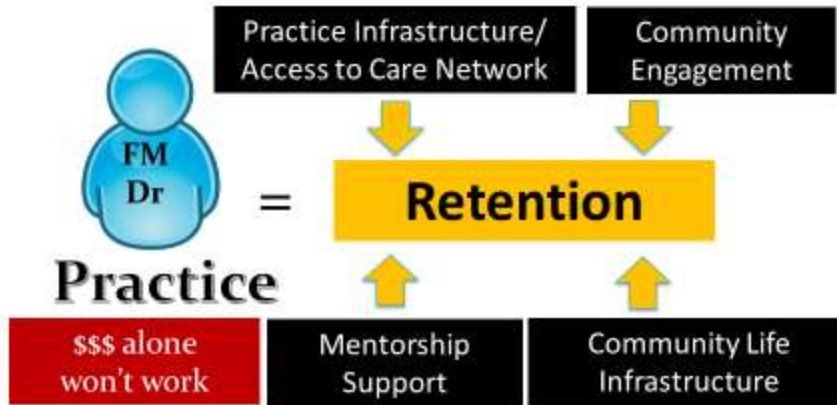
A Survey of Family Medicine Residents exiting training 2016/2017  
(561 from Ontario)

Regional differences in where and how family medicine residents intend to practise:  
a cross-sectional survey analysis

<http://cmajopen.ca/content/7/1/E124.full?sid=6be4c650-5328-4abc-a518-b98e73732b32>

- 35.5% grew up in a small or rural/remote town
- Practice Type:
  - Focused Practice 40.3%
  - Comprehensive Care 78%
  - Solo Practice 4.5%
  - **Team Based** 93.7%
  - Teaching 67%
- Practice Setting
  - ED 34.8%
  - In Hospital 56.7%
  - Vulnerable Population 31.9%
  - Rural Populations 45.2%

# What Are New Physicians Looking For?



## Primary Care - Oxford OHT

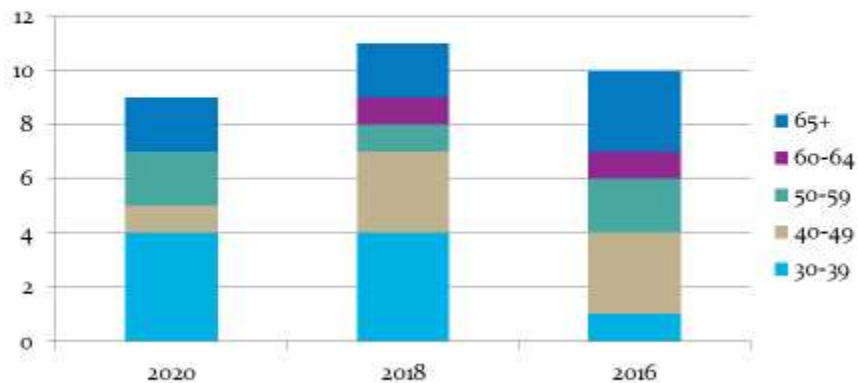
	Ingersoll	Oxford OHT
# Family Physicians	9	55
# Family Physicians with team based care	0	19
# NPs NPLC	3.5	3.5
# NPs OACHC	0	2
<b>Total Primary Care Providers</b>	<b>12.5</b>	<b>60.5</b>

## What is the need for Additional Family Physicians?

	Oxford*	Ingersoll
Population	116,890	13,810
# FPs with a family practice	60	9
# NPs	3.5	3.5
# Residents Rostered to a PEM physician	95,660	11,310**
# Enrolled to NPLC and CHC	3,497	1,060
Estimated Population without a primary care provider	17,733	1,440
Estimated # of additional FPs needed	11	1

## Aging of Family Physicians

Ingersoll Family Physicians



## Ingersoll Family Physician Recruitment

PRO	CON
All physicians practice in one FHO	There is no affiliated team care
Number unrostered in <b>Ingersoll</b> equivalent to 1 full time physician (1300 patients)	Many residents may have physicians out of town that would like one in town
	Ingersoll serves surrounding communities including SW Oxford, Zorra with an additional 1,946 unrostered residents
	Dr. Kirk's patient roster may be in addition to this
Younger aged physicians have recently established practices	2 physicians >65 practicing – retirement risk
Location close to London	Woodstock is also in need of physicians
New Physician Recruitment Committee interested in helping with recruitment	No recruiter, neighbouring communities have paid physician recruiters
Most physicians co located in hospital	Is there room to add additional physicians?

## Family Physician Recruitment

### Wingham and Listowel

Shared recruitment efforts with 1 paid recruiter funded by multiple municipalities that depend on Wingham and Listowel for primary and hospital care

<http://www.docs2wingham.com/Default.aspx?cid=55&lang=1>

### Elgin County

Paid recruiter funded by the county supports all communities with physicians

### Quinte West

Well developed website, recruitment platform

<https://docsbythebay.ca/>

## Next Steps - Ingersoll

- Determine goals
  - Partners
  - Funding allocation
  - Short term/long term
- Research
  - Successful strategies
  - Current Barriers
  - Facilities
  - Oxford and Area OHT
  - Primary Care Options
    - Virtual
    - Alternate providers
    - Team care expansion
    - Specialist/hospital support

