



Committee Report

Joint Municipal Physician Recruitment and Retention Committee Report

Meeting Date: September 19, 2019
Meeting Time: 10:00 a.m.
Location: Town Hall, Council Chambers
32 Mill Street, Thornbury, ON

Joint Municipal Physician Recruitment and Retention Committee Recommendations

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

- [Receive Minutes \(September 19, 2019\)](#)

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 September 19, 2019 as attached, for information purposes.



Minutes

Joint Municipal Physician Recruitment and Retention Committee

Meeting Date: September 19, 2019
Meeting Time: 10:00 a.m. – 12:00 p.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 all members in attendance.

Also in attendance Chief Administrative Officer Shawn Everitt, Deputy Treasurer/Manager of Accounting and Budgets Sam Dinsmore, Administrative Assistant Corporate Initiatives Laurel Fortin.

Chair June Porter congratulated Karen Hilgendorf on her upcoming retirement and welcomed Laurel Fortin who will be transitioning committee duties from Karen.

▪ Approval of Agenda

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

THAT the Agenda of September 19, 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, Sustainability Committee Members must file a written statement of the interest and its general nature with the Clerk for inclusion on the Registry.

None declared

▪ Previous Minutes

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

THAT the Minutes of August 15, 2019 be approved as circulated, including any revisions to be made, Carried

B. Staff Reports and Deputations

B.1 Deputations

No deputations

B.2 Public Comment

No public comments

B.3 Staff Reports

FAF.19.153 – 2020-2022 Budget – Joint Municipal Physician Recruitment & Retention Committee

Deputy Treasurer/Manager of Accounting and Budgets Sam Dinsmore outlined the process for the Committee to request budgetary items for the 2020 budget and forecast for 2021-2022.

Committee Member Sandy Macaulay noted that other rural communities have offered financial incentives for physicians to locate to their communities. An average incentive of \$200,000 is a benchmark. There is a need for six physicians in The Town of the Blue Mountains.

Chair June Porter noted that the services of a recruiter would have to be vetted by Town Human Resources. She and Sandra have begun to prepare a draft job description.

Sam Dinsmore advised a draft job description would be needed for Council to endorse the position.

CAO Shawn Everitt noted that budget requests to Council would be reviewed over the next several months and if passed would come into effect in April 2020. He estimated that if the services of a recruiter were approved through the budget, the timing for the recruiter to begin would be approximately July 2020. Through a recruitment process, physicians could potentially arrive in 2021, meaning some related incentive costs might not be incurred until 2021 or beyond.

Sandy Macaulay noted that July is a key recruiting period when residents graduate and secure positions.

Councillor Rob Potter noted that having new physicians in place in 2021 would be great.

Shawn Everitt noted that the name of the Committee would need to be reviewed once response is received from neighbouring municipalities, to determine if the Committee continues on as Joint.

Sam Dinsmore exited the meeting at 10:30 a.m.

Moved by: Andrea Matrosovs Seconded by: Sandy Macaulay

THAT an ad-hoc budget sub-committee be formed of June Porter, Andrea Matrosovs, the CAO and required Town staff to cost a budget for physician recruitment for review at the October 17, 2019 Committee meeting, Carried

C. Matters for Discussion

C.1 Terms of Reference - Draft 4

Members reviewed the draft Terms of Reference.

Moved by: Rob Potter Seconded by: Sandy Macaulay

THAT staff amend the Terms of Reference to be consistent with those of other Town committees, circulate the updated version to committee members electronically for review, Carried

C.2 Discussion on how to strengthen relationship with local physicians regarding precepting clerks and residents.

Sandy Macaulay noted that unfortunately several doctors in Thornbury are unable to accept clerks and resident doctors due to teaching restrictions or concerns about their available time. Given that clerking and residencies are common ways for student doctors to be exposed to a community, there are fewer than average opportunities for Thornbury to be exposed to student doctors. She is unaware of the status of doctors in surrounding communities, such as Clarksburg, taking on clerks or residents. She noted that the clinics in Thornbury and Clarksburg have adequate amenities and space for potential doctors and residents to work.

C.3 Initiate and establish working relationships with the Chamber of Commerce and other Community Leaders

June Porter asked staff about opportunities for the Committee to network via existing Town relationships with other community groups.

Shawn Everitt noted that there are no formal working relationships.

June Porter noted she would connect with North East Grey Health regarding opportunities for presence.

Rob Potter noted a travelling roadshow could be a means of sharing and gathering information. A community isn't sustainable without healthcare.

Andrea Matrosovs noted that once the budget is passed in 2020, the Committee will know how much funding is available for endeavours.

Shawn Everitt suggested a video could be produced to recruit physicians and could be shared among the community, at a cost of \$5,000-\$6,000, to be costed out by the finance sub-committee as part of the budget.

C.4 Deputation to Economic Development Advisory Committee

Members discussed sharing ideas with the Economic Development Advisory Committee.

Moved by: Andrea Matrosovs Seconded by: Sandy Macaulay

THAT staff formally ask that June Porter and/or Sandy Macaulay and one member of Council membership make a deputation to the Economic Development Advisory Committee (EDAC) regarding ideas to recruit and retain physicians, at an upcoming EDAC meeting, Carried.

Shawn Everitt noted that the next meeting of the EDAC would be October 16 and presentations would be due the week prior.

June Porter and Sandra Macaulay noted they would circulate their deputation to committee members electronically for review and approval prior to submitting it to the Economic Development Advisory Committee.

C.5 Update on upcoming meetings regarding healthcare in Grey County and the Town of The Blue Mountains

June Porter noted that the Grey Bruce Healthcare Task Force meets monthly. She would circulate minutes for review. She noted that Grey County was recruiting nurse practitioners and physician assistants – for example in Meaford. She advised against physician assistants locally at this time as they require physician oversight, which is not readily available here. Nurse practitioners are not able to bill OHIP directly.

D. Correspondence

None

E. New and Unfinished Business

E.1 Additions to the Agenda

None

E.2 Items Identified for Discussion at the Next Meeting

Michelle Hunter of the Rural Ontario Medical Program (ROMP) hopes to attend a subsequent meeting of the committee. June Porter will circulate questions to ask.

F. Notice of Meeting Dates

October 17, 2019
Town Hall, Council Chambers

G. Adjournment

Moved by: Andrea Matrosovs

Seconded by:

Sandy Macaulay

THAT the Joint Municipal Physician Recruitment and Retention Committee does now adjourn at 11:20 a.m. to meet again at the call of the Chair, Carried