

Joint Municipal Physician Recruitment and Retention Committee - Key Messaging

The Town of The Blue Mountains' has a very urgent need to recruit and retain Family Physicians:

- We as a community need to make The Town of The Blue Mountains 'Physicians' Rural Community of Choice'
- It takes a community to recruit a Family Physician and their family, partner etc.
- Recruit 5+ Family Physicians for:
 - 5 Doctors for Community growth and upcoming retirements
 - 1 - 2 Family Physicians for orphaned patients
 - Additional long term care (nursing home beds) needs a Family Physician on call 24/7
 - PLUS for every 500 new dwellings, 1.5 Family Physicians are needed, development charges do not support the recruitment of new physician
 - Family Physicians' practices have averaging a size of 2-3,000 patients, however, now are averaging 1,000 patients
- Support our local Family Physicians' key leadership role in supporting Family Physician residents and medical students in experiencing rural medicine in our community
- Active engagement of our stakeholders
- Competition from neighbouring areas is 'Fierce'

Importance of Family Physicians

1. Family Physicians provide day-to-day healthcare.
2. Act as the first contact and principal point of continuing care for patients within our healthcare system, and coordinates secondary specialist care their patients may need.
3. One in five Emergency Department visits occur from lack of access to a Family Physician

Definitions:

CaRMS: The Canadian Resident Matching Service is a national, independent, not-for-profit, fee-for-service organization that provides a fair, objective and transparent application and matching service for medical residency training across all provinces in Canada.

CASPR: The Canadian Association of Staff Physician Recruiters is a professional organization from across Canada whose members primary role is to recruit physicians for their communities, local hospitals and other healthcare organizations.

Clerkship: Clerkship comprises the last two years of the four-year MD Program. Clerkship is an integrated learning experience that enables the medical student to further develop their knowledge, skills and professional attitudes introduced in pre-clerkship, as they learn to care for patients effectively, efficiently and humanely. This is achieved through practical application in clinical settings as part of a health care team. As a clerk, they learn to master patient care, both in hospital and at community-based clinics and doctors' offices.

PGY: These letters are short for postgraduate year, refers to a North American numerical scheme denoting the progress of postgraduate dental, medicine, podiatry or pharmacy residents in their residency programs. It is used to stratify responsibility in most training programs and to determine salary

PGY-1: The first year of Family Medicine graduate training (residency) after completion of the formal 4 yr of medical school.

PGY-2: The second year of Family Medicine graduate training (residency) after completion of the first (PGY 1)

PGY 3: The Enhanced Skills program is an optional 3rd year (residency) and offers curriculum-based clinical teaching at the third-year resident level focused on the needs of patient populations. These programs are accredited by the College of Family Physicians of Canada. Graduates from the Enhanced Skills program practice comprehensive family medicine and act as a resource to their patients and colleagues in their area of enhanced training.

Enhanced Fee-For-Service Models:¹

The Comprehensive Care Model and Family Health Group model physicians are compensated primarily through FFS but are also eligible for specific bonuses and premiums based on patient enrolment.

Comprehensive Care Model (CCM): is for solo physicians who commit to provide comprehensive primary health care and a block of after-hours services each week to their enrolled patients.

Family Health Organization (FHO): Is a fee for service primary care payment model

¹ If you would like additional information about or to register into one of the Enhanced-FFS Models, please contact a program analyst at primarycareinquiries@ontario.ca.

Family Health Team (FHT): Family Health Teams are primary health care organizations that include a team of family physicians, nurse practitioners, registered nurses, social workers, dietitians, and other professionals who work together to provide primary health care for their community. They ensure that people receive the care they need in their communities, as each team is set-up based on local health and community needs. <http://www.health.gov.on.ca/en/pro/programs/fht/>

LHIN: Local Health Integration Network - we are in the South West LHIN, <http://www.southwesthin.on.ca/> our neighbouring LHIN is North Simcoe Muskoka LHIN, <http://nsmlhin.on.ca>

MoHLTC: Ministry of Health and Long Term Care

Nurse Practitioner: also known as Registered Nurses in the extended class, are registered nurses who have met additional education, experience and exam requirements set by the College. They are authorized to diagnose, order and interpret diagnostic tests except MRIs, and prescribe medication and other treatment. They are currently not able to bill OHIP

OHIP: Ontario Health Insurance Plan

OHT: Ontario Health Team - new initiative by the Ontario PC government

Family Health Group (FHG): is offered to groups of three or more physicians to provide comprehensive primary health care and after-hours services to their enrolled/assigned patients.

ROMP: The Rural Ontario Medical Program coordinates medical rotations for future physicians from the six medical universities in Ontario. Located in South-Central Ontario, their mission is to alleviate the burden on communities caused by the national-wide physicians distribution problem and create learning opportunities outside the academic centres and into communities.