



Hamilton

PHYSICIAN RECRUITMENT & RETENTION COMMITTEE MINUTES 17-001

**Tuesday, September 12, 2017
10:30 a.m.**

**Room 816, Hamilton City Hall
71 Main Street West, Hamilton**

Present: Councillor T. Whitehead (Chair)
Dr. D. DiValentino (Vice Chair)
Councillors S. Merulla and D. Conley; and K. Loomis

**Absent with
Regrets:** Mayor F. Eisenberger – City Business
Dr. Sarah Kinzie - Personal

Also in Attendance: Dr. Brittany Julian

THE FOLLOWING ITEMS WERE REFERRED TO THE BOARD OF HEALTH FOR CONSIDERATION:

1. Annual Report (Item 8.1)

(i) Key Performance Indicators and Current Statistics (Item 8.1 (i))

(Loomis/DiValentino)

- (a) That the Key Performance Indicators and Current Statistics (July 31, 2017), be received.

CARRIED

(Merulla/Conley)

- (b) WHEREAS, the current model utilized for the training of family medicine residents in Ontario is primarily a Family Health Organization (FHO) / Family Health Team (FHT) model;

WHEREAS, this model is unavailable to physicians upon graduation in Ontario, except if an existing practice is assumed by a new graduate or in designated areas of high need; and,

WHEREAS, there is a demonstrated need for an increased number of physicians in a number of Hamilton communities;

THEREFORE BE IT RESOLVED:

- (a) That the Mayor send a letter to request that the Ministry of Health and Long-Term Care allow the entry of new graduates into the Family Health Organization/Family Health Team for the purpose of addressing the shortage of physicians in our community and for the purpose of expanding the offering of Family Health Team services to all Hamilton patients, as recommended by the Price Report and endorsed by the then Federal Minister of Health, Jane Philpott at the Canadian Medical Association (CMA) meeting in August, 2017; and,
- (b) That the Director, Physician Recruitment, schedule a meeting with Mayor Eisenberger, Dr. Eric Hoskins, Minister of Health and Long-Term Care, Donna Cripps, CEO of the Hamilton Niagara Haldimand Brant Local Health Integration Network, and Councillor T. Whitehead, Chair of the Physician Recruitment and Retention Steering Committee, to discuss the issue detailed in the letters to the Ministry of Health and Long-Term Care.

CARRIED

(ii) Budget and Cash Flow (Item 8.1 (ii))

(Merulla/Conley)

That the Budget (June 30, 2017) and Cash Flow (December 1, 2016 – November 30, 2017), be received.

CARRIED

(iii) Conference, Event and Presentation Report – Summary (Item 8.1 (iii))

(Merulla/Conley)

That the Conference, Event and Presentation Report – Summary (December 2016 – November 2017), be received.

CARRIED

2. Questionnaire/Survey of Hamilton Doctors (Item 8.2)

(Merulla/Conley)

That the Summary of Survey Results of Hamilton Doctors (January 2017), be received.

CARRIED

3. Co-location of Solo Family Practices in the Family Health Organization (Item 8.3)

(Merulla/Loomis)

That the verbal update by Jane Walker respecting the Co-location of Solo Family Practices in the Family Health Organization, be received.

CARRIED

4. Steering Committee Terms of Reference (Item 8.4)

(Merulla/Conley)

That the Physician Recruitment and Retention Steering Committee Terms of Reference, be amended as follows:

- Addition of a representative member who is a new physician practicing in Hamilton within five years of their graduation from residency
- Change in quorum from four to five members
- Change “Legislative Assistant” to “Legislative Coordinator”

CARRIED

5. Contract Renewal for Physician Recruitment Specialist (Item 12.1)

(Merulla/Conley)

(a) That the Terms and Conditions of Employment for the Director, Physician Recruitment contract between Jane Walker (the Employee) and the City of Hamilton, Hamilton Academy of Medicine and the Hamilton Chamber of Commerce (collectively the Employer), be approved; and,

(b) That the Terms and Conditions of Employment for the Director, Physician Recruitment contract remain confidential.

CARRIED

FOR THE INFORMATION OF COMMITTEE:

(a) APPROVAL OF AGENDA (Item 1)

(Merulla/Conley)

That the agenda for the September 12, 2017 meeting of the Physician Recruitment and Retention Committee be approved, as presented.

CARRIED

(b) DECLARATIONS OF INTEREST (Item 2)

None.

(c) APPROVAL OF MINUTES OF PREVIOUS MEETING (Item 3)

(i) June 28, 2016 (Item 3.1)

(Loomis/Conley)

That the Minutes of the June 28, 2016 meeting of the Physician Recruitment & Retention Sub-Committee be approved, as presented.

CARRIED

(d) CONSENT ITEMS (Item 5)

(i) Working Group Minutes (Item 5.1)

(Merulla/Loomis)

That the Minutes for the September 27, 2016 meeting of the Working Group be approved, as presented.

CARRIED

(e) DISCUSSION ITEMS (Item 8)

(i) Annual Report (Item 8.1 (i-iii))

Jane Walker, Physician Recruitment Specialist, addressed the Committee regarding the Key Performance Indicators and Current Statistics, Budget and Cash Flow, and Conference, Event and Presentation Report – Summary.

The report included, but was not limited to, the following:

- 2017 Year To Date:
 - 46 New Contacts
 - 22 New Recruits – 17 permanent and 5 locum
 - Total Family Physicians is 343
- Comparisons of actual number of physicians in the community versus the Ministry of Health's (MOH) doctor to population ratio:
 - MOH ratio is 1:389
 - Hamilton's ratio is 1:313
 - Shortage of 76 Doctors across the community

For disposition of this matter, see Item 1.

(ii) Co-location of Solo Family Practices in the Family Health Organization (Item 8.3)

Jane Walker, Physician Recruitment Specialist, addressed the Committee respecting the Co-location of Solo Family Practices in the Family Health Organization, and advised that after discussions with staff it was deemed not to be of value to the Board of Health to advocate for additional funding for the co-location of solo family practices.

For disposition of this matter, see Item 3.

(f) GENERAL INFORMATION/OTHER BUSINESS (Item 11)

(i) Outstanding Business List (Item 11.1)

(Loomis/Conley)

That the following changes to the Outstanding Business List, be approved:

(i) Items to be Removed:

Item "A" – Questionnaire / Survey of Hamilton Doctors
(Addressed as Item 8.2)

Item "B" – Co-location of Solo Family Practices in the Family Health Organization
(Addressed as Item 8.3)

Item "C" – Contract Renewal for Physician Recruitment Specialist

(a) Negotiate New Contract
(Addressed as Item 12.1)

(b) Report back to Working Group on how Halton Region funds their Physician Recruiter as a staff position
(Addressed as Item 5.1 (5.2.2))

CARRIED

(g) PRIVATE AND CONFIDENTIAL (Item 12)

(i) Contract Renewal for Physician Recruitment Specialist (Item 12.1)

As the Physician Recruitment and Retention Steering Committee determined that no discussion respecting the Contract Renewal for Physician Recruitment Specialist was required, the Contract was approved in Open Session.

For disposition of this matter, please refer to Item 5.

(h) ADJOURNMENT (Item 13)

(Merulla/Loomis)

That there being no further business, the Physician Recruitment & Retention Steering Committee meeting be adjourned at 11:11 a.m.

CARRIED

Respectfully Submitted,

Councillor T. Whitehead, Chair
Physician Recruitment &
Retention Committee

Lisa Chamberlain
Legislative Coordinator
Office of the City Clerk