



M I N U T E S

**WORKING GROUP**  
OF THE  
**PHYSICIAN RECRUITMENT AND RETENTION STEERING COMMITTEE**

Tuesday, May 30, 2017 at 10:30 a.m.  
Hamilton City Hall – Councillors' Lounge  
71 Main Street West, Hamilton

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**Present:** Councillor T. Whitehead (Chair), Dr. D. DiValentino (Vice Chair), Mr. Keanin Loomis. Dr. S. Kinzie absent.

**Absent:** None

**Also Present:** Jane Walker, Physician Recruitment Specialist.

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**1. Management Committee Agenda**

**1.1. Agenda for May 30, 2017 and minutes of September 27, 2016.**

The agenda was submitted for the working group's approval. Dr. DiValentino moved the acceptance of the agenda and the September 27, 2016 minutes with one change. That having a new in practice physician as part of the Steering Committee is preferable to a resident for continuity purposes. It's impractical to have a resident given the number of rotations and the inability to attend meetings. Seconded by K. Loomis. Carried. J. Walker to contact new physicians to join the group. (Subsequently: Dr. Brittany Julian has agreed to join the group for three years. Invite sent for first meeting by J. Walker)

**2. KPI Report (Key Performance Indicators)**

**2.1. Quarterly Report**

J. Walker noted that 2016 saw 20 new recruits but 29 family physicians left Hamilton. Recruiting continues to be a competitive environment with demand for physicians often exceeding supply. We now have 14% of our workforce age 65+ (48), the highest number yet. The matching of a young physician to a practice is time-consuming to ensure a solid and agreeable match. The process of transferring the practice is detailed and she continues to hold the hands of both physicians throughout the six or so months that this takes. Private companies (and accountants) continue to place high monetary values on physicians practices, which further increases the divide between young and old as well as encourages some new physicians to relocate elsewhere. Our number of practicing family physicians has declined to less than in 2010. To cope with an increasing

population and to ensure a vibrant economy, more family physicians are needed. She expects approximately 23 family physicians to leave in 2017.

## 2.2. Current Statistics

We've experienced a decline in the total number of family physicians in the city of Hamilton as more physicians have left/retired than have started. We have 342 Family Physicians today. We still have a healthy number of young physicians but the total in their 40's continues to decline. 14% of the workforce is 65+. 30% are 60+ compared with 23% 60+ in 2010. The total needed is 375 family physicians. A discussion generated a number of questions to be answered at our next meeting: the number (25) and percent (7%) of physicians who are locums; Male (162) vs. females (180) and the % of McMaster graduates we attract (of 35 graduates in 2017, 26 are McMaster grads that I've met or spoken with. 10 have committed to locum in practices here - 38%)

## 2.3. KPI Summary

20 new recruits in 2016 (14 permanent and 6 locum) and 10 (9 perm and 1 locum) so far this year. J. Walker reported that we typically don't have enough locums to meet demand. Similar to other communities. **Next meeting bring updated stats on the number of physicians in each of the six communities making up Hamilton.**

## 3. Budget and Cashflow Year 13 2016

### 3.1. 2016 Cash Flow

Finance at City Hall has corrected the overage in invoicing by the Chamber. Final numbers presented.

### 3.2. 2016 Budget to Actual Comparison

Final numbers are in. The program spent \$33,693 less than budgeted in 2016.

### 3.3. 2017 Cash Flow

The program has spent \$17,845 to the end of January.

### 3.4. 2017 Budget to Actual Comparison

The program has spent \$17,845 to the end of January, \$13,749 less than budgeted. And \$46,932.18 less than budgeted to May 30/17 than budgeted primarily due to not having an assistant.

## 4. Conference, Event and Presentation Report for 2016 and 2017

A brief review of the conferences and presentations was given. Clr. Whitehead suggested J. Walker speak with tourism for loops to play at upcoming conferences. K. Loomis sending J. Walker the Ambitious City link. Clr. Whitehead to speak with Ec. Dev for more marketing materials for conferences.

## 5. Other Business

### 5.1. Board of Health

#### 5.1.1. Motion from May 21, 2015 (letter attached for review/adjustment)

#### 5.1.2. Motion from September 19, 2016

Discussed and J. Walker to send response from 5.1.1 and letter endorsed by the committee to Lisa Chamberlain, LA for the Board of Health for the Mayor to sign and send out.



**5.2. Survey of physicians**

J. Walker reviewed the survey results with the Working Group. Very positive and complementary. This has already been shared with the funders.

**5.3. Funding**

J. Walker reported that funding is over for HHS, St. Joes and the HFHT. McMaster Faculty of Health Sciences has one more year in their commitment. Kristin Prince (Clr. Whitehead's assistant) to organize meeting with Rob MacIsaac and Dr. David Higgins, K. Loomis, J. Walker and Clr. Whitehead in the first two weeks of September. J. Walker to speak with Kristin.

**5.4. Contract**

Councilor T. Whitehead provided a contract which J. Walker signed after an addendum was added: 5 c) Should it become necessary and mutually agreed upon, accommodation to pro-rate salary based on hours/days worked. K. Loomis to introduce Jane to Chamber benefits person.

**5.5. New Hire**

J. Walker would like to hire an assistant, but prefers to search for a recruiter, someone with a business background to ensure a strong succession plan.

**5.6. Other Business**

None

**6. Adjournment**

The meeting was adjourned at 11:50 a.m.