



MINUTES
WORKING GROUP
OF THE
PHYSICIAN RECRUITMENT AND RETENTION STEERING COMMITTEE

Friday, May 25, 2018 at 10:00 a.m.
Hamilton City Hall – Councillors' Boardroom
71 Main Street West, Hamilton

Present: Councillor T. Whitehead (Chair), Mr. Keanin Loomis, Dr. Dennis DiValentino and Dr. Sarah Kinzie

Absent: None

Also Present: Jane Walker, Director, Physician Recruitment & Retention and Julia Hayes, Physician Recruitment Coordinator.

1. Management Committee Agenda

1.1. Agenda for May 25, 2018 and minutes of May 30, 2017.

The agenda was submitted for the working group's approval. K. Loomis/D. DiValentino moved and seconded the acceptance of the agenda and the May 30, 2017 minutes. Approved.

1.2. The committee welcomes Julia Hayes, the new physician recruitment coordinator who started April 16, 2018.

2. KPI Report (Key Performance Indicators)

2.1. Quarterly Report

Recruiting in the suburbs or any area outside of the core continues to be challenging as new physicians are not able to set up practices in the payment model that they were trained in. A short speech was delivered at the Economic Summit on April 13, 2018 requesting the Ministry (MOHLTC) to approve FHOs in all of Hamilton. Discussions have been held with the LHIN however to date no new FHOs have been approved.

J. Walker noted that 2017 saw 26 new recruits (18 permanent and 8 locum) but 26 family physicians left Hamilton so we saw our total number of physicians stay static at 342. Recruiting continues to be a competitive environment with demand for physicians often exceeding supply, experienced throughout the country except for the GTA.



We've had a good start to 2018, 13% of our workforce age 65+ (46), which has come down only slightly from last year. On to good news – almost 25% fully one-quarter of our physicians are under 40 – a huge improvement from 2007 when only 1 in 10 were under 40.

Overall, we should have 389 family physicians and with around 312 permanent physicians, we have a shortage of 77. To cope with an increasing population and to ensure a vibrant economy, more family physicians are needed. J. Walker expects approximately 25 family physicians to leave in 2018.

2.2. Current Statistics

2017 saw our overall number of physicians stay static as we recruited as many physicians who left.

Requested info from last meeting for 2017:

- the number (25) and percent (7%) of physicians who are locums;
- Male (162) vs. females (180);
- 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%)

In 2018, we're at 343 physicians, but one-quarter are now under 40. Shortages still loom as older physicians retire and population grows.

J. Walker also presented a graph of the family physicians ages over the last 8 years.

2.3. KPI Summary

26 new recruits in 2017 (18 permanent and 8 locum) and 10 (7 perm and 3 locum) so far in 2018. There are many retirements upcoming. Expect 25 total by end of year.

2.4. Physicians by Community

26 new recruits in 2017 (18 permanent and 8 locum) and 10 (7 perm and 3 locum) so far in 2018. Updated stats on the number of physicians in each of the six communities making up Hamilton were provided as requested at the last meeting.

Move to accept all the KPI by K. Loomis/D. DiValentino. Approved.

3. Budget and Cashflow Year 14 2017

3.1. 2017 Cash Flow - Final

Final numbers presented.

3.2. 2017 Budget to Actual Comparison - Final

Final numbers are in. The program spent \$63,219 less than budgeted in 2017 almost entirely in savings for support staff.

3.3. 2018 Cash Flow

The program has spent \$33,229 to the end of February.

3.4. 2018 Budget to Actual Comparison

The program has spent \$33,229 to the end of February, \$17,719 less than budgeted.



4. Conference, Event and Presentation Report for 2017 and 2018.

A brief review of the conferences and presentations was given.

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

The letter sent to MOHLTC was re-visited given the upcoming election. Revisit the motion at the June Steering Committee meeting.

5.2. Funding

J. Walker reported that funding commitment is over for HHS, St. Joseph's Healthcare, HFHT and McMaster Faculty of Health Sciences. Clr. Whitehead wants JW to recheck, and send him an email. Done. Dr. Kinzie to speak with DFM about renewed funding of \$15,000 (in two installments of \$7,500 each). Dr. DiValentino reported that he has had discussions with HAM and tentatively may be able to commit funds if needed.

5.3. New Space

Clr. Whitehead made a motion at council requesting space for the PR&R program at Public Health but they indicated they only have cubicle space not an office which is unsuitable for the private and confidential recruitment work. The City is in discussions with McMaster University about assuming more space at DBHSC. Dr. Kinzie to revisit space at DFM perhaps at the Inch Lab. The HFHT has offered space although there are concerns that older physicians may not be interested in meeting to discuss retirement plans where others will see them, eroding ability to ensure confidentiality. The HAM is discussing new space options too.

5.4. Other Business

K. Loomis wants to ensure that the accounting and ending balance in the program is correct. He'd like to be assured that there are internal checks. Clr. Whitehead said that City accounting has been involved with the program since its inception preparing cash flow statements, processing expenses and providing advice on the process. Clr. Whitehead to investigate if Charles Brown at the City is involved with the auditing of the program as it should have been included with other audits of City programs and what, if any, steps are required. Done.

6. Adjournment

The meeting was adjourned at 11:00 a.m.