



**WORKING GROUP  
OF THE  
PHYSICIAN RECRUITMENT AND RETENTION STEERING COMMITTEE  
MINUTES 21-004**

Friday, October 29, 2021  
10:30 a.m.  
WebEx

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**Present:** Mr. Keanin Loomis (Chair), , Dr. Sarah Kinzie (Vice-Chair), Dr. Jason Profetto

**Absent with Regrets:** Councillor Arlene VanderBeek

**Also Present:** Tamara Bates, Legislative Coordinator  
Brad van den Heuvel, Physician Recruitment Program Coordinator and  
Practice Advisor

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**1. APPROVAL OF AGENDA (Item 1)**

The Committee Clerk advised that there were no changes to the agenda. Members accepted the agenda.

**2. APPROVAL OF MINUTES OF THE PREVIOUS MEETING (Item 2)**

**(i) October 14, 2021 (Item 3.1)**

The minutes of October 14, 2021 were accepted.

**3. DISCUSSION ITEMS (Item 3)**

**(i) Physician Recruitment Program Review**

**(1) Update on Review and Greater Hamilton Health Network Proposal  
(no copy)**

Brad van den Heuvel, Physician Recruitment Program Coordinator and Practice Advisor, reported that he has scheduled a meeting with Melissa McCarthy of the Greater Hamilton Health Network in early November. He is preparing the background information for the report that will eventually be brought to the Steering Committee for consideration.

**(2) Alternatives to Greater Hamilton Health Network Proposal (no copy)**

Members agreed that they would like to hear from the remaining stakeholders at the meeting of November 23, 2021 and to hear from staff at the meeting of December 14, 2021.

Members agreed that moving the Physician Recruitment program to the Greater Hamilton Health Network is the primary goal and will be presented to the Steering Committee as “Plan A.” Members discussed potential alternatives and decided that the following options, in order of preference, could be presented to the Steering Committee:

- (a) Bring the program under the City of Hamilton. The program would be best suited to be housed under Public Health (the Healthy and Safe Communities Department), but could also be housed under the Department of Planning and Economic Development.
- (b) Maintain the status quo with changes to enable the program to run more smoothly. These changes could entail a different governing structure.
- (c) Close the program.

Members discussed the possibility of embedding the program within the Hamilton Academy of Medicine, but determined that this was not an appropriate alternative. Members also discussed broadening the program to include recruitment of medical specializations, rather than simply family physicians was also discussed; it was agreed that this was an avenue worth exploring, but not at this time.

**4. ADJOURNMENT (Item 4)**

There being no other business, the meeting was adjourned at 11:35 a.m.

Respectfully submitted,

Keanin Loomis  
Chair, Working Group of the Physician  
Recruitment and Retention Steering Committee

Tamara Bates  
Legislative Coordinator  
Office of the City Clerk