



**WORKING GROUP
OF THE
PHYSICIAN RECRUITMENT AND RETENTION STEERING COMMITTEE
MINUTES 21-005**

Tuesday, November 23, 2021
12:00 p.m.
WebEx

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

Absent with Regrets: Councillor Arlene VanderBeek and Dr. Jason Profetto

Also Present: Tamara Bates, Legislative Coordinator
Brad van den Heuvel, Physician Recruitment Program Coordinator and
Practice Advisor
Kathy Brown, Home and Community Care Support Services
Terry McCarthy, Hamilton Family Health Team
Scott Wooder, Hamilton Family Health Team

Quorum was not present. The Working Group decided to continue informally and to hear the presentations from the Community Stakeholders.

1. APPROVAL OF AGENDA (Item 1)

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

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

(i) October 14, 2021 (Item 3.1)

As quorum was not present, the minutes of October 14, 2021 could not be accepted and will be placed on the next agenda.

3. STAKEHOLDER PRESENTATIONS

(i) Kathy Brown, Home and Community Care Support Services

Kathy Brown, Home and Community Care Support Services presented information to the Working Group related to the need for continued needs

for a focus on recruitment of family physicians within the City and the ways in which Home and Community Care and Support Services helps support patient management and coordination of physician support for those patients. Ms Brown stressed, in particular, the need for a collaborative effort among stakeholders regarding physician recruitment strategies and better coordination among stakeholder groups. She also noted that the Greater Hamilton Health Network provides an integrated approach to healthcare, which is also important in the recruitment and retention of family physicians.

(ii) Terry McCarthy and Scott Wooder, Hamilton Family Health Team

Terry McCarthy and Scott Wooder, Family Health Team, noted that the Physician Recruitment and Retention Program has been a valuable service to the Family Health Team and to the City as a whole. They noted that it is also valuable for smaller and solo practices. They agreed that moving the Physician Recruitment and Retention Program to the Greater Hamilton Health Network (GHHN) would be an excellent decision, recognizing that at this time the GHHN is still developing its administrative structure. They did note that the one barrier or area of concern would be the fact that the GHHN encompasses Halton and Niagara and there is yet a funding model in place that includes financial support from those areas.

It was also noted that the Family Health Team would

4. DISCUSSION ITEMS (Item 4)

(i) Program Review

At the next meeting, the Working Group will hear from one more stakeholder; the second part of the meeting will be a consultation with City of Hamilton staff, including the General Managers of the Healthy and Safe Communities and Corporate Services Departments, the Executive Director of Human Resources, or their designates, and the City Solicitor.

Members discussed the benefits of moving the Physician Recruitment and Retention Program to the Greater Hamilton Health Network is the flexibility the GHHN has for the program, noting that although physician recruitment must be central to the Program's efforts, there may be the potential to expand to recruitment of nurses and specialists as well. The focus on integration of services within the GHHN is also critical to the continued success of the recruitment program. Another benefit of having the program under the GHHN would be the ability of the program to respond nimbly to information and to be more proactive rather than reactive to changing circumstances, while at the same time being accountable to the same stakeholders, albeit in a different way.

Members discussed the structure and content of the business case/proposal; Brad van den Heuvel said he would have the first draft of the proposal ready for the Working Group soon.

4. ADJOURNMENT (Item 4)

There being no other business, the meeting was adjourned at 12:57 p.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