



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

Tuesday, December 14, 2021  
12:00 p.m.  
WebEx

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**Present:** Mr. Keanin Loomis (Chair), Councillor Arlene VanderBeek, and Dr. Jason Profetto

**Absent with Regrets:** Dr. Sarah Kinzie (Vice-Chair)

**Also Present:** Tamara Bates, Legislative Coordinator  
Brad van den Heuvel, Physician Recruitment Program Coordinator and Practice Advisor  
Dr. Michael Stacey, Executive Vice President (Academic) and Chief Medical Executive, Hamilton Health Sciences  
Mike Zegarac, General Manager, Corporate Services  
Lora Fontana, Executive Director, Human Resources  
Grace Mater, Acting General Manager, Healthy and Safe Communities  
Stephen Spracklin, City Solicitor

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**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) November 23, 2021 (Item 3.1)**

The Minutes of November 23, 2021 were not available.

Keanin Loomis, Brad van den Heuvel, and Tamara Bates provided an overview of the program review to date, noting that the Working Group is working on a proposal that will set out three options for consideration, in order of preference:

- (a) moving the Physician Recruitment and Retention Program (Hamilton Physicians) to the Greater Hamilton Health Network (GHHN);
- (b) moving the Program to the City of Hamilton under Public Health (or Planning and Economic Development); or
- (c) maintaining the Program where it is with changes to the structure and operations oversight.

### **3. STAKEHOLDER PRESENTATIONS**

#### **(i) Dr. Michael Stacey, Executive Vice President (Academic) and Chief Medical Executive, Hamilton Health Sciences**

Dr. Michael Stacey, Executive Vice President (Academic) and Chief Medical Executive, Hamilton Health Sciences, provided additional information to the Working Group regarding the shortage of residents interested in internal medicine and general surgery, who tend to be those interested in family medicine. In response to questions, it was confirmed that the Physician Recruitment and Retention Program could be involved in developing an academic hospitalization program, as this is an important aspect of a family medicine practice.

Dr. Stacey also discussed the geographical reaches of the Greater Hamilton Health Network. It was confirmed that the West Lincoln area, as it is currently closely tied to Hamilton Health Sciences, would continue to be part of the recruitment area.

Dr. Stacey left the meeting.

### **4. DISCUSSION ITEMS (Item 4)**

#### **(i) Program Review**

The Working Group received confirmation that there would be no problem extending employment contracts should the program review not be completed before the end of the current contract. It was noted that another discussion about the contract would be needed should Council decide not to move the program and instead to pursue one of the other options.

Given that ongoing support of the recruitment program is sought, it is important that the City be provided with information reports on the progress of the program after the move.

The overall consensus was that moving the Physician Recruitment and Retention Program to the Greater Hamilton Health Network (GHHN) would appear to be the best option. The proposal will need to set out the details clearly and provisions

will need to be included to ensure that the program is maintained within the GHHN with the same focus as it currently operates under.

**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