



Physician Recruitment Update

Township of Springwater

November 19, 2025

Presented by:

Corinne Maxwell, Physician Recruitment Coordinator

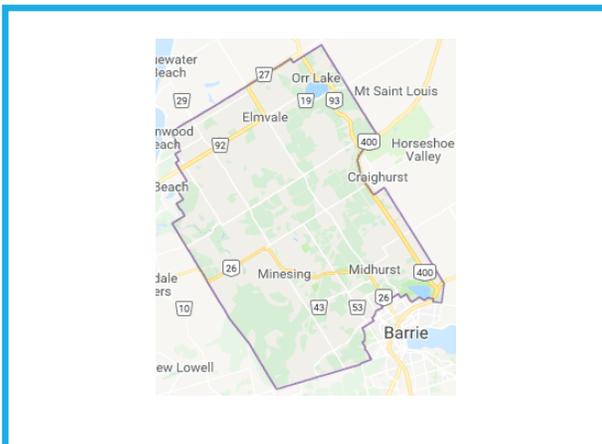
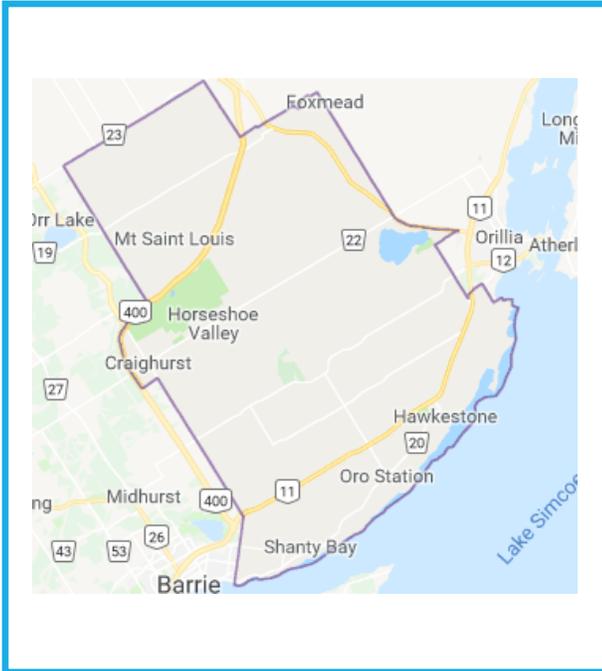
Stu Murdoch, MD, CCFP, FCFP

What is BAPR and who funds it?

- Family Medicine Recruitment
- Specialist Recruitment

Funding Partners

- Township of Springwater
- Township of Oro-Medonte
- Town of Innisfil
- City of Barrie
- Royal Victoria Regional Health Centre



2.5 million

Ontarians
without a
family doctor

55,000

Simcoe Muskoka
residents without
a family doctor

6

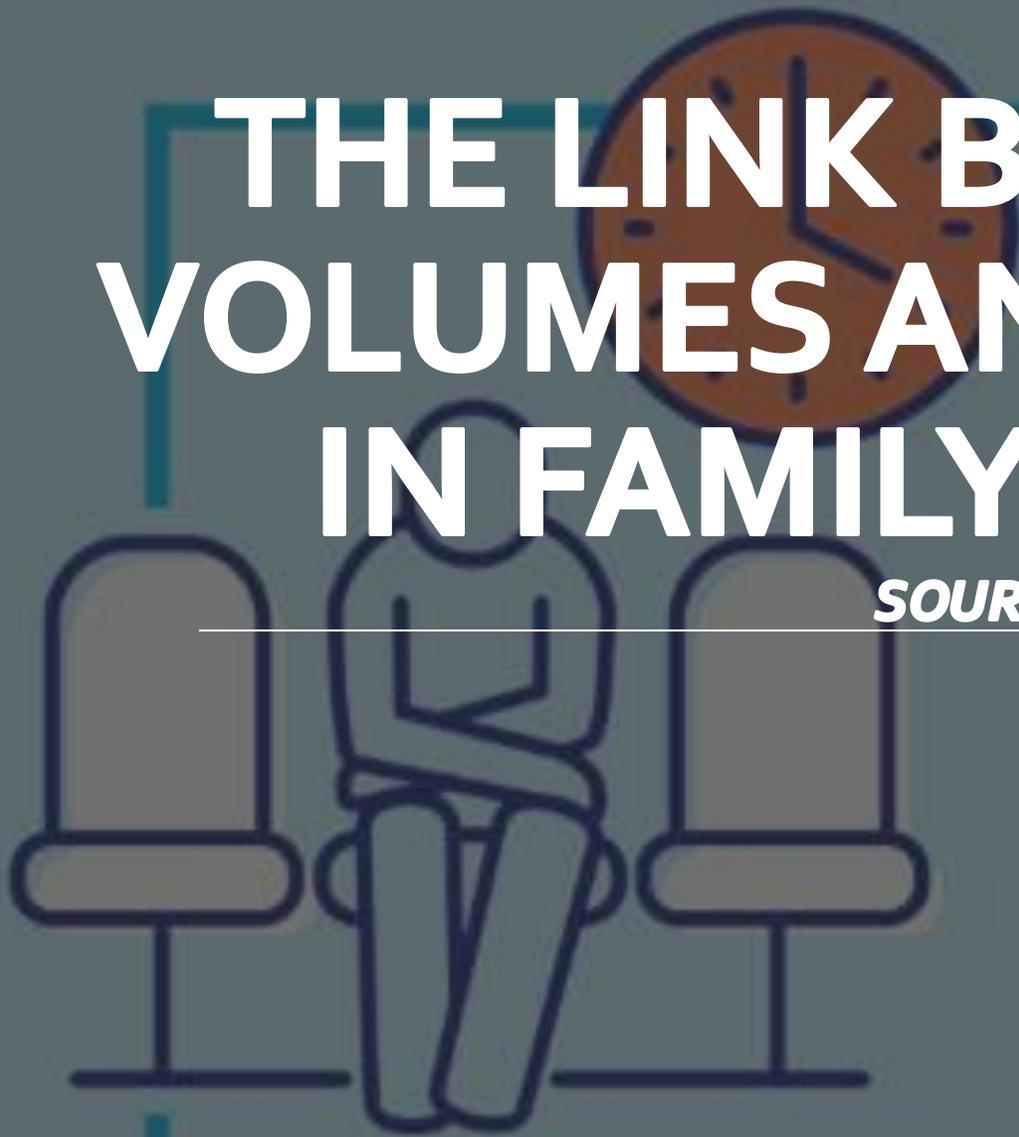
Family practice
closures in Barrie-
area in the last year

GROWTH WITHOUT DOCTORS

Source: Ontario College of Family Physicians and OMA

THE LINK BETWEEN ED VOLUMES AND THE CRISIS IN FAMILY MEDICINE

SOURCE: OMA



2012/23, 10% of patients spent an average of
12 HOURS
LONGER IN THE
EMERGENCY
DEPARTMENT
compared to 2018/19

Local Primary Care

Barrie Family Health Organization (FHO)

- 94 Signatory physicians (Active)
- 35 Contract (Locum)
- 4 anticipated retirements in the next year
- 146,176 patients from our 4 municipalities are rostered to Barrie FHO physicians

Family Medicine – Community Recruitment Update



- 3 Practice Closures
- 4 New Signatory Physicians (+3 coming soon)
- 4 New Contract Physicians



16 Permanent
Physicians across
key specialties at
RVH



47 Physicians
recruited to
provide short-term
coverage in high-
demand areas

Supporting growth through Physician Recruitment

What type of Specialists have we recruited?

- Anesthesiologist
- Emergency Physician
- Medical Imaging
- Gastroenterologist
- Internal Medicine
- Hospitalist
- Neurologist
- Infectious Disease
- OB/GYN



What type of Specialists have we recruited?



- Gynecologic Oncologist
- Radiation Oncologist
- Medical Oncologist
- Pathologist
- Child & Adolescent Psychiatry
- Adult Psychiatry
- Orthognathic Surgery
- General Surgery

Importance of Hospital Specialist Recruitment for Communities

- Access to Care Closer to Home
- Continuity and Coordination of Care
- Hospital Stability and Service Sustainability
- Community Growth and Economic Impact
- Physician Recruitment Synergy



We continue to recruit

- Family Medicine
- Anaesthesia
- Geriatrics
- Obstetrics and Gynecology
- Gynecologic Oncology
- Physiatry
- Hospitalist
- Emergency Medicine
- Surgical Assistant
- Paediatrician
- General Internal Medicine
- Psychiatry (Child & Adult)



How do I recruit?

- Direct outreach and relationship building
- Partnerships with Training Programs
- Advertising and Digital Recruitment
- Community and Professional Engagement
- Showcasing the Community of Practice
- Promoting Team-Based and Teaching Opportunities

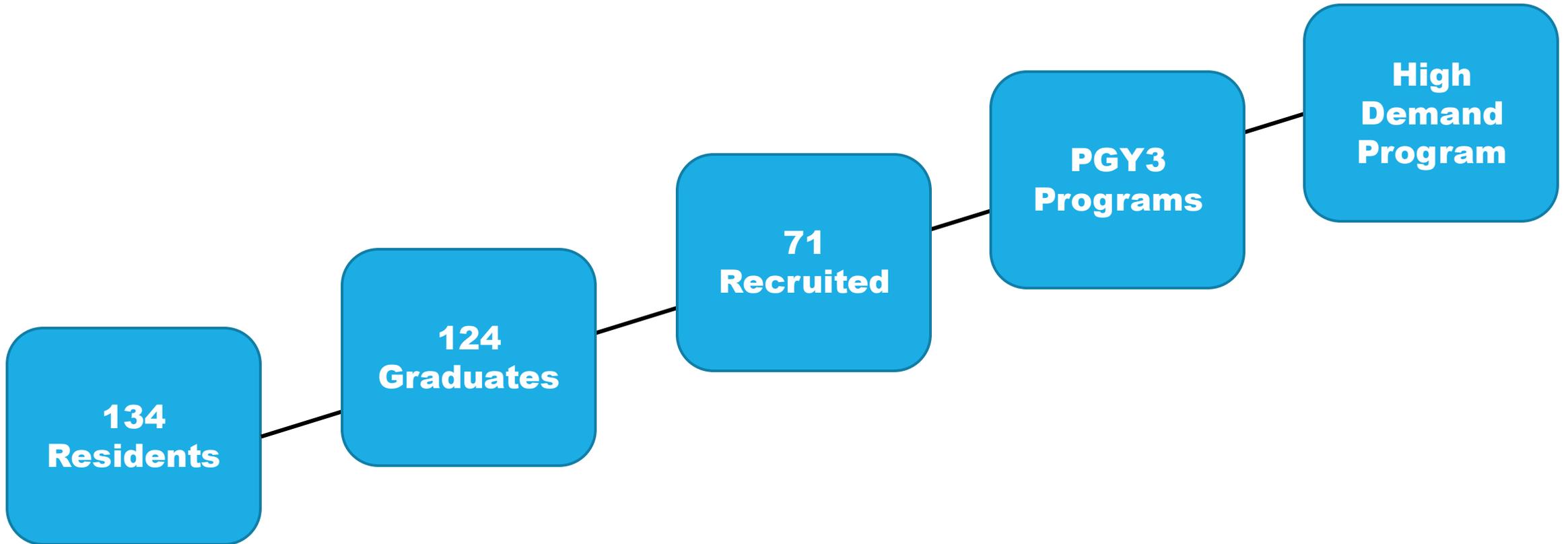
Our Family Medicine Teaching Unit

Since 2009 – graduated 16 cohorts of Family Physicians

9 Residents are welcomed into the program each year and are fully integrated into the Barrie Area Medical Community

BAPR has successfully recruited 71 of our FMTU graduates

How many residents has the program seen?



What's the Future of our Program?

Our program continues to be one of the most sought-after programs in the Province of Ontario with our application rates increasing by approximately 30% each year!



PGY₃ Enhanced Skills - Emergency

- Started Sept 2025
- 2 Residents per year at Barrie site
- 12 spots between two sites (Barrie & Toronto)
- 80% applicants chose Barrie location



External Environment

Recruiting agencies are offering increasingly aggressive incentives to recruit physicians.

Municipalities, regions and organizations regularly offer financial incentives for physicians, in exchange for a return-of-service commitment.

- The City of Orillia allocated \$500,000 funding to strengthen physician recruitment efforts. Orillia & Lake Country Physicians unlocked municipal recruitment funds and allocated \$100,000 toward recruitment.
- The Town of Wasaga Beach increased physician incentive to \$100,000 (town-funded).
- The City of Kingston created a physician recruitment program including \$100,000 incentives and has reported dozens of new physicians recruited.
- Prince Edward County (County Docs), the Municipality of Marmora, the Township of Madoc, the Municipality of Hastings County and others' recruitment programs range from \$75K–\$150K
- Job postings and listings in the Town of Hanover show return-of-service incentives up to \$150,000
- The Municipality of Clarington's Council approved using \$100,000 from the Economic Development Reserve Fund to support recruitment efforts.

BAPR Funding Request

*Barrie Area Physician
Recruitment kindly requests
the financial support in the
amount of **\$12,000** from the
Township of Springwater to
help further our initiatives.*

Barrie Area

PHYSICIAN RECRUITMENT

***Thank-you for
your
consideration
and continued
support!***

