



# REQUEST FOR SUPPORT: GEORGIAN BAY PHYSICIAN RECRUITMENT

Presentation to Township of  
Springwater November 19, 2025



# AGENDA

- Introduction to Georgian Bay Physician Recruitment Program
- Acknowledgement of Council's Support
- Recruitment Successes
- Community Healthcare Needs
- What Other Regions Offer
- Strategies for 2025
- Financial Request from Council
- Questions

# MEET THE TEAM



**DR. VIKRAM  
RALHAN**  
CHIEF OF STAFF,  
GEORGIAN BAY  
GENERAL HOSPITAL



**DR. JEFFREY  
GOLISKY**  
CHAIR, PHYSICIAN  
RECRUITMENT  
COMMITTEE



**USMAN CHAUDRY**  
HEALTHCARE TALENT  
ACQUISITION  
STRATEGIST



# THANK YOU FOR CONTINUED SUPPORT

## **Georgian Bay Physician Recruitment Program's Vision**

Together, promoting healthy communities, by recruiting and retaining highly skilled physicians that are integrated into both GBGH and the surrounding community.

# RECRUITMENT SUCCESS

15 PROFESSIONAL STAFF RECRUITED TO DATE  
IN 2025

Diagnostic Imaging: 8

Emergency Medicine: 3

Family Medicine: 5

Internal Medicine: 2

Obstetrics Program: 4 (locum)

Hospitalist Program: 15 (locum)

Surgery Program: 4



# COMMUNITY HEALTHCARE NEEDS

- Township of Springwater, along with surrounding communities, faces ongoing pressure in Family Medicine.
- We anticipate the need for 20+ additional family physicians over the next five years to meet growing demand and ensure continuity of care for our residents.
- The Ontario College of Family Physicians latest forecast approximately 1 in 4 Ontarians – that's 4.4 million – will be without a family doctor by 2026.



# WHAT OTHER REGIONS OFFER



\$80,000 to set up new practice, \$60,000 to takeover an existing one + other incentives provided by local businesses



\$100,000 per new physician in addition to free space



\$150,000 over five-years while committing to five-years of service



\$100,000 to set up a clinic within the city and roster 1000-1200 patients with a commitment to two-years of service



\$20,000 to \$60,000 signing bonus for each new physician



\$100,000 for a four-year return of service when rostering 750 residents

# NEW STRATEGIES FOR 2026

## CLINICAL LEARNERS

**Strengthen Partnerships** with medical schools to cultivate a physician pipeline.

**Expand Clinical Placements** and learning opportunities.

**Foster Lasting Relationships** with learners to position our community as a leading destination for healthcare professionals.

## STRENGTHENING PARTNERSHIPS

**Collaborative Approach** and support from local municipalities.

**Partner with Regional Stakeholders**, including municipalities, to identify and implement solutions that streamline the practice of medicine locally.

When physicians discover what we offer & experience our community, they won't just practice here—they will be inspired to make it their home!

# NEW STRATEGIES FOR 2025

## CLINICAL SPACE SUPPORT INITIATIVE

### **Partnership Opportunities**

with the Township of Springwater to source ways to make it easier to practice locally.

**Explore subsidies** to reduce the cost burden on physicians, aiding in long-term practice with sustainability & succession planning.

Allowing Physicians to focus on practicing medicine by providing:

- discounted rent or managed space
- Ease of expansion or integration within existing practices
- Real incentives to support long term success in the community

# NEW STRATEGIES FOR 2025

## FAMILY MEDICINE LOCUM SUPPORT

**Locum Support** to ensure patients receive continuous care when their physician is on leave.

**Establish a Locum Pool** to Focus on providing physicians with accessible locum support and subsidizing costs.

We want to ensure continuous patient care by offering targeted funding for locum coverage during family physician absences.

## FAMILY MEDICINE TEACHING UNIT

GBGH supports our long-term vision of building a strong, sustainable healthcare system for our community.

## UNIVERSITY OF TORONTO PARTNERSHIP

GBGH has a **partnership with the University of Toronto's** Temerty Faculty of Medicine, academic healthcare network.

# FINANCIAL REQUEST FOR 2026

**\$4,000  
BASE BUDGET  
REQUEST**

To maintain ongoing efforts and successes.

**\$6,000  
ADDITIONAL  
FUNDING REQUEST**

To strengthen locum support and provide subsidies for clinical space.

**\$10,000  
TOTAL REQUEST**

Total contribution request.

THANK YOU



Thank you, on behalf  
of the Georgian Bay  
Physician  
Recruitment Team



GBGH has been proudly serving the communities of Midland, Township of Springwater, Penetanguishene, Tiny Township, and Tay Township since 1905.