



Physician Recruitment Update

Township of Springwater

November 18, 2024

Presented by:

Corinne Maxwell, Physician Recruitment Coordinator

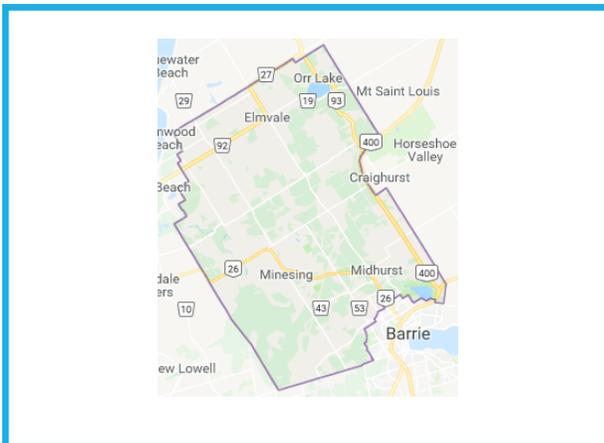
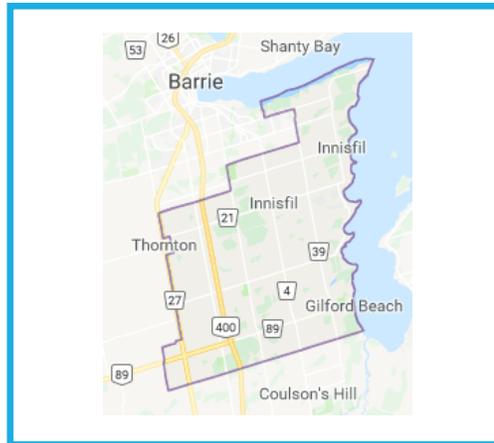
Stu Murdoch, MD, CCFP, FCFP

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



NUMBER OF ONTARIANS WITHOUT A FAMILY DOCTOR REACHES 2.5 MILLION

Ontario's doctor shortage and growing population adds stress on health care



More than
2.3 million
Ontarians
do not have a
family doctor

For northern Ontario, it's worse

- Recruiting 350+ physicians
- 200+ family doctors needed

Ontario's population is growing and aging

2020
14.7 million



2046
20 million

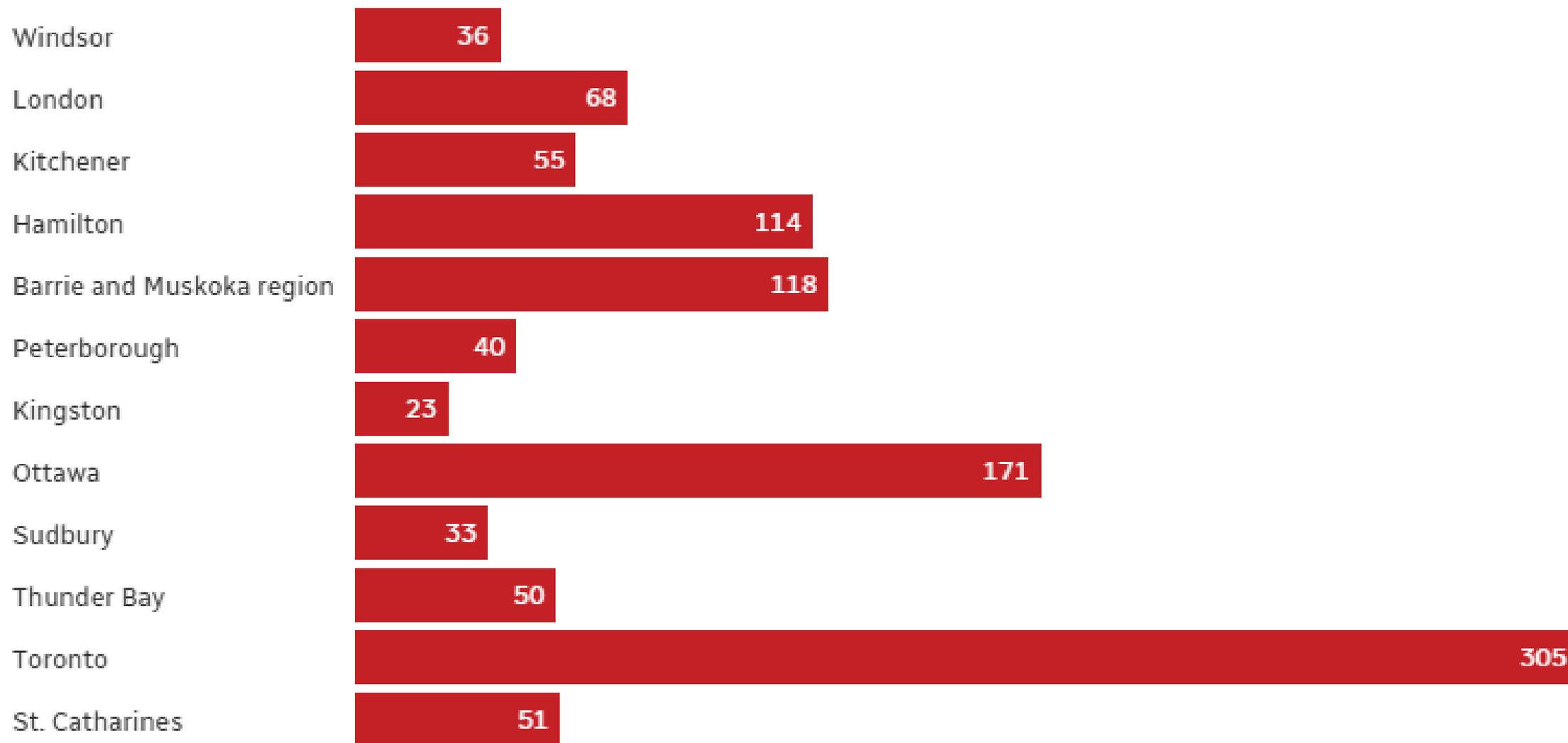


Growth in proportion of
population 65 and over

2020 **17.6%**

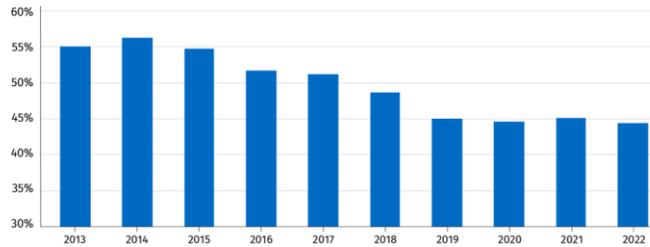
2046 **22.2%**

Physician job openings in Ontario

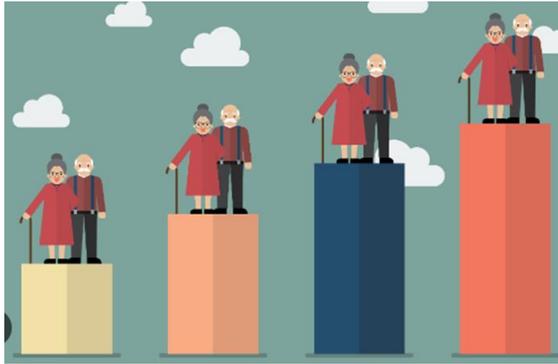


Source: Ontario Medical Association/HealthForceOntario (CBC)

Fewer residency candidates in Canada favour family medicine



Source: CaRMS



Factors Include



Local Primary Care

Barrie Family Health Organization (FHO)

- 94 Signatory physicians (Active)
- 34 Contract (Locum)
- 4 anticipated retirements by end of 2025
- 146,856 patients from our 3 municipalities are rostered to Barrie FHT physicians

Local Primary Care

Barrie Family Health Organization (FHO)

This year 5 physicians retired:

4 with 'no roster transfer

1 with roster transfer to 4 existing signatory physicians

What have our successes been in 2022-23?

So far in 2024-25 we have successfully recruited:



5 New Family Physicians to the area



**43 New Specialists to Royal Victoria
Regional Health Centre**

What type of Specialists have we recruited?

- Anaesthesiologist
- Emergency Physician
- FM Anaesthesiologist
- FM Oncology
- Medical Imaging
- Interventional Cardiology
- Endocrinology
- Geriatrics



What type of Specialists have we recruited?



- Hospitalist
- General Internal Medicine
- Neurology
- OB/GYNE
- Paediatrician
- Pathology
- Psychiatry
- Surgery

We continue to recruit

- Family Medicine
- Anaesthesia
- Geriatrics
- Obstetrics and Gynecology
- Palliative Care
- Physiatry
- Hospitalist
- Respiriology
- General Internal Medicine
- Psychiatry (Child & Adult)
- Neurology
- Infectious Diseases
- Gynecology Oncology
- Otolaryngologist



How do I recruit?

- Post advertisements on websites, medical journals and social media
- Screen applicants
- Meet and greet interested candidates/applicants
- Arrange meet & greets with department chiefs, Barrie FHT etc.
- Organize community tours, hospital tours, clinic tours
- Act as a liaison between the community/hospital/medical practice and the applicant
- Attend medical conferences and job fairs –recruitment booth
- Maintain communication with each candidate and ensure appropriate follow up
- Act as an Ambassador for our community, the hospital and our Family Medicine Teaching Unit

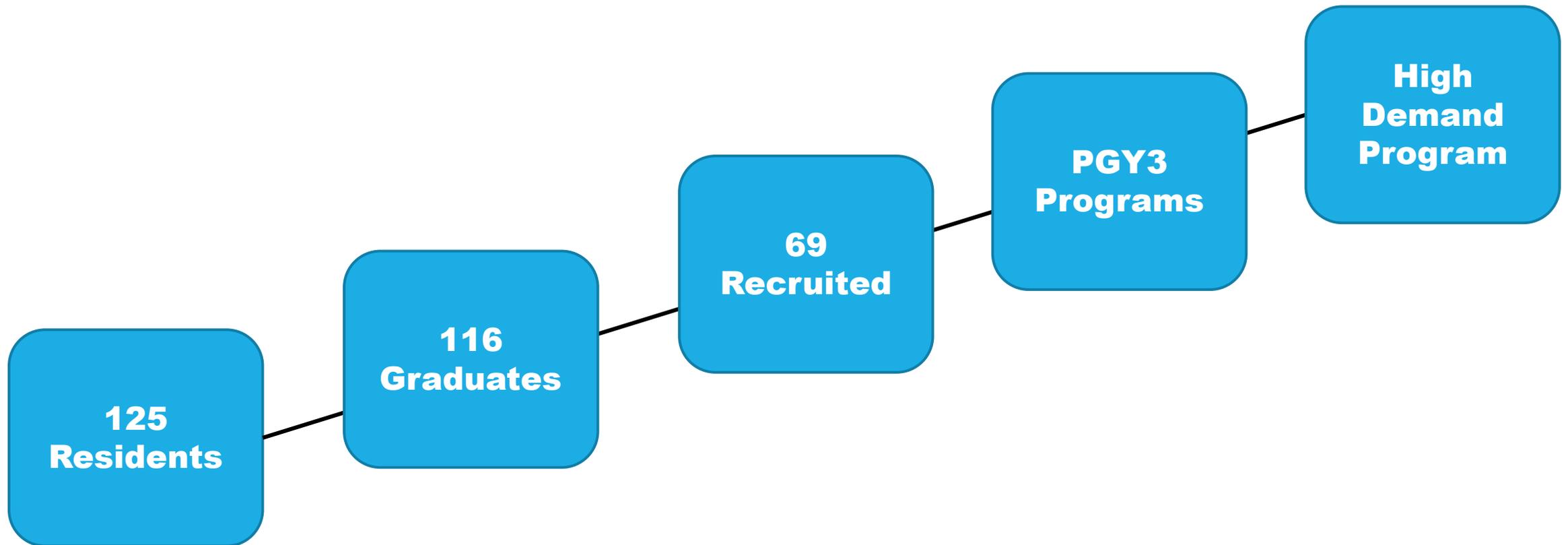
Our Family Medicine Teaching Unit

Since 2009 – graduated 15 cohorts of Family Physicians

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

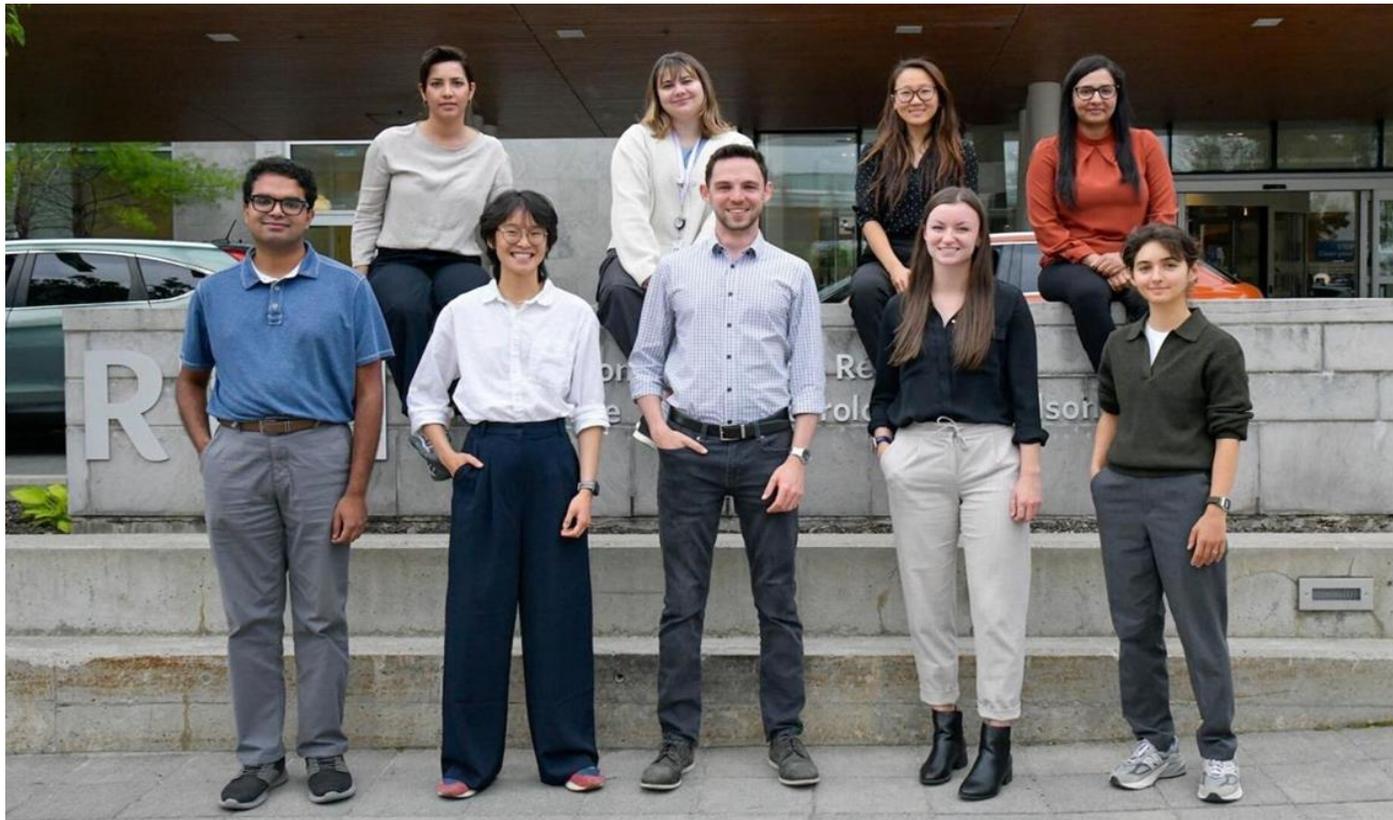
BAPR has successfully recruited 64% of our FMTU graduates

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

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



Working together for a healthier community

The Barrie and Area Ontario Health Team (OHT) has a committed focus on the health and social care needs of residents in our communities.

Together with our partners, we are working towards a care system that puts our patients, clients, family members and caregivers at the forefront of everything we do.

We're creating a system that is people-focused, accessible, coordinated and inclusive for all members of our communities.



BAOHT PRIMARY CARE COUNCIL

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.



Toronto

Rural communities boost incentives to attract medical staff

Health experts warn programs risk putting cash-strapped municipalities in competition for medical staff

The Canadian Press - Posted: April 05, 2024 10:15 AM EST / Last Updated: April 5, 2024 10:15 AM EST

Kingston to spend \$1M on doctor recruitment despite mayor's fears

Pitting municipalities against each other in bidding war 'madness,' Bryan Paterson warns

Dan Taekema · CBC News · Posted: Jan 18, 2024 2:44 PM EST | Last Updated: January 19, 2024



Kingston Mayor Bryan Paterson supported the \$1-million investment to attract doctors, but was also among those who raised concerns during the 2024 budget process about the city paying for a provincial responsibility. (Dan Taekema/CBC)

Sections

THRILLS AND CHILLS Gem Collection Watch Free

The Current

\$100,000 and a gym membership? How some small towns are coaxing doctors to their communities

Some say lucrative incentives alone won't solve the family physician shortage

Peterborough approves new action plan to recruit family doctors

By Greg Davis & Robert Lothian · Global News
Posted April 3, 2024 11:32 am · Updated April 3, 2024 11:38 am · 3 min read

Support for doctor recruitment penciled in to future county budgets

Patrick Raffin | December 12, 2023 @ 3:44 pm | News



"If you don't have doctors in your community, you've got a real problem," said councillor Chris White (standing) during discussion on funding for physician recruitment during Wellington County council's Nov. 28 meeting. Photo by Patrick Raffin

News

More physicians coming to Huntsville thanks to Physician Incentive Program

By **Mauricio Prado** Friday Nov. 1st, 2024



New incentives for doctor recruitment in Quinte West

Belleville, ON, Canada / Quinte News

[Alan-Michael Steele](#)

Jun 6, 2024 | 12:14 AM



Our client, Norfolk General Hospital (NGH), is a 102-bed full-service community hospital accredited with exemplary standing serving the over 65,000 residents of Norfolk County in beautiful Southwest Ontario. Hospital services include a 7-bed ICU, Internal Medicine, Cardiology, Gastroenterology, General Surgery, Emergency Medicine, Anesthesia, and Family Medicine.

The collegial Emergency Medicine Team provides 24/7 high quality care to a diverse mixture of clinical cases. With approximately 28,000 ED visits per year, their team of highly skilled, well-trained, experienced, and supportive staff are dedicated to providing exceptional care to their patients. The Emergency Department provides a full range of services to meet the unscheduled and emergency health care needs for patients of all ages in the region. NGH is seeking full-time or part-time Emergency Medicine Physicians to contribute to the top tier care provided in the Department of Emergency Medicine.

Emergency Medicine Physicians

Successful candidates will be CCFP-EM, or ABEM, or FRCPC certified, or CCFP certified with Emergency Medicine experience, and must be eligible for licensure with the College of Physicians and Surgeons of Ontario. CPSO pathway licensure is easily available for US Board Certified Physicians with new regulations implemented in 2023 that have created a straight forward licensure process without the requirement for supervision.

About the NGH ED

- ED covered by a combination of full time/part time Emergency and Family Medicine physicians
- Excellent support from Internal Medicine, General Surgery, Anaesthesia, Respiratory Therapy and low risk FMOB call group
- 24-hour access to CT, US and x-ray for specific imaging indications
- Mentorship program available for new graduates or applicants with minimal experience
- NGH is a McMaster University affiliated teaching site
- Emergency Medicine Shifts are also available at partner West Haldimand General Hospital

Emergency Medicine AFA Hourly rates:

- AFA model with hourly rate (\$150/hour day shifts, \$200/hour for night shifts) plus 35% of shadow billings
- \$150/hour – 0700-1700, 1200-2000, 1500 – 2300, plus 35% of shadow billings
- \$200/hour – 2100-0700, 2200-0700 plus 35% of shadow billings
- Locums will be reimbursed for travel and accommodations
- Full time positions offer a generous incentive package including a Retention bonus of \$80,000 paid \$15,000 per year for 4 years provided as an interest free loan that is forgiven annually for full time equivalent positions.
- CME funding, re-location assistance including availability of no cost housing for 3 months to assist with housing during transition.
- Moving costs up to \$5,000. Out of province relocation cost is negotiable.

In addition to Emergency Medicine shifts, very flexible turn key Family Medicine practice opportunities can be customized to suit your desired clinical practice scope.

The hospital is located in Simcoe, Ontario, 10 minutes from the spectacular shores and beaches of Lake Erie on Ontario's beautiful Southcoast. NGH is centrally located 30 minutes from Brantford, 60 minutes from Hamilton, London and Kitchener, and only 90 minutes from the Greater Toronto Area.

Norfolk County is renowned for its local fresh produce, warm southern climate, outstanding wineries, fishing on Long Point Bay, outdoor activities including 55 kilometres of mountain biking trails, camping, Carolinian forests, and sandy beaches from Port Dover to Long Point.

If you are interested in being part of a dynamic and collegial hospital family where you will be inspired and have the opportunity to flourish and grow, this is the opportunity for you.

Please forward a CV in confidence to: Robb Callaghan, rcallaghan@medfall.com

Healthcare Executive & Physician Leadership Search
www.medfall.com



The Medfall Group is committed to the principles of equity, diversity, and inclusion for all candidates and these principles are integral to all of our processes. The Medfall Group and NGH will make arrangements for any required accommodation to candidates with disabilities in compliance with the Accessibility for Ontarians with Disabilities Act, 2005.

- In Huntsville, Ont., where local authorities say they will give **an \$80,000 signing bonus** to any family physician who agrees to work in the town for at least five years. In Huntsville, more than just cash is available: multiple restaurants have offered \$500 gift certificates for incoming doctors, a car dealership is offering a free car for a year and an area resort has put up a free golf club membership.
- The Town of Wasaga Beach **offered new doctors space in a new medical building and \$100,000 in incentives for up to four physicians spread over four years,** funded through Wasaga Beach's share in revenues from the Wasaga Playtime Casino.
- The Town of The Blue Mountains set aside **\$50,000** for physician recruitment in 2024
- In Dryden, Ont., an isolated town more than 1,700 kilometres northwest of Toronto, the regional health centre's long-running doctor bonus scheme currently includes **\$37,500 for help with relocation expenses.** Combined with separate provincial grants, doctors moving to **Dryden could be given up to \$155,000 for a four-year commitment.**
- In the municipality of Marmora and Lake, roughly 200 kilometres east of Toronto, **doctors are being offered riverfront housing and clinic space at zero cost, among other incentives.**
- The City of Peterborough will proceed with a new pilot action plan to help address a shortage of family doctors. City council endorsed the plan which is being billed as a "first of its kind" in Ontario. **A \$580,000 budget is required for the multi-pronged, pilot project for physician recruitment and retention** which would run until the end of 2025.
- Docs by the Bay, a physician recruitment program based in Trenton, Ont., is **offering \$100,000** to new doctors or medical residents interested in setting up a full-time family practice in the area

BAPR Funding Request

*Barrie Area Physician
Recruitment kindly requests
the financial support in the
amount of **\$8,000** from the
Township of Springwater to
help further our initiatives.*

Barrie Area

PHYSICIAN RECRUITMENT

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

