



# **Physician Recruitment Update**

## **Township of Springwater**

**November 13, 2023**

**Presented by:**

**Corinne Maxwell, Physician Recruitment Coordinator**

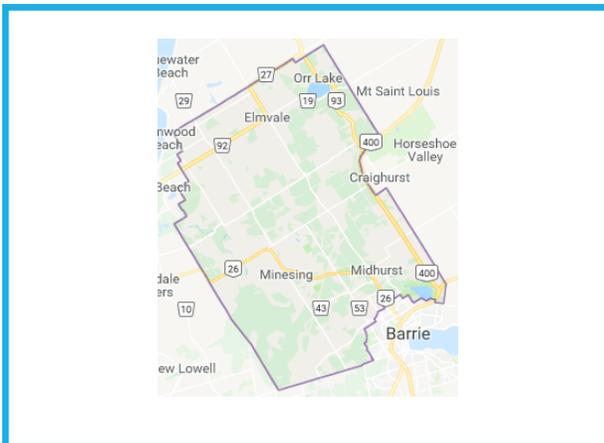
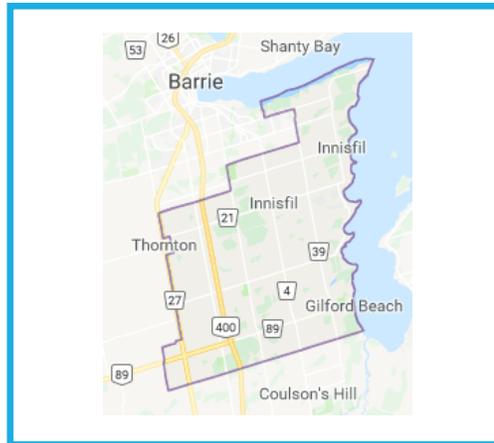
**Stu Murdoch, MD, CCFP, FCFP**

# 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





**2.2 million  
Ontarians**

were without a regular family  
doctor – an increase of 425,000  
Ontarians in two years.

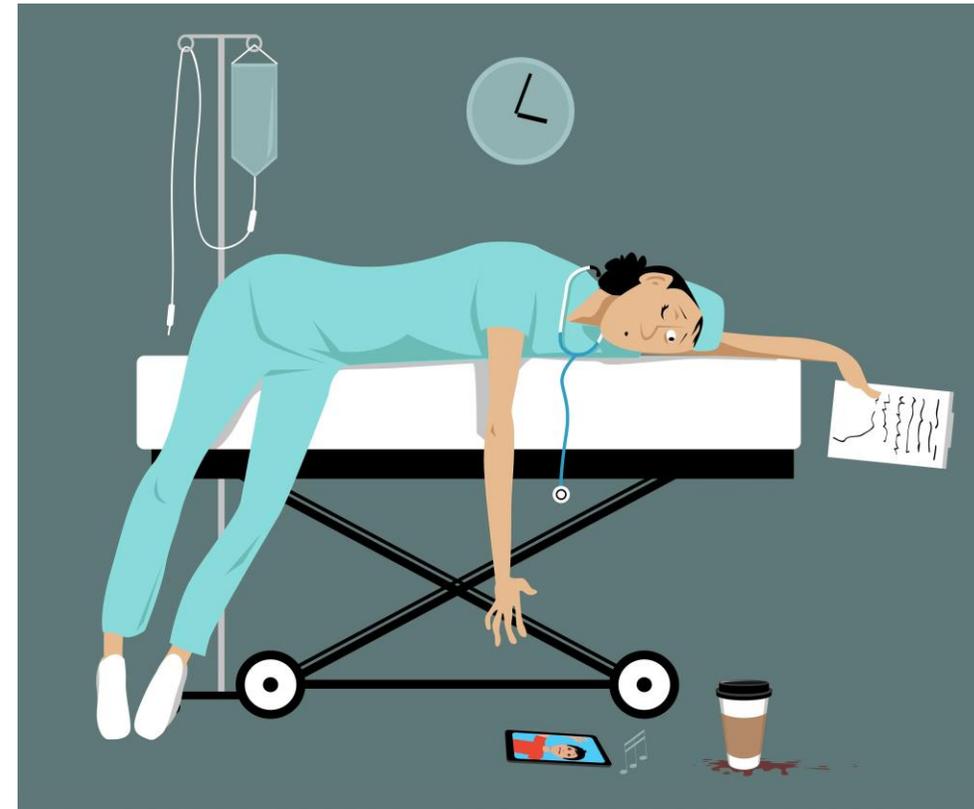
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**ONTARIO DOCTOR SHORTAGE-  
IT'S A CRISIS**

# COVID-19 Pandemic

- Burnout
- Fatigue
- Increased stress
- Financial strain
- Lack of job satisfaction

*Resulting in double the amount of annual retirements compared to pre-pandemic*



# Aging Population

- Patient population is aging
  - patients with many chronic diseases adding more pressure to healthcare system
- Physician workforce is aging
  - 1 in 6 Family Doctors are 65 and older in Canada
- 1.7 million residents of Ontario have a family physician that is 65 or older



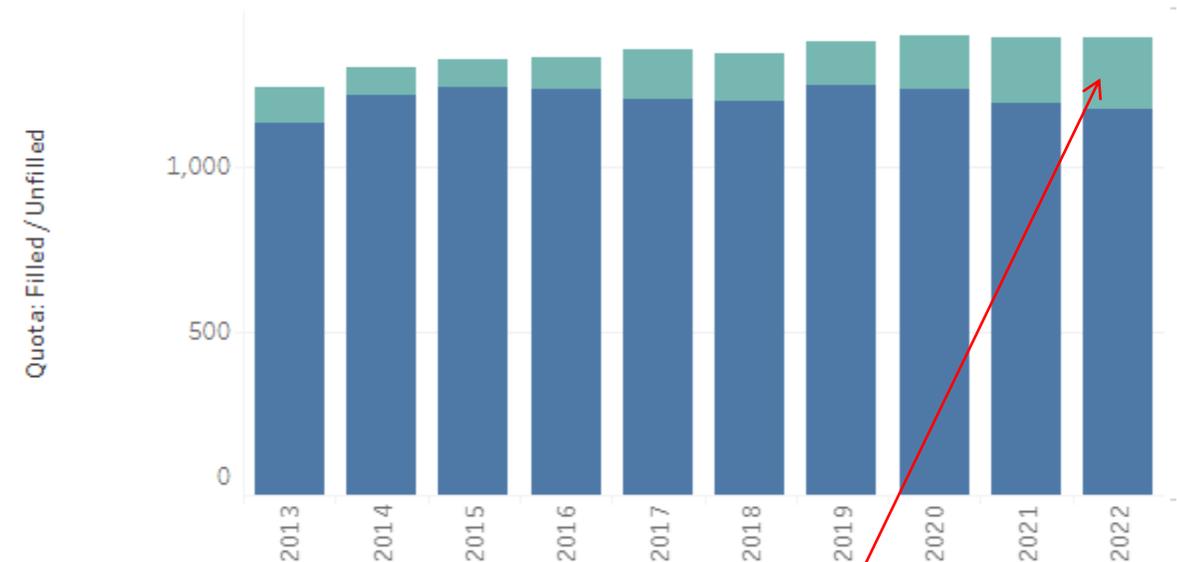
The Globe and Mail (2022, December 27) Source: Canadian Institute for Health Information (CIHI), Retrieved January 4, 2023, from [One in six family doctors are near retirement age, leaving millions of Canadians in health care limbo - The Globe and Mail](#)

# Dwindling Interest in Family Medicine

- Decline in graduating medical students choosing Family Medicine as their first choice in residency
- Students see the burnout, fatigue and pressures on Family Medicine physicians
- Canadian Resident Matching Service reported 219 (10.8%) Family Medicine resident spots went unfilled in 2022 across Canada

National data on CMG applicants and quota in the R-1 match by disciplines (first iteration only)

Quota



2022- No. of Applicants 2,004  
2022 -1,180 spots filled  
**2022 – 219 spots not filled**

# Enhanced Skills

Many Family Medicine graduates continue their training to work in an area of focused practice such as Emergency Medicine, Palliative Care, Sports Medicine etc.

One in five family medicine residents takes an extra year to complete an enhanced skills program in a specialty of interest.

# Medical School Spot Expansion



The Ontario Government is investing \$33 million over 3 years to add another 100 undergraduate medical school seats and another 154 postgraduate medical training seats beginning in 2024

- The government is also investing \$100.8 million to expand and accelerate the rollout of undergraduate and postgraduate medical education that was announced as part of the 2022 Ontario Budget.
- 60 per cent of the new postgraduate training seats will be in primary care and 40 per cent will be in specialty care.
- The new medical expansion will bring the total number of undergraduate seats and postgraduate training seats to 1,212 and 1,637 respectively, by 2028.
- 40 new Family Medicine spots for the Department of Family & Community Medicine (DFCM).

# Local Primary Care

## **Barrie Family Health Organization (FHO)**

- 104 Signatory physicians (Active)
- 36 Contract (Locum)
- 5 anticipated retirements by end of 2023
- 144,095 patients from our 3 municipalities are rostered to Barrie FHT physicians (Oct. 2023)

# What have our successes been in 2023-24?

*So far in 2023-24 we have successfully recruited:*



**6 New Family Physicians to the area**



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

# What type of Specialists have we recruited?

- General Internal Medicine
- Anaesthesiologist
- Emergency Physicians
- Radiologist
- Endocrinologist
- Gastroenterologist
- Neurologists



# What type of Specialists have we recruited?



- **Vascular Surgeons**
- **Benign Hematology**
- **Gynecology Oncology**
- **Orthopedic Surgeon**
- **Surgical Assistant**
- **Hospitalist**
- **Psychiatry**

# We continue to recruit

- Geriatrician
- Infectious Disease Specialist
- Physiatrist
- Rheumatologist
- Psychiatrist- Child & Adult
- Family Medicine Practitioners
- General Internal Medicine
- Paediatrician
- Respiriologist
- Neurologists



# How do I recruit?

- Post advertisements on websites, medical journals and social media
- Attend medical conferences and job fairs – set up recruitment booth
- Leverage medical education opportunities for residents and medical students
- Meet and greet interested candidates/applicants and build relationships
- 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
- 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

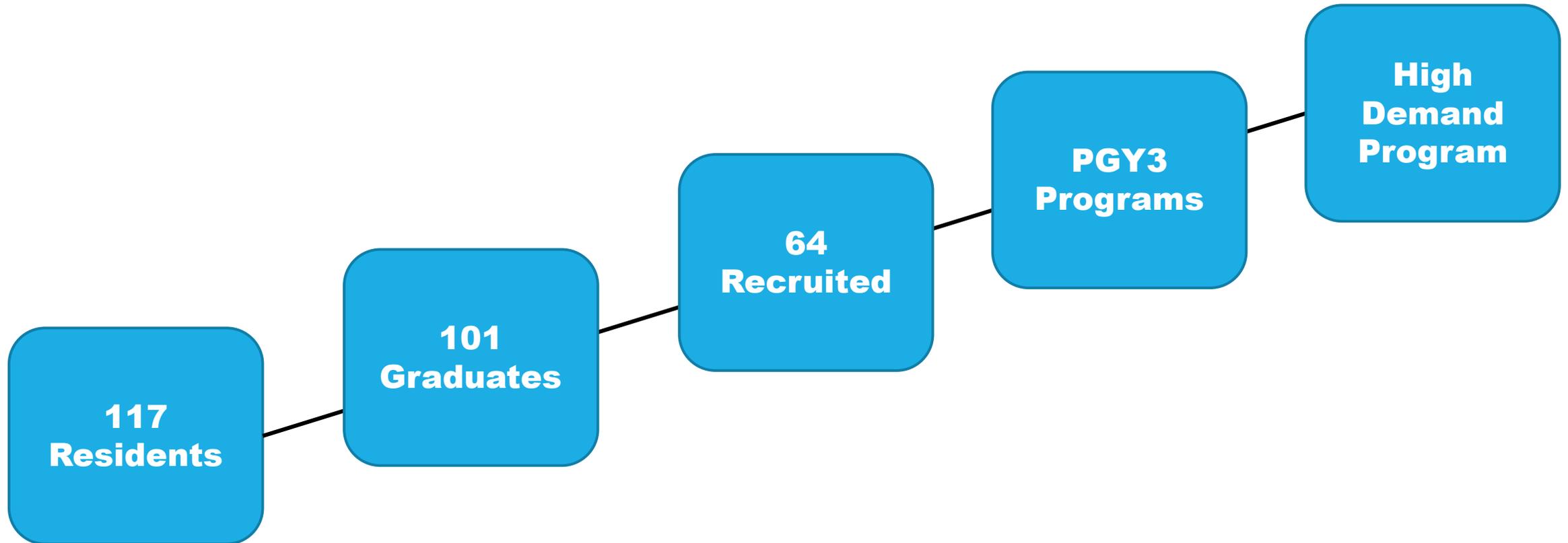
# Our Family Medicine Teaching Unit

Since 2009 – graduated 13 cohorts of Family Physicians

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

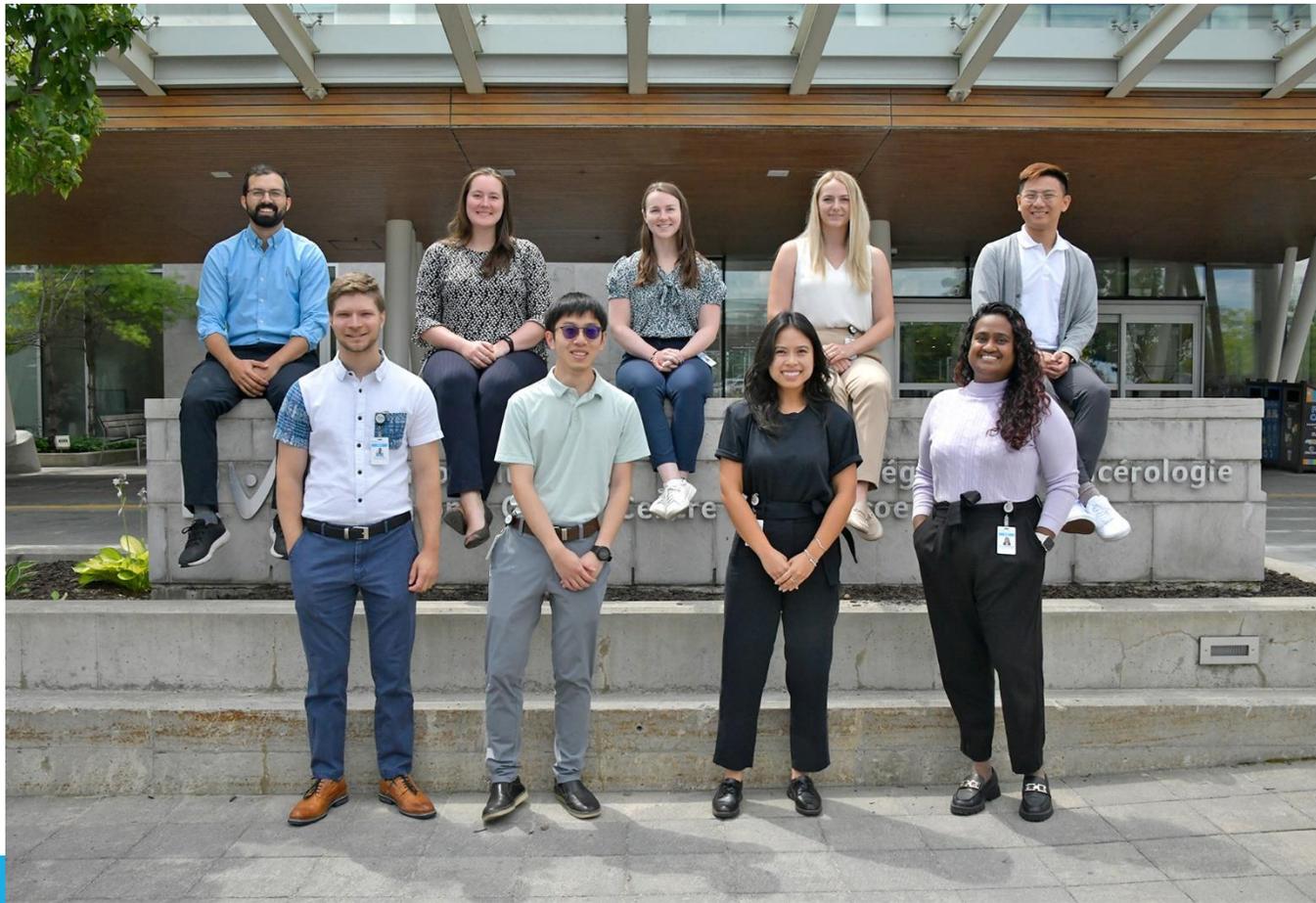
BAPR has successfully recruited 62% of our FMTU graduates

# 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!



# 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!***

