



City of
Peterborough

To: **Members of the Finance Committee**

From: **Richard Freymond**
Commissioner of Corporate and Legislative Services

Meeting Date: **November 17, 2020**

Subject: **Report CLSFS20-066**
Peterborough Family Health Team 2021 Budget for the
Physician Recruitment Program

Purpose

A report to inform Council that the 2021 Budget submission of the Peterborough Family Health Team for the Physician Recruitment Program will be received on Tuesday, November 17, 2020.

Recommendation

That Council approve the recommendation outlined in Report CLSFS20-66, dated November 17, 2020, of the Commissioner of Corporate and Legislative Services as follows:

That the presentation and budget details presented to the November 17, 2020 Finance Committee by the Peterborough Family Health Team for the Physician Recruitment Program, be received for information.

Budget and Financial Implications

There are no additional budget and financial implications of the recommendation.

Background

The Finance Committee is scheduled to review the 2021 Draft Budget during the week of November 23, 2020. Tuesday, November 17, 2020 has been set aside to receive budget requests from outside Boards and Agencies.

Included on page 208 of the 2021 Draft Budget Highlights Book is a high-level summary of information presented by Peterborough Family Health Team.

The requested municipal share of the program's expenses for the Doctor Recruitment Program, in the amount of \$36,200, is shared between the City and County based on the respective population from the 2016 Census. The City's share for 2021 is unchanged from 2020 at 58.62%, which equates to \$21,220.

Included on page 186 of the 2021 Draft Budget Highlights Book is \$100,000 for Doctor Recruitment Incentives. Most of the provision has been allocated to various new doctors that have either recently come to Peterborough or will start their practice in 2021.

Additional budget details are appended to this report and representatives from Peterborough Family Health Team will provide further information on November 17, 2020.

Submitted by,

Richard Freymond
Commissioner of Corporate and Legislative Services

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Attachment:

Appendix A: Physician Recruitment Program Annual Report and 2021 Budget



Physician Recruitment ANNUAL REPORT 2020

Prepared for: City of Peterborough Council; County of Peterborough Council
Prepared by: Frank Flynn, Physician Recruiter, Peterborough Family Health Team

Period: January 1, 2020 – December 31, 2020 (written October 29, 2020)

Background

As of April 17, 2020, Lori Richey retired as Executive Director of the Peterborough Family Health Team. Julie Brown was appointed interim Executive Director until the new Chief Executive Officer Mr. Duff Sprague began in the position, on September 21, 2020.

Shortly before her retirement in April of 2020, Ms. Richey relinquished her responsibilities as physician recruiter and contracted me to begin recruiting efforts on behalf of PFHT. Ms. Richey felt recruiting new physicians was becoming an increasing concern that required the work of a designated individual unburdened by other responsibilities.

Contract recruiting services began on March 6th, 2020. The contract ended September 4th, 2020. At the request of Peterborough Family Health Team, I have agreed to continue recruiting efforts on a month to month basis.

Covid-19

Restrictions on travel and gatherings created significant challenges for physician tours, meetings, and other in-person recruitment business.

On March 17th, 2020, the Province of Ontario implemented a state of emergency in response to the coronavirus pandemic. Physician recruiting continued but on a restricted basis. Travel and person to person contact protocols limited access to PFHT facilities, their physicians, staff, and administrators. Family Health Organization physicians began seeing patients by phone or other audio-visual systems. Virtual care by Family Health Organization physicians significantly reduced the need for locum physicians. The reduced need for locum physicians resulted in fewer visiting doctors, who under other circumstances, would be introduced to our community and local Family Health Organizations. Covid-related postponement of medical exams also resulted in the delay of available of candidates.

Appendix A

Space Requirements

The need to locate and/or develop new practice locations continues to be an imperative. Progress toward solutions has been slowed by the Coronavirus protocols. We are currently in the process of trying to arrange a second meeting of the Physician Recruitment Task Force established by the former Executive Director. In March of this year shortly before pandemic lockdown procedures went into place, management representatives from the Peterborough Regional Health Centre, Physicians from Family Health Organizations, elected officials from County and City Councils, participants from the Development community, and Peterborough Family Health Team staff, held a round-table meeting to discuss ways and means of creating physician practice spaces in our community.

The work of re-purposing existing spaces, or creating new spaces for physicians will likely be a long-term endeavour given the complexity of zoning and development requirements. We are aware of at least one developer who has expressed interest in building a facility specifically for medical use in the Millbrook area.

Physician Retirements

This year we have replaced 6 retiring physicians and anticipate approximately 5 more retirements in the coming 18-24 months. Given the greater business incentive of taking over an existing practice rather than building a roster, and the difficulty of finding office space for a new practice, our recruiting efforts have been targeted at replacing retiring doctors simply because the retiring doctor's space becomes available.

Recruitment Activities

- We continue our recruitment work with the Queen's Medical Residents but have broadened our recruitment efforts to include direct outreach to other medical schools
- We continue to use the Health Force Ontario website, PFHT Website as well as the Medical School Recruitment Forums.
- PFHT now does active recruiting through phone calls and e-mails direct to graduating physicians
- PFHT continues to facilitate placements for medical students conducting practicums in Peterborough.
- We recently resumed efforts to secure short and long-term locum doctors for our physicians who require time off or are looking to transition into retirement
- PFHT continues to manage the City of Peterborough physician recruitment incentive program
- Recently participated in the University of Waterloo Medical Student recruitment fair
- Met with Dr. Keough and CAO of Asphodel/Norwood to discuss growth and recruitment
- Continue to partner with physician recruiters for Kawartha Lakes/Haliburton to find replacement physician for Kinmount

Engagement Data

The following figures do not include candidate contacts or engagements made by FHO administrators or FHO staff.

Appendix A

Beginning March 2020, PFHT has made 98 person to person contacts with PGY1's, PGY2's, and currently practising family medicine physicians.

Of the 98 contacts, 91 were made by job fair participation, proactive phone calls and/or e-mails directly to candidates, 7 were made as a result of responses to position postings on the Health Force Ontario and PFHT websites.

Beginning November 1, 2019, to November 1, 2020, PFHT attracted 6 new physicians to assume existing rosters of patients. Five of the six have completed roster transfers and 1 is currently pending transfer.

Contacts and postings generated a total of 18 engagements. Of the 18 engagements we are currently in the recruitment phase with 4 candidates.

Chart of New Family Medicine Physicians:

Dr. J. Friesen	Ptbo. Clinic	Jan 2020
Dr. N. Binette	Ptbo. Clinic	Jan 2020
Dr. Ryan D'Souza	Community	Jan 2020
Dr. Shayla McIsaac	Ptbo. Clinic	Oct 2020
Dr. Sunil Mungara	Greater	Jan 2021
Dr. Tory Cuppy	Chemong	Oct 2020

Physician Recruitment Budget January 1, 2021 - December 31, 2021

Expenses	Budget
Salaries	\$29,000.00
Website, Publicity & Advertising	\$1500.00
Cell Phone	\$950.00
Goodwill (welcome/parting gifts for PGY2s)	\$500.00
Entertainment (ROMP Students, PGY1 & PGY2)	\$300.00
Accommodations for prospective physicians	\$750.00
Job Fairs	\$3,200.00
Total Expenses	\$36,200.00