



City of  
**Peterborough**

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**To:** **Members of the Budget Committee**

**From:** **Sandra Clancy, Director of Corporate Services**

**Meeting Date:** **November 28, 2016**

**Subject:** **Report CPFS16-043  
Peterborough Health Team 2017 Budget for the Physician  
Recruitment Program**

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## **Purpose**

A report to inform Council that the 2017 Budget submission of the Peterborough Family Health Team for the Physician Recruitment Program will be reviewed on Tuesday, November 29, 2016.

## **Recommendation**

That Council approve the recommendation outlined in Report CPFS16-043, dated November 28, 2016, of the Director of Corporate Services as follows:

That the presentation and budget details presented to the November 29, 2016 Budget Committee by the Peterborough Family Health Team for the 2017 Budget for the Physician Recruitment Program, be received.

## **Budget and Financial Implications**

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

## Background

The Budget Committee is scheduled to review the 2017 Draft Budget during the week of November 28, 2016.

Tuesday, November 29, 2016 has been set aside to review budget requests from outside Boards and Agencies. If requested, representatives from Peterborough Family Health Team are prepared to attend to make a short presentation and answer questions about the 2017 amounts that are included in the Draft 2017 Budget. The Budget Committee will resume its review of City departments either later that evening, or on Wednesday, November 30, 2016.

Included on page 179 of the 2017 Draft Budget Highlights Book is a high-level summary of information presented by Peterborough Family Health Team.

The Agency took over the Physician Recruitment Program from Peterborough Economic Development in 2015. The requested municipal share of the program's expenses, in the amount of \$35,000, will be shared between the City and County based on the respective population from the 2011 Census. The City share for 2017 is 58.32% or \$20,412.

Additional budget details are appended to this report and further information will be provided by the agency representative on November 29, 2016.

Submitted by,

Sandra Clancy  
Director of Corporate Services

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Attachment:

Appendix A: Draft 2017 Budget for the Physician Recruitment Program

Appendix A

## **Draft 2017 Budget for the Physician Recruitment Program**



## **Physician Recruitment ANNUAL REPORT**

Prepared for: City of Peterborough  
Prepared by: Lori Richey, Executive Director Peterborough Family Health Team (formerly  
Primary Health Care Services of Peterborough)

Period: July 1, 2015 – October 31<sup>st</sup>, 2016

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### **BACKGROUND**

The Peterborough Family Health Team (PFHT) assumed responsibility for Physician Recruitment on July 1, 2015.

Effective February 1, 2015 the ability to join a Family Health Organization (FHO) was restricted to areas designated as “high need” only. While some communities located in the County of Peterborough were deemed underserved (see below), Peterborough City was not.

The criteria used to determine whether a community is high needs or not were a combination of:

- Rurality (Rurality Index for Ontario (RIO) score)
- Family physician to population ratio and
- Input from the Central East Local Health Integration Network (CE LHIN), based on their knowledge of local demographics, socioeconomic factors, service capacity, access issues and unique population health needs

The following communities within Peterborough County are deemed underserved:

- Asphodel-Norwood
- Cavan-Monaghan
- Douro-Dummer
- Trent Lakes (Galway-Cavendish & Harvey)
- Otonabee-South Monaghan
- Selwyn (Smith-Ennismore-Lakefield)

Another factor that is concerning, is the pending retirements of many of our existing Primary Care providers. According to a survey completed by PFHT in the fall of 2015, eleven (11) physicians, caring for approx. 23,000 patients plan to retire within the next 2-5 years. Under the current Managed Entry Program you can only do a 1 to 1 replacement and all of these physicians have a practice size much larger than new physicians are looking for, potentially leaving a large number of patients without care.

The five FHO's within Peterborough currently serve 115,851 of a possible 135,000 residents of Peterborough City & County, 10,000 of those residents receive care by another provider, leaving approximately 9,000 without access to care. An average fulltime practice is 1200-1400 patients, which indicates that the addition of 7 more full time FHO physicians would be required to ensure all residents have access to regular primary care. PFHT has submitted a business case to the CE LHIN in September to lobby to also designate Peterborough City as High Need and therefore allow us to place the physicians where they are most needed. The PFHT Business case was supported by the CE LHIN and is now awaiting Ministry approval.

While physicians are free to practice in other payment models, the team based model of the FHO is superior to all other physician practice models and 87 of 89 family physicians practicing locally are part of a FHO. New medical graduates, which are our main source of recruits, are being trained to work in a team environment and are not looking to practice as a solo fee-for-service physician.

In addition, Family Health Team resources are currently only accessible to physicians practising in a FHO model, thereby creating unequal access to support services such as a mental health clinician or registered dietitian.

## **RECRUITMENT ACTIVITIES**

- New promotional brochures were designed and printed with the slogan “You can practice anywhere, but you can LIVE here.”
- Two pop up banners were designed and printed to use at recruitment fairs
- Docfinder.ca updated with current information and link to [www.peterboroughfht.com](http://www.peterboroughfht.com)
- Presentation was made to City & County Council members
- Presentations were made and communication channels established with Queen’s Medical Residents as they are an excellent source of candidates
- Relationship established with James Draper, Regional Advisor for Health Force Ontario
- Participation in a Recruiters Forum with other recruiters from the surrounding communities to learn best practices, establish contacts etc.
- Participated in MD Recruitment Fair in Kitchener

## **PHYSICIAN RECRUITMENT**

- Dr. Kathleen Nicholls - NEW
- Dr. Marie-Helen LaPlante - NEW
- Dr. Colin Matheson – replaced Dr. Sue Gleeson
- Dr. Anusha Kathiravelu – replacing Dr. Goodge (Dec. 2016)
- Dr. Luke Bowley – replacing retiring physician not yet made public (Oct. 2017)
- Temporary coverage for maternity leave
- Actively recruiting for 2 other pending retirements (not yet announced)

If PFHT is successful in having the City of Peterborough designated as “high needs” recruitment will begin immediately for these positions.

Respectfully submitted  
Lori Richey

**Physician Recruitment Budget & Expenses**

January 1, 2016 – December 31, 2016

<b><u>Expenses</u></b>	<b><u>Budget</u></b>	<b><u>Projected Actual</u></b>
Salaries	\$25,000.00	\$25,000.00
Website, Publicity & Advertising	\$2,000.00	\$3,745.00
Cell Phone	\$500.00	\$350.00
Goodwill	\$1,000.00	
Accommodations & Meals for prospective MDs	<u>\$1,500.00</u>	<u>\$886.84</u>
 Total Expenses	 \$30,000.00	 \$29,981.84

**Physician Recruitment Budget**

January 1, 2017 - December 31, 2017

<b><u>Expenses</u></b>	<b><u>Budget</u></b>
Salaries	\$25,000.00
Website, Publicity & Advertising	\$2,000.00
Cell Phone	\$500.00
Goodwill	\$500.00
Accommodations for prospective physicians	\$500.00
Job Fairs	<u>\$6,500.00</u>
 Total Expenses	 \$35,000.00