



City of
Peterborough

To: Members of the Budget Committee

From: Sandra Clancy, Director of Corporate Services

Meeting Date: November 27, 2017

Subject: Report CPFS17-054
Peterborough Family Health Team 2018 Budget for the
Physician Recruitment Program

Purpose

A report to inform Council that the 2018 Budget submission of the Peterborough Family Health Team for the Physician Recruitment Program will be reviewed on Tuesday, November 28, 2017.

Recommendation

That Council approve the recommendation outlined in Report CPFS17-054, dated November 27, 2017, of the Director of Corporate Services as follows:

That the presentation and budget details presented to the November 28, 2017 Budget Committee by the Peterborough Family Health Team for the 2018 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 2018 Draft Budget during the week of November 27, 2017.

Tuesday, November 28, 2017 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 2018 amounts that are included in the Draft 2018 Budget. The Budget Committee will resume its review of City departments either later that evening, or on Wednesday, November 29, 2017.

Included on pages 195-196 of the 2018 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, in the amount of \$35,595 represents a 1.7% increase over the 2017 amount of \$35,000. Funding will be shared between the City and County based on the respective population from the 2016 Census. The City share for 2018 is 58.62% or \$20,866 (2017 - \$20,412 based on 58.32%).

Additional budget details are appended to this report and further information will be provided by the agency representative on November 28, 2017.

Submitted by,

Sandra Clancy
Director of Corporate Services

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Attachment:

Appendix A: Draft 2018 Budget for the Physician Recruitment Program

Appendix A

Draft 2018 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

Period: January 1, 2017 – December 31, 2017 (written Oct. 3/17)

Underserviced Designation Received – March 2017

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 underserviced, Peterborough City was not.

The Peterborough Family Health Team submitted a Business Case to the Ministry of Health and Long Term Care in the fall of 2016 to allow us to add additional family physicians. I am happy to report that effective March 2017, Peterborough City as well as the existing communities within the County have been deemed underserviced or “high need”. This means that the restriction of adding physicians has been lifted and we can once again, recruit and add as many as needed with the ultimate goal of all persons having access to a primary care provider.

Peterborough is home to a Queen’s Family Medicine Residency Program and is an excellent source of candidates. These residents have spent a minimum of two years within our community, many have bought homes and their spouses/partners have gotten meaningful employment, so they are quite committed to this area upon completion of their program.

The fact that we were restricted from the period of February 2015 and March 2017 did have a negative impact upon recruitment efforts and as such it is estimated that the current unattached population in Peterborough City & County is approximately 8500. An example of the impact this restriction caused is the Queen’s Residents who could have begun practice in July 2017 all elected to take another year of training as there were not any opportunities locally, therefore they are now not available to practice until July 2018.

This year has been very busy getting our name out there again and letting physicians know we are open for business. We will have attended three of Ontario’s Medical School career fairs by November and feel that this is an excellent way to gain interest in our community. We have also purchased a number of print and online ads to promote our community.

RECRUITMENT ACTIVITIES

- A Recruitment Database was created to track:
 - Potential Candidates
 - Departing Physicians
 - Space Availability
 - Advertising and Job Fairs
- Currently we have 40 active leads for our community that we continue to communicate with.
- Advertised available opportunities on Health Force Ontario, The Medical Post, Ontario Medical Association Review, and Canadian Family Physician Magazine. We are tracking how interested candidates heard about us, so we can use the most effective method.
- Sponsored educational speaker for local Queen's Residents.
- Sponsored dinner for group of 6 Rural Ontario Medical Program Students.
- Met with PGY1 & PGY2 Queen's Residents in small groups to share opportunities for employment with PFHT in the future.
- Participated in MD Recruitment Fair in Kingston, Kitchener and Ottawa (Nov. 2017).

PHYSICIAN RECRUITMENT

- Dr. Lucas Bowley – replacing Dr. Patrick Kilmartin – November 2017
- Dr. Chris Lem – replacing Dr. Stephan Ragaz – January 1, 2018
- Dr. Andrew Binette – NEW
- Dr. Jessi Dobyngs – NEW
- Dr. Britt Lehmann Bender – NEW
- Dr. Maria Steimbrecher – NEW
- Dr. Emily Selby – locum coverage for Dr. Holmes, summer of 2017
- Dr. Holmes retired in Sept. 2017 – unable to find a replacement, however 1200 of 1400 patients were placed with existing physicians.

Respectfully submitted
Lori Richey



**Physician Recruitment Budget
January 1, 2018 - December 31, 2018**

Expenses	Budget
Salaries	\$25,000.00
Website, Publicity & Advertising	\$3,000.00
Cell Phone	\$500.00
Goodwill	\$500.00
Accommodations for prospective physicians	\$500.00
Job Fairs	\$6,095.00
Total Expenses	\$35,595.00
City of Peterborough Funding (58.62%)	\$20,866.00
County of Peterborough Funding (41.38%)	\$14,729.00
	\$35,595.00



**Physician Recruitment Actual
January 1, 2017 - December 31, 2017
As of October 3/17**

Expenses	Budget	Projected Actual
Salaries	\$25,000.00	\$25,000.00
Website, Publicity & Advertising	\$2,500.00	\$3198.29
Cell Phone	\$500.00	\$500.00
Goodwill	\$500.00	\$208.00
Accommodations for prospective physicians	\$500.00	\$0
Job Fairs	\$6,000.00	\$6000.00
Total Expenses	\$35,000.00	\$34,906.29