



Committee Report

Joint Municipal Physician Recruitment and Retention Committee

Meeting Date: May 20, 2021
Meeting Time: 10:00 a.m.
Location: Town Hall, Council Chambers
32 Mill Street, Thornbury, ON

The following are recommendations from the Joint Municipal Physician Recruitment and Retention Committee to be considered for adoption by Council

- [Receive Minutes \(May 20, 2021\)](#)

Recommended (Move, second)

THAT Council of The Town of The Blue Mountains receives The Blue Mountains Joint Municipal Physician Recruitment and Retention Committee Minutes dated May 20, 2021 as attached, for information purposes.

- **Matters for Discussion**

- **C.3 Physician Recruiter Options Discussion (verbal)**

Recommended (Move, second)

THAT Council of The Town of The Blue Mountains receives the Joint Municipal Physician Recruitment and Retention motion as follows:

THAT the Joint Municipal Physician Recruitment and Retention Committee requests Council's approval to engage a Physician Recruiter be retained on a contract basis for up to 6 months at a cost not to exceed \$25,000 facilitated by the Town of The Blue Mountains and reporting through to the Joint Municipal Physician Recruitment and Retention Committee, CARRIED.

AND THAT Council of The Town of The Blue Mountains approves the request for the Joint Municipal Recruitment and Retention Committee to retain a Physician Recruiter on a contract basis for up to 8 months at a cost not to exceed \$25,000.00.



Minutes

The Blue Mountains, Joint Municipal Physician Recruitment and Retention Committee

Date: May 20, 2021
Time: 10:00 a.m.
Location: Town Hall, Council Chambers - Virtual Meeting
32 Mill Street, Thornbury, ON
Prepared by:
Sarah Merrifield, Executive Assistant Committees of Council

Members Present: Town of The Blue Mountains Councillor Sampson , Municipality of Grey Highlands Councillor Tom Allwood, Town of Collingwood Councillor Yvonne Hamlin, Township of Clearview Mayor Doug Measures, Chair June Porter, and Municipality of Meaford Mayor Barb Clumpus who joined the meeting at 10:08 a.m. following the call to order

Staff Present: Executive Assistant Chief Administrative Officer Liz Saunders

Regrets: Chief Administrative Officer Shawn Everitt

A. Call to Order

A.1 Traditional Territory Acknowledgement

We would like to begin our meeting by recognizing the First Nations, Metis and Inuit peoples of Canada as traditional stewards of the land. The municipality is located within the boundary of Treaty 18 region of 1818 which is the traditional land of the Anishnaabek, Haudenosaunee and Wendat-Wyandot-Wyandotte peoples.

A.2 Committee Member Attendance

A.3 Approval of Agenda

Moved by: Councillor Yvonne Hamlin
Seconded by: Councillor Rob Sampson

THAT the Agenda of May 20, 2021 be approved as circulated, including any additions to the Agenda.

Yay (5): Councillor Tom Allwood, Councillor Yvonne Hamlin, Mayor Doug Measures, Councillor Rob Sampson, and Chair June Porter

Absent (1): Mayor Barb Clumpus

The motion is Carried (5 to 0, 1 absent)

A.4 Declaration of Pecuniary Interest and general nature thereof

NOTE: In accordance with the *Municipal Conflict of Interest Act* and the Town Procedural By-law 2019-56, Joint Municipal Physician Recruitment and Retention Committee (JMPRRC) Members must file a written statement of the interest and its general nature with the Clerk for inclusion on the Registry.

None

A.5 Previous Minutes

Councillor Allwood noted a slight amendment at Item C.1, 3rd paragraph where it incorrectly references him instead of Councillor Hamlin.

Moved by: Councillor Tom Allwood

Seconded by: Councillor Yvonne Hamlin

THAT the Minutes of the April 15, 2021 meeting be approved as circulated, including any revisions to be made.

Yay (5): Councillor Tom Allwood, Councillor Yvonne Hamlin, Mayor Doug Measures, Councillor Rob Sampson, and Chair June Porter

Absent (1): Mayor Barb Clumpus

The motion is Carried (5 to 0, 1 absent)

B. Staff Reports and Deputations

B.1 Deputations, if any

B.1.1 Michele Hunter, Program Manager for Rural Ontario Medical Program ("ROMP")

Re: Overview of the Rural Ontario Medical Program and Upcoming Events

Committee Member Barb Clumpus joined the meeting at 10:08 a.m.

Chair June Porter welcomed Michele Hunter, Program Manager for Rural Ontario Medical Program (ROMP).

Michele provided an overview of what ROMP's work is focused on, where do we start, what can we do, what has changed for Canada's healthiest community, and discovering the numbers.

Michele advised that ROMP is focused on continued learning with clinical clerks, post graduate residents and preceptors (late-career phase), as well as virtual training.

Michele advised that as ROMP partners with communities to consider the things that can be done to calibrate the information cascading out to physicians through the work of the Committee or other candidates, it would be beneficial to also emulate what other communities have done where they have been successful.

When considering how to expand into communities, ROMP considers what medical students are doing with other initiatives while they are back home in our communities.

Michele noted that the Town has invested funds for video content, but that that content needs to be broadly linked so it is more available and provides individuals an opportunity to experience the community.

Michele provided an overview of healthcare impact of training in South Georgian Bay Region with the goal to expand into other areas.

Michele provided an overview of the CSJ 2021 Grant and advised it was the largest in the province.

Michele advised the Committee that ROMP is hosting a ROMP Research and Innovation Day on June 16, 2021 from 9-11:30 a.m., and that the theme is COVID Wellness. Michele advised that archived ROMP events are available on the ROMP website for other topics including cancer and geriatric issues.

Committee Member Yvonne Hamlin noted that previous speakers at the Committee level had indicated that the doctor-to-patient ratio was at 1,250/1, but that it should be closer to 800/1. Michele confirmed that the 1,250/1 ratio is a Ministry number, but that the lower ratio is what is being adopted in practice. Michel advised that those ratio discrepancies are being addressed this summer with students.

Yvonne noted that Collingwood has set up an affordable housing taskforce and asked if that would be the kind of thing ROMP would attend to speak at regarding community needs and how to handle it, which Michele confirmed.

Committee Member Barb Clumpus noted the importance of broadening access to primary care and relieving the discrepancy between the

number of medical practitioners leaving and the incoming doctors who are replacing them. She advised that the Meaford Community Safety and Wellness Plan, which focuses on social determinants of health, is finishing soon. Barb asked whether Michele has any information on how allied professionals will be funded. Michele advised that ROMP is involved in all the training to the point where the practitioners are in their final residency or practicum, and that the location choice is made by the resident, nurse practitioners or learner as to where they will practice. Michele advised that it is important to have information available to assist with that decision-making.

Councillor Sampson noted that this Committee should be addressing any assistance to the Collingwood doctor-cap, and the importance of how to understand where the Town fits within the continuum of retaining physicians within the community. Councillor Sampson noted that this presentation may be beneficial to The Blue Mountains Attainable Housing Corporation. Michele advised that pre-COVID, doctors were leaving their families to reside in apartments in the city and see patients. Now, doctors are not mobilizing with the provincial restrictions in place to explore, but they are doing so virtually. Michele noted that individuals coming out of residency and medical students are doing everything online. Michele advised that it would be good to collate available information and link to one another.

Committee Member Doug Measures noted that the area is being investigated by potential new residents, by physicians and others digitally and the importance of being digitally approachable.

Chair Porter thanked Michele for her presentation to the Committee.

Moved by: Mayor Doug Measures

Seconded by: Councillor Rob Sampson

THAT the Joint Municipal Physician Recruitment and Retention Committee receives Item B.1.1 Michele Hunter, Program Manager for Rural Ontario Medical Program ("ROMP") Re Overview of the Rural Ontario Medical Program and Upcoming Events for information.

Yay (6): Councillor Tom Allwood, Councillor Yvonne Hamlin, Mayor Doug Measures, Councillor Rob Sampson, Chair June Porter, and Mayor Barb Clumpus

The motion is Carried (6 to 0)

B.2 Public Comment Period (each speaker is allotted three minutes)

NOTE: In accordance with the Town Procedural By-law 2018-20 fifteen minutes is allotted at the Meeting to receive public comments regarding the Joint Municipal Physician Recruitment and Retention Committee matters included on the Agenda. The speaker shall provide their name and address and shall address their comments to the Chair. Comments shall not refer to personnel, litigation or potential litigation matters.

Committee meetings are taking place virtually to assist with social distancing with respect to COVID-19. Comments received from the public that have not been included on the Agenda will be read at the meeting by the Executive Assistant.

None

B.3 Staff reports, if any

B.3.1 2021 Family Physician Survey Results, FAF.21.095

Councillor Sampson asked what action can be taken with the data.

Chair Porter provided her analysis of the data and noted a lot of community support in the comments of the survey section for the work the Committee is doing. Councillor Sampson noted that the data could be taken to the AMO Conference or the Minister of Health to discuss the issues around physician recruitment and Health Connect, and the potential for doing a cross-county request to the Minister.

Moved by: Councillor Rob Sampson

Seconded by: Councillor Yvonne Hamlin

THAT the Joint Municipal Physician Recruitment and Retention Committee receive Staff Report FAF.21.095, entitled "2021 Family Physician Survey Results" for information purposes;

AND THAT the Joint Municipal Physician Recruitment and Retention Committee requests each participating municipal Council to authorize a joint application for a delegation to the Minister of Health to discuss health care concerns in South Georgian Bay, including: Health Connect and the Region's Physician shortage during the 2021 AMO Conference;

AND THAT, due to the time-sensitive nature of this request, it be made directly to the respective Councils at the earliest opportunity.

Yay (6): Councillor Tom Allwood, Councillor Yvonne Hamlin, Mayor Doug Measures, Councillor Rob Sampson, Chair June Porter, and Mayor Barb Clumpus

The motion is Carried (6 to 0)

C. Matters for Discussion

C.1 Community Physician Survey Update (verbal update from all members)

None

C.2 Update on Question and Answer Series - Chair Porter

Chair Porter advised that the media release regarding the first of the Question and Answer series occurred the previous week and noted she had not seen anything from local press. Chair Porter advised she is currently working on the second publication along with a summary powerpoint presentation and asked if there were any comments regarding bringing this to the participating municipal Councils for comment.

Councillor Hamlin asked whether the power-point summary of the survey results could be made available to Committee members, and Chair Porter confirmed the presentation would be made available and the agenda item would be brought forward to the next few Committee meetings. Chair Porter advised that she would circulate the material accordingly.

Councillor Tom Allwood noted that the media releases should be attached to the Minutes so that same can be provided to respective Councils for consideration. Chair Porter asked Executive Assistant Committees of Council Sarah Merrifield how to approach this issue. Sarah advised that the approved minutes can be circulated immediately following the meeting and confirmed that the news item can be circulated.

C.3 Physician Recruiter Options Discussion (verbal)

Councillor Sampson noted that it would be beneficial to engage a physician recruiter to help work with ROMP. Councillor Sampson noted the need for a possible amendment to the committee structure to take the Committee into the future as a separate legal entity.

Chair Porter advised that the Committee had the option to hire a physician recruiter in a standard contract to get up and running.

Councillor Hamlin inquired as to how the Midland recruiter was hired. Chair Porter advised the recruiter was a self-employed individual hired through contract and advised he may have been hired under an RFP process.

Mayor Doug Measures noted his agreement with Councillor Sampson that the Committee needs to move forward with the recruiter process. He noted his thanks to The Town of Blue Mountain Council, CAO, the Administration Department and the Clerk's staff for continuing to provide support. He noted the structure of the Georgian Bay General Hospital which is operated by hospital and

supported by municipalities as a model to consider. Committee members discussed creation of sub-committees.

Mayor Measures left the meeting at 11:48 a.m. and rejoined at 11:53 a.m.

Mayor Clumpus called for a Point of Order, and enquired if the proposed recommendation is an appropriate resolution for the Committee to support if a municipality has not made financial contributions. Councillor Sampson noted that members are entitled to vote on the recommendation.

Moved by: Councillor Rob Sampson

Seconded by: Mayor Doug Measures

THAT the Joint Municipal Physician Recruitment and Retention Committee requests Council's approval to engage a Physician Recruiter be retained on a contract basis for up to 6 months at a cost not to exceed \$25,000 facilitated by the Town of The Blue Mountains and reporting through to the Joint Municipal Physician Recruitment and Retention Committee.

Yay (5): Councillor Tom Allwood, Councillor Yvonne Hamlin, Mayor Doug Measures, Councillor Rob Sampson, and Chair June Porter

Nay (1): Mayor Barb Clumpus

The motion is Carried (5 to 1)

Doug left the meeting at 12:04 p.m. and returned at 12:11 p.m.

C.4 Physician Appreciation Day (verbal)

Chair Porter advised that the North East Health Clinic had received positive feedback indicating thanks for observing the physician appreciation day.

C.5 Physician Recruitment Status - South East Grey Health Clinic (verbal)

None.

C.6 Review JMPRR Committee Action and Motion Tracking

Moved by: Councillor Tom Allwood

Seconded by: Councillor Rob Sampson

THAT the Joint Municipal Physician Recruitment and Retention Committee receive the May 2021 Action Item and Motion Tracking as presented.

Yay (5): Councillor Tom Allwood, Councillor Yvonne Hamlin, Councillor Rob Sampson, Chair June Porter, and Mayor Barb Clumpus

Absent (1): Mayor Doug Measures

The motion is Carried (5 to 0, 1 absent)

C.7 Draft Terms of Reference Proposed Revisions

Councillor Hamlin noted that the physician cap in Collingwood is not referenced in the draft Terms of Reference and enquired as to whether that could be added to the mandate. The Committee discussed an amendment to Section 11 regarding assisting the Town of Collingwood in lifting the physician cap. Councillor Sampson noted that the language around the cap should be dealt with more fulsomely in a separate meeting and asked if Chair Porter could workshop the language, which Chair Porter advised she would do.

Moved by: Councillor Yvonne Hamlin

Seconded by: Councillor Rob Sampson

THAT the Joint Municipal Physician Recruitment and Retention Committee request the Physician Recruitment and Retention Strategy sub-committee to investigate and report back to the Committee with options of alternative governance structures.

Yay (5): Councillor Tom Allwood, Councillor Yvonne Hamlin, Councillor Rob Sampson, Chair June Porter, and Mayor Barb Clumpus

Absent (1): Mayor Doug Measures

The motion is Carried (5 to 0, 1 absent)

D. Correspondence

None

E. New and Unfinished Business

E.1 Additions to Agenda

- Community Physician Survey Update (verbal update from all members)

F. Notice of Meeting Dates

June 17, 2021

Town Hall, Council Chambers

G. Adjournment

Moved by: Mayor Barb Clumpus

Seconded by: Councillor Yvonne Hamlin

THAT the Joint Municipal Physician Recruitment and Retention Committee does now adjourn at 12:14 p.m. to meet again at the call of the Chair.

Yay (6): Councillor Tom Allwood, Councillor Yvonne Hamlin, Mayor Doug Measures, Councillor Rob Sampson, Chair June Porter, and Mayor Barb Clumpus

The motion is Carried (6 to 0)