

# The City of Greater Sudbury

**DRAFT**

## Strategic Physician Recruitment and Retention Program

2007 - 2011





# Status of Healthcare in CGS

- Currently 30,000 residents without a Family Physician (FP)
- CGS is 24 FPs short of its designation.
- Within next 4 years an estimated 18 FPs will retire increasing the shortage to 42 FPs





# Current Major Initiatives

- PAIRO Tour
- Family Medicine Resident Orientation
- Physician and Family Appreciation Day
- Docs on Greens Golf Tournament
- Physician Recruitment Portal Website
- MedNorth Conference



# Working Group on Physician Recruitment and Retention

- End of mandate for Mayor's Roundtable – 2007
- Work of Roundtable needs to be continued and extended
- Should include medical learners in Greater Sudbury
- Physicians in outlying communities need to have a voice at the CGS
- Representation from City of Lakes Family Health Team



# Community Partnerships

- Successful physician recruitment is a community endeavor
- Look at Chamber of Commerce Recruitment Package
  - Applies only to “recruited” physicians
- Need to showcase our community to prospective physicians, students and residents
- Need to formalize relationship with community partners
- Ensure recognition for their contributions



# Current Incentives

## MoHLTC UAP

- \$40 K for FPs/psych.
- \$40 K tuition reimbursement
- \$20 K Specialists
- Community Assessment Visits

## Community Incentives

- \$2,000 CGS
- \$2,500 HRSRH
- \$1,000 C of C + community package

**NOTE: Underserved Area designation may soon be in jeopardy.  
The CGS should be prepared to respond.**



# Moving Forward

**Priority 1** - Providing Accessible Primary Care

**Priority 2** - Northern Ontario School of Medicine

**Priority 3** - Homegrown Human Resources

**Priority 4** – Ensuring Continuity of Care for our Citizens



# Providing Accessible Primary Care

## Return of Service in Outlying Communities

- The CGS currently provides a turn key clinic in Coniston.
- Fully furnished and can accommodate an additional physician.
- Difficult to encourage physicians to practice outside of City core.

**Purchase of Service - \$15 K → 4 year ROS**



# Providing Accessible Primary Care

## Commitment to the City of Lakes Family Health Teams



- CGS is a partner in the creation of 4 FHT sites
- New practice model
- Will improve access to physicians



### Valley East Site

- Current commitment from 2 PT physicians
  - NEED 4 FULL TIME PHYSICIANS
- \$10 K → 4 year ROS with FHT**



# Northern Ontario School of Medicine

## **Events to Reduce Professional and Social Isolation**

- Difficult for students and residents to meet physicians on their own
- Provide forum for open discussion and relationship building
- Physicians RECRUIT physicians

**Coordinate a series of  
physician – resident – student  
events**

# Northern Ontario School of Medicine



## Medical Learner Housing

- Rental vacancy rate at all time low (< 1%)
- Forced into undesirable accommodations
- Socially and geographically isolated from peers



**Purchase/lease of rental  
property units for the  
exclusive use of medical  
learners**



# Homegrown Human Resources

## Community Ambassadors



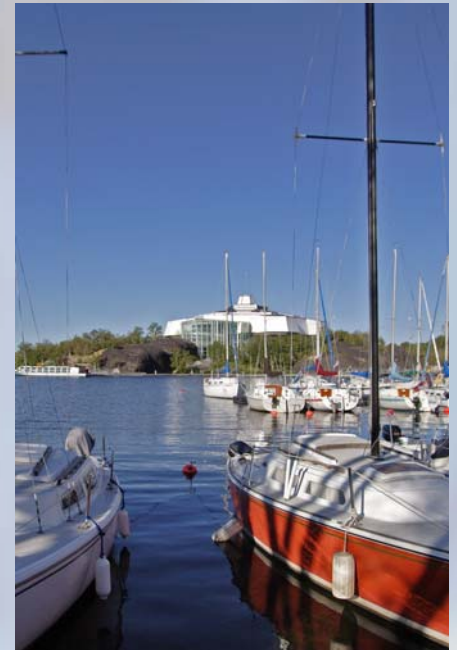
- Sudbury-based medical students are scattered across Ontario
- Difficult to find who they are and maintain relationships
- Already great ambassadors for the CGS

**Five Grants - \$5 K each → One per school**

# Homegrown Human Resources

## **“Greater Sudbury Days”**

- Host “Greater Sudbury Day” at the other five Ontario medical schools
- Liaise with medical learners who are originally from Greater Sudbury





# Ensuring Continuity of Care for our Citizens

## **Hospital Privileges Incentive**

- Continuity of care is essential to quality primary care
- Only 62 % of current FPs in CGS have privileges
- Need to encourage privileges to ALL new physicians



**Hospital Privileges – \$5 K**  
**ALL NEW PHYSICIANS**



# Enhancement Options

- **Option 1** – CGS Medical Student Bursary Fund
- **Option 2** – Medical Residents Purchase of Service Agreement

# Enhancement Option 1



## **NOSM Student Bursary**

- Our students are our most valuable resource
- Trained for practice in rural, remote and northern communities
- High debt load (often \$150 K +)

**1 NOSM Student Bursary →  
\$20K – 2 year ROS**

# Enhancement Option 2

## Family Medicine Residents

- Most make practice decisions during residency
- Financial concerns are paramount
- Purchase of service agreements can secure commitment for future years

**\$40 K – 4 years ROS → \$10 K annually**

(Funds available during residency)





# SUMMARY

Current Initiatives-	\$75,000
Proposed Four Priority Programs -	\$160,000
Proposed Enhancement Options -	\$60,000
Total -	\$295,000



# SUMMARY

## **NET YIELD/YEAR**

- 6 NEW Family Physicians
- 10 NEW Specialists
- 5 future Family Physicians
- 5 Prospective Students



# SUMMARY

## **NET YIELD/3 YEAR PROGRAM**

- 18 NEW Family Physicians
- 30 NEW Specialists
- 15 future Family Physicians
- 15 Prospective Students



# Conclusion

Revitalize our approach to physician recruitment

Commit to our proposed objectives

Plan for the future, now

Thank you

Questions