

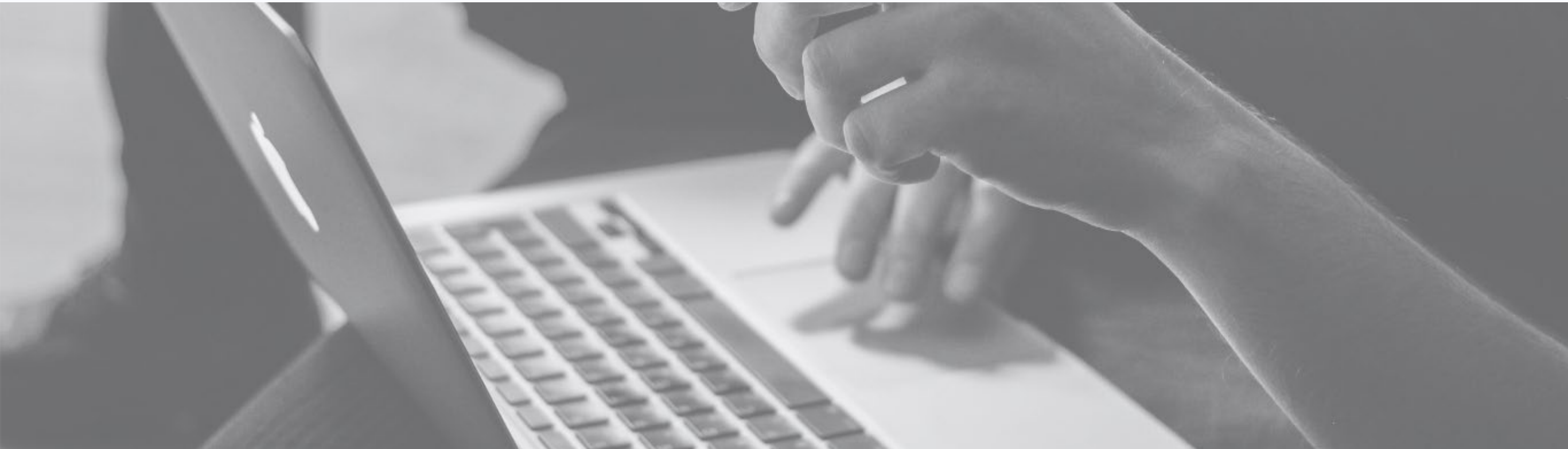


Physician Recruitment Updates

City of Port Colborne

Presented by:
JILL CROTEAU

Date: June 2023





AGENDA



Niagara Physician Recruitment Program

Brief Introduction of the program and services



Niagara Family Physician Landscape

Let's look at some numbers



Opportunity

How are we going to meet our goals in 2023



AGENDA



Niagara Physician Recruitment Program

Brief Introduction of the program and services



RECRUITMENT STRATEGY



Marketing

Attending multiple events to showcase Niagara opportunities and clinic space options



Support Licensing & Immigration

Work with the Ministry, CPSO and Service Canada to ensure that paperwork is submitted



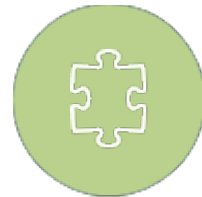
Resources

Help with advertising new practices through Niagara Region. Ongoing support in the community to ensure retention.



Site Tours & Interviews

Work with the candidate to ensure that they are matched with a practice that fits their needs



Onboarding

Assist with referrals to the community; Public Health, medical societies, hospital, real estate, connection to city incentive



Workforce Planning

Collaboratively identify needs in the community.



AGENDA



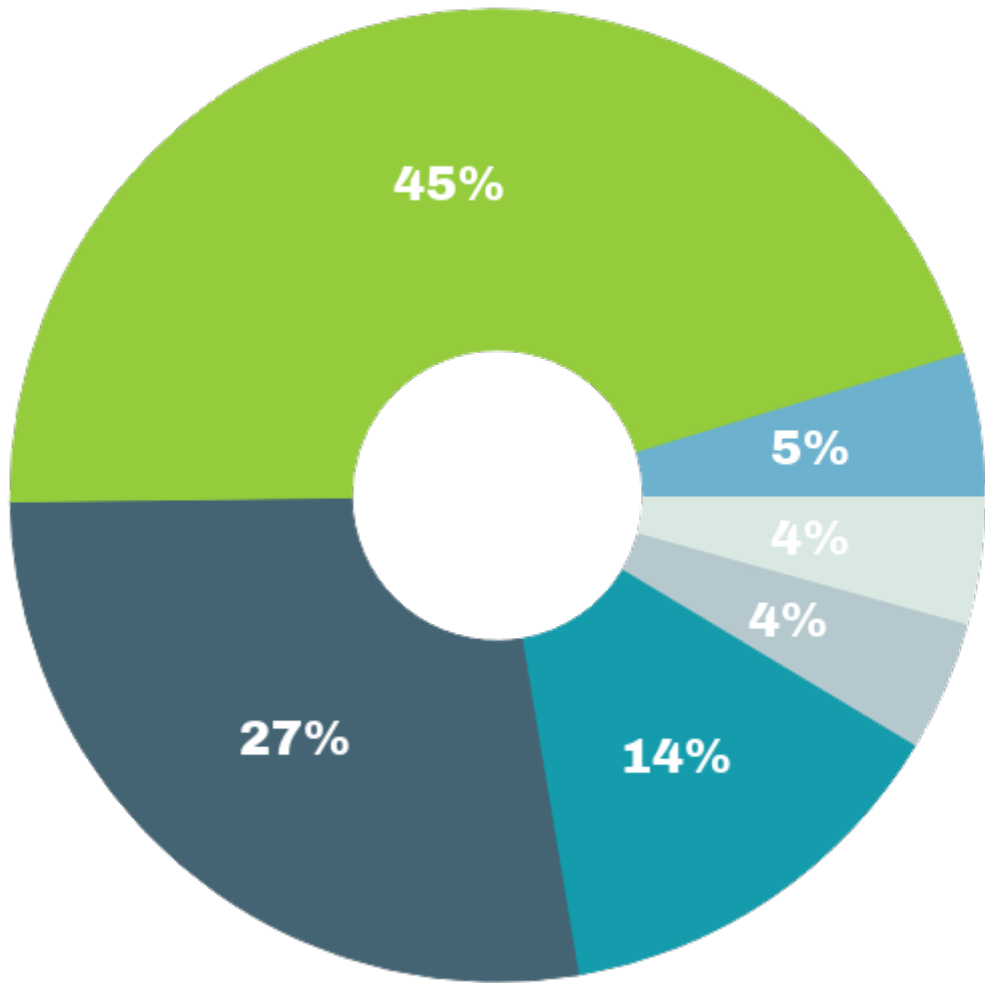
Niagara Family Physician Landscape







Let's look at some numbers



NIAGARA PATIENT ENROLLMENT MODELS

APRIL 2023



-  FAMILY HEALTH ORGANIZATIONS
-  FAMILY HEALTH TEAMS (FHN/FHO)
-  FAMILY HEALTH GROUPS
-  COMPREHENSIVE CARE MODEL
-  COMMUNITY HEALTH CENTRE
-  NON ENROLLING FEE FOR SERVICE



NIAGARA STATS

April 2023

Niagara has **255** family physicians with **232** who enrolling patients in a MOHLTC billing model

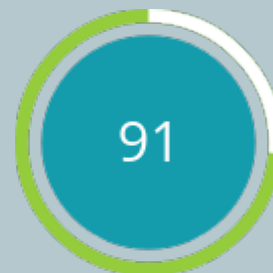


Physician Capacity

Niagara physicians enroll approx 322,000 people. Our population has increased to over 477,000 in 2021. This % can only be maximum of 67% of the population.

Family Doctors over 65

16% of the 255 physicians are over 65
Those in a PEM enroll over 52,000 patients.

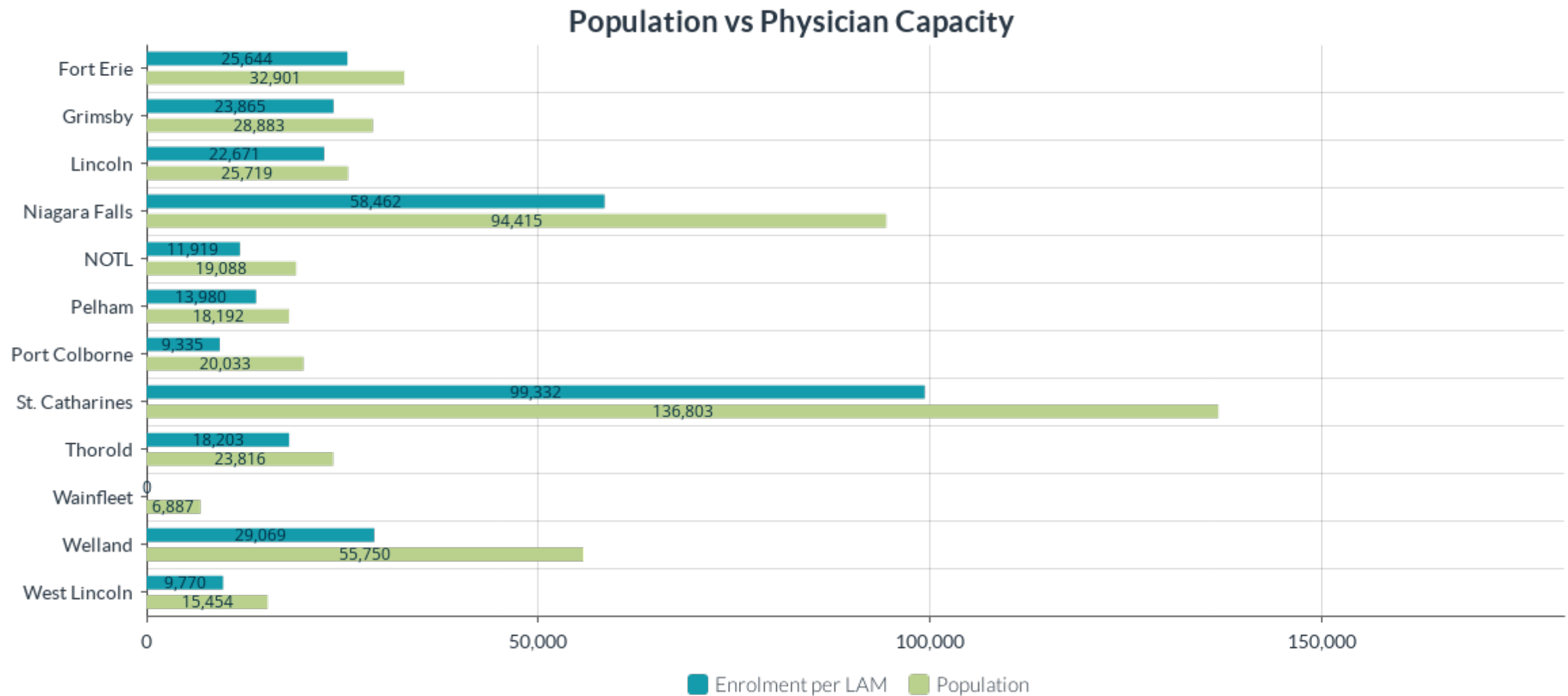


For a population of **477,000** our region should have **346** family doctors based on an average practice size of **1380** -
Shortage of 91 doctors.



Primary Care Gap in Population

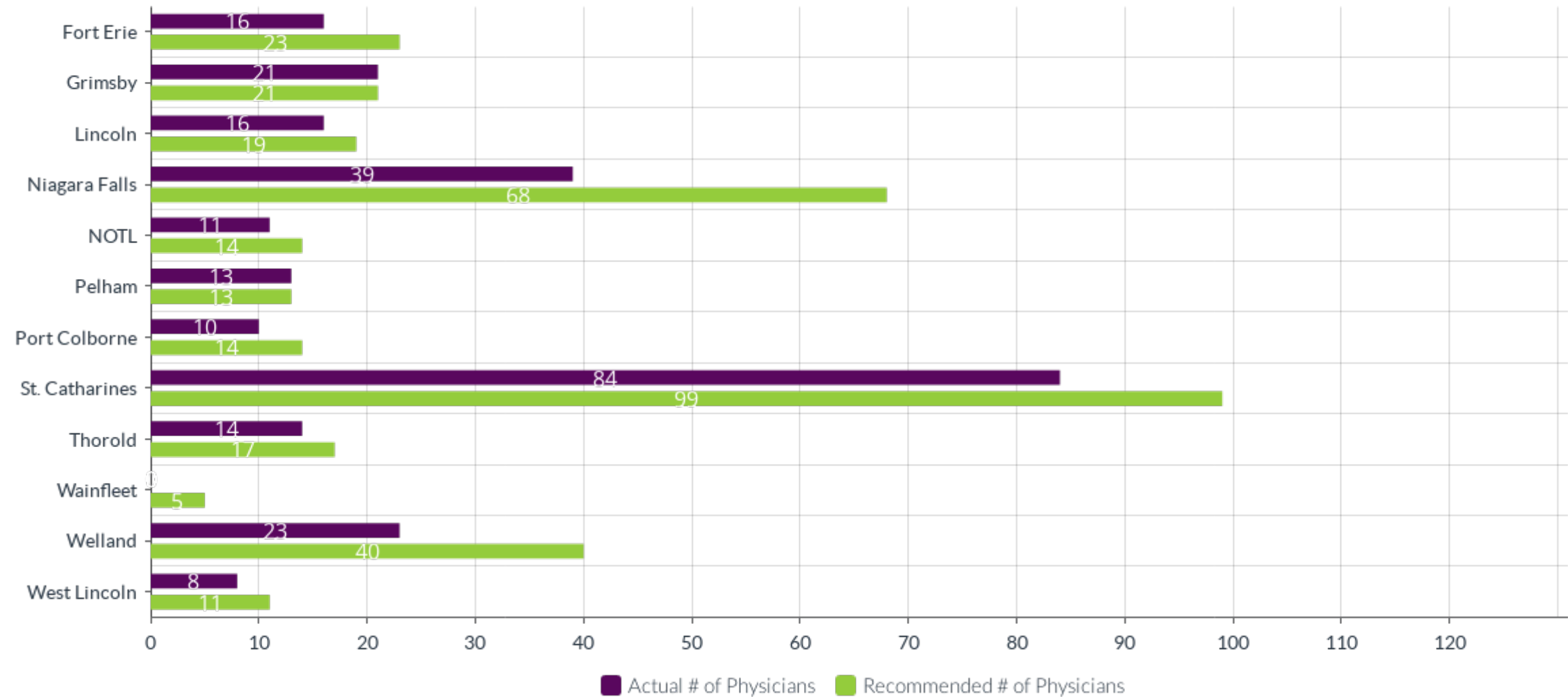
POPULATION VS PHYSICIAN ENROLLMENT NUMBERS PER MUNICIPALITY





Physician Shortage

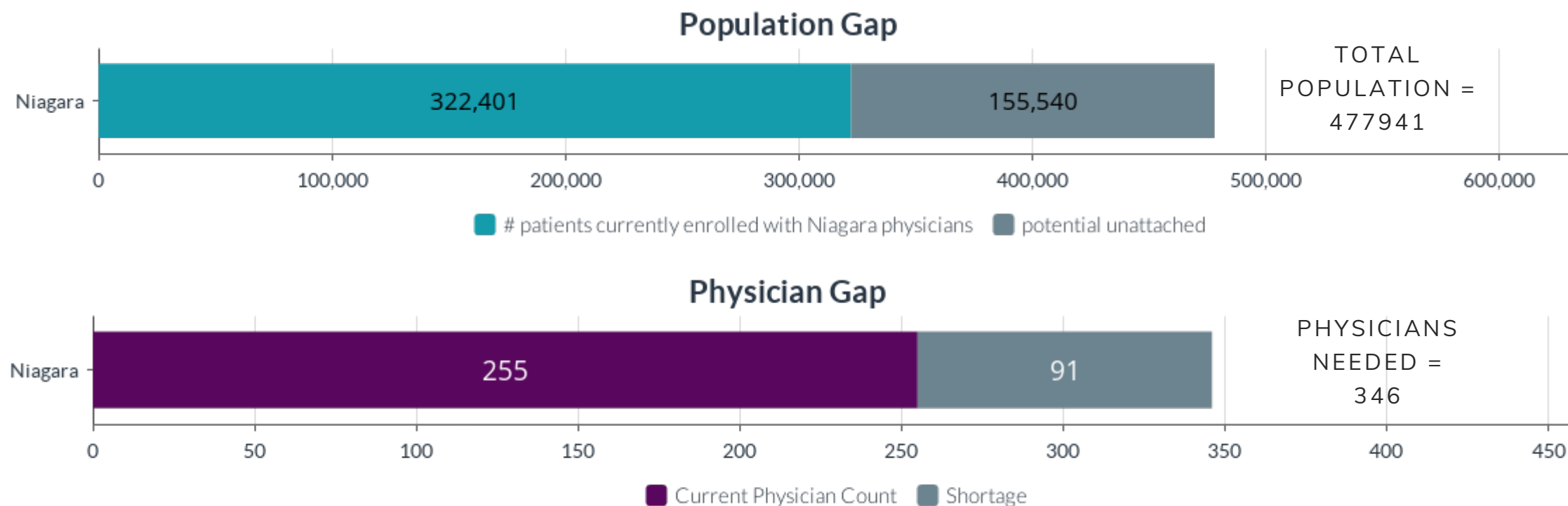
NIAGARA NUMBER OF PHYSICIANS - NUMBER OF RECOMMENDED PHYSICIANS (1:1380)





Primary Care Shortage Validation

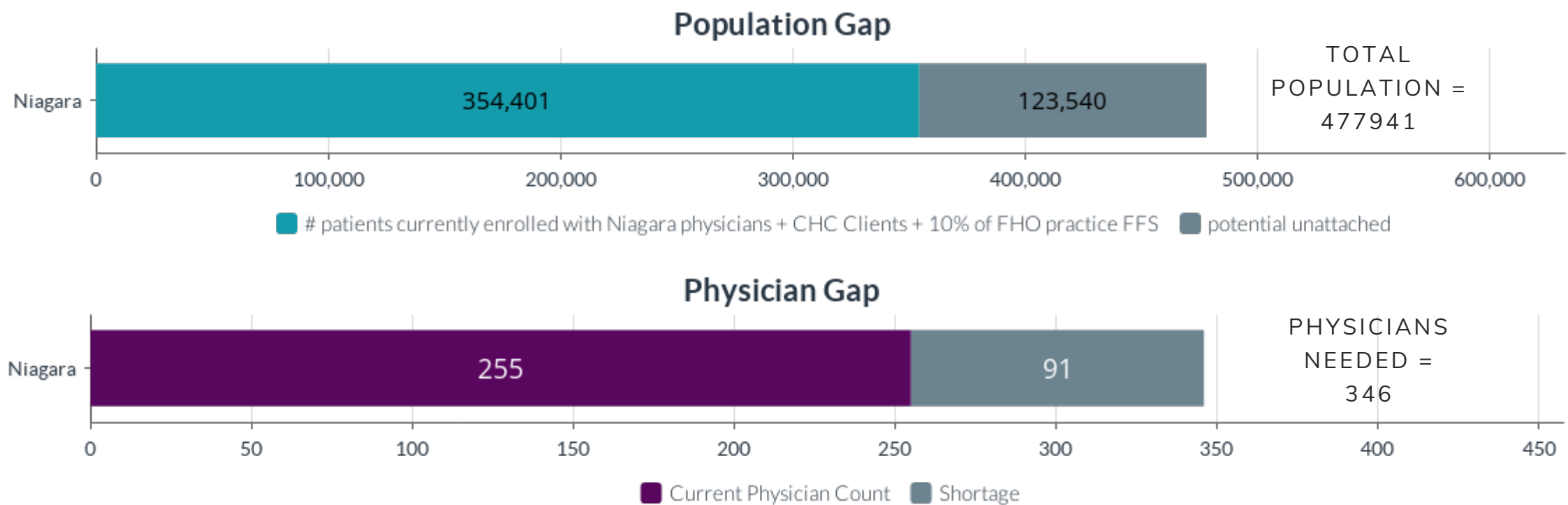
POPULATION VS PHYSICIAN ENROLLMENT NUMBERS PER MUNICIPALITY APRIL 2023





Primary Care Shortage Validation

POPULATION VS PHYSICIAN ENROLLMENT NUMBERS PER MUNICIPALITY APRIL 2023





CHALLENGES IN RECRUITMENT AND RETENTION

Supply Challenges

- approximately 400 family medicine residents graduate each year
- HFOjobs.ca is currently advertising 1800 jobs to fill in just family medicine (this number is significantly higher as many are unposted).
- With the 400 residents graduating, some move on to hospital, some move on to additional focused training and most are starting with locums (contracts).
- We lose between 6-7% of our physician workforce each year due to retirement or relocation.
- There is a significant disconnect between our supply and demand to meet the needs of our communities.



REGIONAL SUMMARY

- Our population in Niagara has grown by over 30,000 people in the last 5 years.
- 19 new physicians in 2022 and 19 left family practice in 2022
- Niagara has less than 3 doctors accepting new patients for a population of over 477,000 people.
- Over half of the physicians who left practice in 2022 closed their doors without a successor.
- $91 \text{ doctors} \times 1380 \text{ residents} = 125,580 \text{ residents}$



PORT COLBORNE SUMMARY

100 % of the primary care models within the City of Port Colborne are in either a FHO or CHC model. There are no walk in clinics or FFS models.

Port Colborne has over the past 5 years had 5 physicians leave practice, with 5 physicians move into practice.

- Dr. George Rungi
- Dr. Debbie Wilkes Whitehall
- Dr. Alan Daniel
- Dr. Kelly Maracle

Dr. Joe Fraelic
Dr. Matt Vandenberg
Dr. Raven Mancini
Dr. Jason Van Soelen



PORT COLBORNE SUMMARY

Port Colborne with 20,000 population should have a recommended 14 providers to meet the demands of its community. There are 10 doctors in the community.

Caveats to this:

- NP's from Bridges provide coverage to residents in Port Colborne and Wainfleet
- Residents can be seeking care outside of the city ie. have a doctor in St. Catharines, Fort Erie or Welland or be visiting the UCC or Walk in Clinics in surrounding communities.



PORT COLBORNE SUMMARY

The physician groups in Port Colborne continue to have interest in joining both the Lockview FHO and Niagara South FHO.

Feedback from candidates:

- Port Colborne is a desired community to work and live.
- Primary interest continues to be a FHO model in modern clinic space.
- Candidates moving from another province or country are looking for financial support. This amount is continuing to grow as competition for candidates increase.



AGENDA



Opportunity

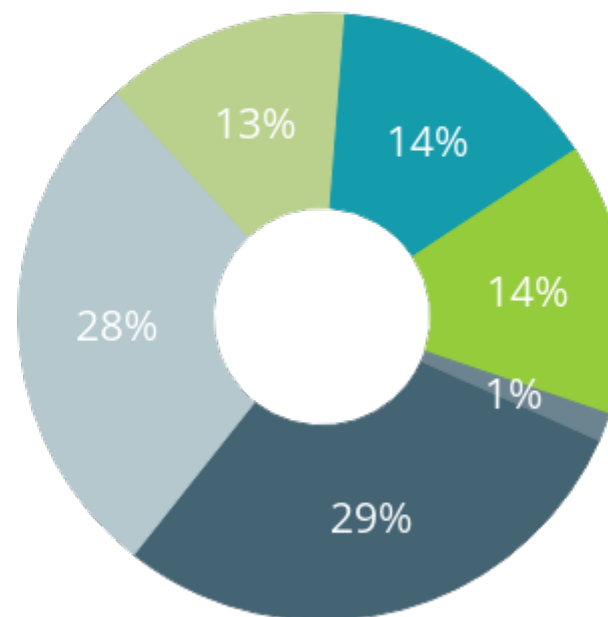


Niagara Physician Recruitment

Where are our physicians coming from?

5 year historical data

- McMaster - Niagara FM 29%
- Ontario 28%
- UK 13%
- CAN(outside of ON) 14%
- US 14%
- AUS 1%



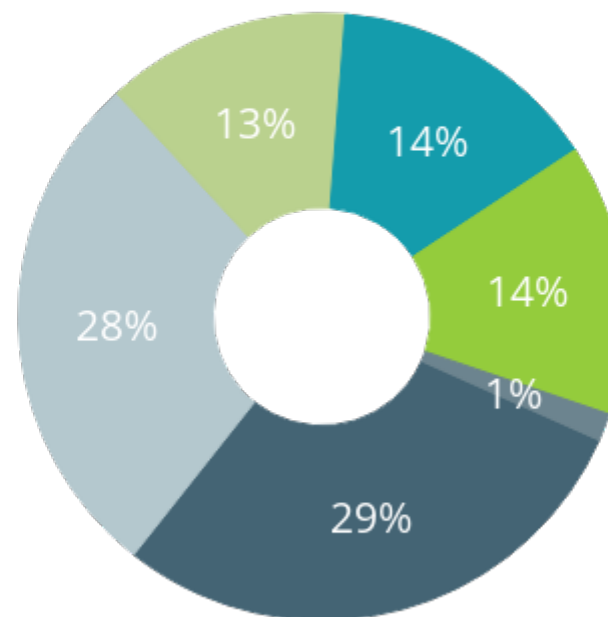


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Looking into 2023

- ☒ Expanding outreach to the US/ UK, Ireland and across Canada as we do not have enough supply of doctors in our province - repatriate Canadians.
- ☒ Encourage municipalities to work with the NPR program and develop recruitment and retention policies and clinic capacity in their respective communities through Economic Development
- ☒ Develop a 5-10 year regional recruitment strategy for physician workforce planning to meet the growth plans of our municipalities.



Niagara Physician
Recruitment

Questions or Comments

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