

# 2024 Physician Recruitment Budget

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February 22, 2024

# 2024 Budget

	2023	2024
Recruiter Contract	\$50,000	\$50,000
Marketing & PR	\$20,500	\$17,400
Prof. Dev. & Networking	\$700	\$2000
Career Fairs & Travel	\$9,800	\$31,600
Provision for Moving Allowance	\$15,000	\$10,000
Provision for Forgivable Loan	\$90,000	\$30,000
Addition to Base Budget: Academic Supports	-	\$14,000
	\$186,000	\$155,000

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# SOPRA

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- Southern Ontario Physician Recruitment Alliance
- Alliance between community recruitment programs in Southern Ontario (Niagara, Hamilton, London, Brantford, Stratford, Kitchener-Waterloo, St. Thomas, Sarnia, Chatham, etc.)
- Working together to attract Canadians studying abroad and doctors from the UK, US, Ireland, and Australia.
  - *As of April 2023, CPSO recognizes training from these countries.*
- Collaboration on international recruitment initiatives.
- SOPRA membership and associated travel costs responsible for increase in budget for “career fairs & travel”.

# Top sources for leads:

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- Referrals from other doctors
- Local, 'homegrown' prospects
- Experience training/working in Woodstock medical community
- Other: career fairs, advertising, word of mouth, etc.

# Student Scholarships

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## *Addition to Base Budget: Academic Supports (Part 1)*

- City of Woodstock Medical Student Scholarships
- \$1000 scholarship for up to 5 individuals from Woodstock (or Oxford County) who are currently enrolled in medical school or a residency training program.
- Total proposed cost: up to \$5000 annually.
- Modeled after similar program in St. Thomas.

# Physician Stipends for Teaching

## *Addition to Base Budget: Academic Supports (Part 2)*

- Goal to increase number of medical students/residents in our community.
- Provide stipend when not funded by Schulich ie. international students.
- Maximum total cost of \$9000/year (\$1500/student x 6 students max.)
  - \$1000 stipend for physician preceptor (\$250/week x 4 weeks average)
  - \$500 travel bursary for student
- Suggested value of stipend based on:
  1. Amount physician would receive from Ontario medical school for teaching.
  2. Amount provided in other communities (Trenton, Sarnia, etc.).

# What are new physicians looking for?

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- Based on a survey from August 2021 of Ontario 2<sup>nd</sup> Year **Family Medicine Residents**:
  - 36% of respondents planned on applying to an Enhanced Skills Program (additional training in anaesthesia, emerg, etc.).
  - 27% of respondents planned on 'locuming'.
  - 15% of respondents planned on starting or taking over a practice.





# As family doctors our prescription for residents is to not set up a practice in Ontario

Family medicine is in crisis. Family doctors in Ontario are unable to provide the care they could and should.

By Nadia Alam, Sohail Gandhi and Silvy Mathew Contributors

Tuesday, February 20, 2024 | ⌚ 2 min to read

🕒 Article was updated 15 hrs ago



# New Restrictions for FHO's

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New physicians wanting to join an FHO (preferred practice model) must either:

1. Join an existing FHO clinic site (\*\*very limited space at existing clinics in Woodstock\*\*).
2. Join an existing FHO but at a new clinic site with at least 3 physicians.
3. Form an entirely new FHO with at least 6 physicians.

# Health Card Holders Rostered to FP's

	Census 2021	Health Card Holders	PEM Rostered*	Not Rostered	Other Primary Care	Capacity Gap	% Health Card Holders w/o Primary Care
Woodstock	46,705	48,068	36,791	11,277	1,997	9,280	19%
Oxford County	113,940	115,869	93,018	22,851	3,497	19,354	17%

Source: MOH Health Analytics Branch (March 2022)

**7.7 new Family Physicians needed in Woodstock (or 16 in Oxford County) based on a roster size of 1200 patients.**

*\*PEM Rostered includes health card holders living in the area, and rostered to a physician ANYWHERE in Ontario, not necessarily a Woodstock physician (and physicians in Woodstock could be seeing people from other areas).*

# Rostered Patients vs. Total Population

	Census 2021 (Stats Can)	# of patients rostered to FP's in area*	Other Primary Care	Capacity Gap	% of population w/o Primary Care
Woodstock	46,705	39,499	1997	5,209	11%
Oxford County	113,940	96,523	3497	13,920	12%

Source: PEM Rostered Data provided by MOH- Health Analytics Branch (January 2024)

**4.3 new Family Physicians needed in Woodstock (or 12 in Oxford County) based on a roster size of 1200 patients.**

\* Number of patients rostered to a physician with a practice in Woodstock would include both patients from Woodstock **and** outside of Woodstock.

# Retirement Risk

	All FPs		FPs > 65			FPs > 60		
	# of physicians	# of patients	% of total physicians	# of patients	% of total patients	% of total physicians	# of patients	% of total patients
EZ-Tavistock	4	5,366	0%	0	0%	0%	0	0%
Ingersoll	10	10,410	20%	2,543	24%	30%	3,864	37%
Norwich	4	8,305	0%	0	0%	0%	0	0%
Tillsonburg	16	31,808	13%	5,301	17%	44%	15,032	47%
<b>Woodstock</b>	<b>25</b>	<b>39,499</b>	<b>16%</b>	<b>7,205</b>	<b>18%</b>	<b>40%</b>	<b>17,358</b>	<b>44%</b>
Zorra	1	1,135	0%	0	0%	0%	0	0%
Total	60	96,523	13%	15,049	16%	33%	36,254	38%

Source: PEM Rostered Data for Physicians 60+ provided by MOH- Health Analytics (January 2024)

# Thank you

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Questions?