

Access to Primary Care:

Recruitment, Transition into Practice and
Retention Program

June 20, 2023



Comprehensive Primary Care in Middlesex London

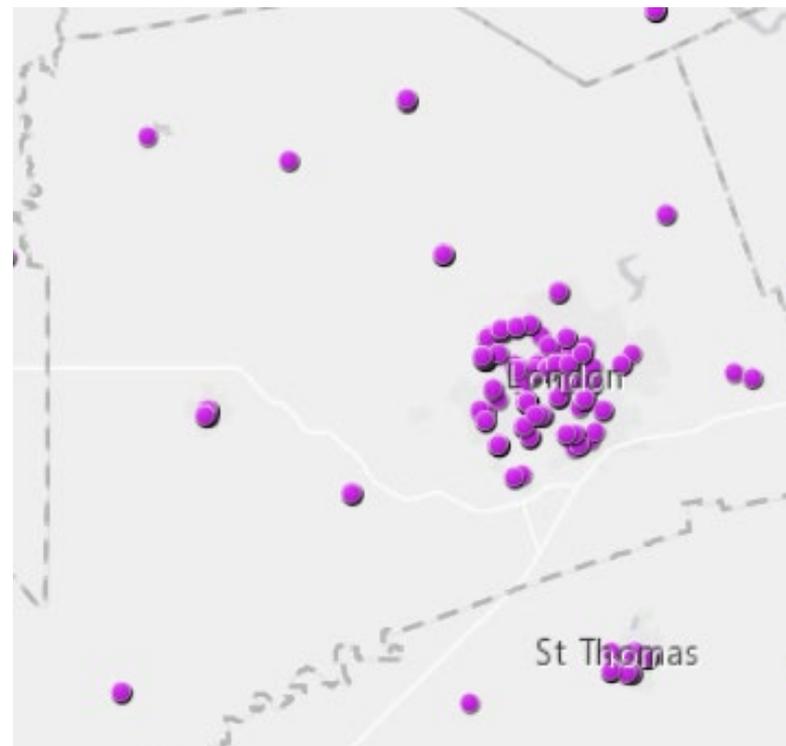
	London	Middlesex
# Family Physicians (FP) with Primary Care Practices	281	50
Average # Patients/ FP	1237	1321
% of Health Card Holders rostered to a FP 60+ years old	21%	27%

It is estimated that over 65,000 residents of Middlesex London do not have access to a primary care provider



Key Issues: Middlesex County

- **Age of Physicians**
 - 27% of patients rostered to FPs >60 years
- **Patient Rosters**
 - Older FPs in Middlesex have large patient rosters
- **Rurality**
 - Difficult to replace physicians in rural locations
- **Infrastructure**
 - No additional clinic space available for expansion in most locations

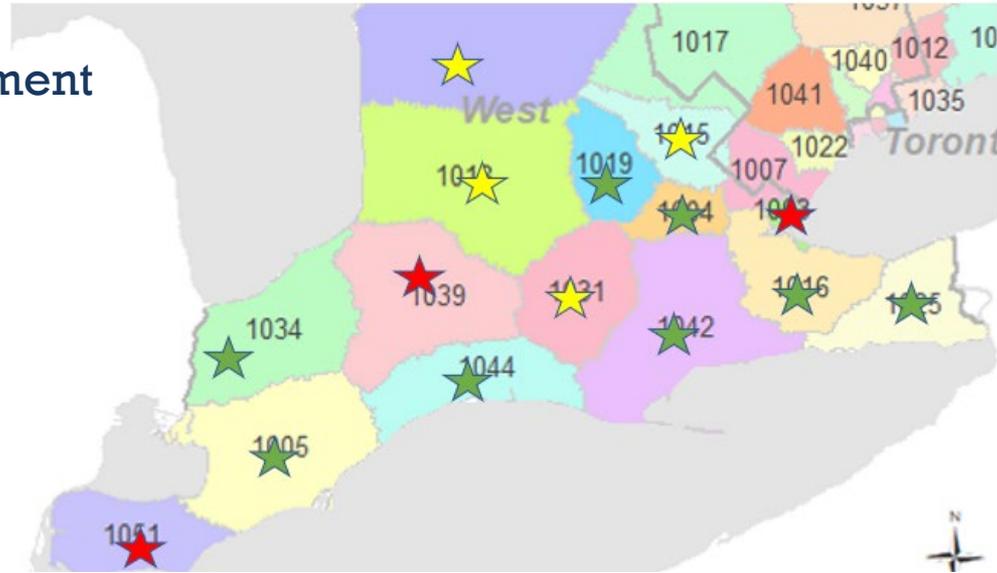


Physician Recruitment Programs



Physician Recruitment Programs – OH West

- ★ OHT Wide Recruitment
- ★ Local Recruitment
- ★ No Recruitment



Physician Recruitment Programs

Region	Program	Annual Budget	Funders	Oversight
Sarnia Lambton County	Bluecoast Primary Care	\$100K	City of Sarnia	Recruitment Task Force
			Lambton County Municipalities	
			Interest from Investments	
			Other	
Kingston	Possible Made Here	\$250K + \$35K	City of Kingston	City Council
Hamilton	Hamilton Physicians	\$180K	City of Hamilton	GHHN OHT
			McMaster University	
			Hamilton FHT	
			McMaster Dept of FM	
			Hamilton Health Sciences	
			St. Josephs Health Care	
			Greater Hamilton Health Network OHT	
Hamilton Chamber of Commerce				
KW	Greater KW Physician Recruitment	?	Municipal and Corporate Funding	Chamber Health Care Resources Council
Cambridge	Doctors4Cambridge	\$100K	City, Hospital, Private Donors	Chamber of Commerce



Proposal

Middlesex London Primary Care Recruitment and Retention Program



Role of the Middlesex London OHT in Primary Care Recruitment and Retention

Improving Access to Primary Care is a Key Performance Indicator (KPI) for the MLOHT

- Work with partners to establish and implement Primary Care Recruitment and Retention Program, including managing recruitment for the Coordinator role
- Provide infrastructure for administration and oversight of the Recruitment and Retention Program and Coordinator (e.g., payroll, accountability/performance management)



Role of a Recruiter





ML OHT Physician Recruitment Partners Proposal for Consideration

Partner	Financial Contribution Min 3-year, \$200,000/year	In Kind Contribution
City of London	40%	
Middlesex County	10%	
MLOHT		Planning and implementation support from MLOHT Operations Team Members (OHT Lead, OHT Clinical Leads, OHT Clinical Project Assistant), administrative support and infrastructure for Recruitment Coordinator
LEDC	10%	Marketing, communication, collateral development, business startup, and recruitment activity supports, London Health Jobs
London Chamber of Commerce		Networking partner employment supports, website link
Schulich School of Medicine & Dentistry	10%	
Department of Family Medicine		
LHSC	15%	
SJHC	10%	
MHA	5%	
MLHU		
LDAM		
LMPCA		Project management, planning and implementation support from Primary Care Transformation Lead



Next Steps

- Response by June 30/23
- Program to start by October 1/23



Thank you!

For more information,
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