

March 28, 2025

London City Council
c/o City Hall
300 Dufferin Avenue
London, ON N6B 1Z2

**Re: Ongoing Funding for Middlesex London Ontario Health Team (MLOHT)
Primary Care Recruitment and Retention Program – 2025**

Dear Mayor Morgan and City Councillors,

This letter and attached budget will provide additional information as well as assurance around an ongoing joint commitment to advocacy to provincial partners, and clarity about the request for funding the MLOHT Primary Care Recruitment and Retention Program.

We acknowledge the challenge that this funding request poses for the City of London, based on our shared understanding of the provincial responsibility for primary care and recognition of many important, competing funding priorities that impact the residents of London.

We are optimistic that the establishment of the new Primary Care Action Team, the anticipated [Primary Care Action Plan](#), and the associated funding announcement are strong signals that the province is committed to improving access to Primary Care for all Ontarians. We are committed to ongoing, joint advocacy with our City of London partners for:

- Provincial funding to improve access to Primary Care for Londoners
- A more equitable primary care recruitment strategy across the province that does not rely on local incentives for success
- Models of primary care that strengthen support for physicians and patients.

We also recognise that provincial strategies, plans, and funding take time.

We have made great strides during the first year of the MLOHT Primary Care Recruitment and Retention Program -- building our understanding of the current barriers to practicing in London, learning what matters most to physicians considering London as their home and business location, and actively recruiting six physicians to our community. To maintain momentum and grow the impact of the program, we need ongoing investment until provincial plans come into effect.

As described in the attached annual MLOHT Primary Care Recruitment and Retention Program Budget for calendar year 2025, we are requesting the same \$80,000 investment from the City of London for the 2025 calendar year that was requested in the 2024 calendar year. This funding will complement confirmed investments for 2025 from:

- London Health Sciences Centre - \$30,000
- St. Joseph's Health Care - \$20,000
- Western University's Schulich School of Medicine & Dentistry - \$20,000
- London Economic Development Corporation - \$20,000

- (For clarity, when the City of London confirmed its commitment of \$50,000 instead of the requested \$80,000 in 2024, LHSC contributed an additional \$30,000 to round out the total \$170,000 program budget; LHSC is not able to do so for 2025.)

The local, provincial, and international learnings and relationships built over year one of the MLOHT Primary Care Recruitment and Retention Program have had a positive impact on our ability to recruit physicians into our community. This success is due to our funders, including the City of London. Resultant physician recruitment has successfully minimized the impact of retiring physicians in our community and resulted in primary care attachment for people who have not had previously had this support.

We look forward to the City's ongoing investment in the program, acknowledging the positive impact of the program, to ensure ongoing momentum and growth in impact.

Additionally, we welcome strengthened partnership in joint advocacy for the supports we require from our provincial partners to optimize primary care planning and improvements across the province and to increase access to primary care for Londoners.

Sincerely,



Amber Alpaugh-Bishop

Lead

Middlesex London Ontario Health Team



MLOHT Primary Care Recruitment and Retention Program Budget - Calendar Year 2025		
Staffing Expenses		
Salary	89,000	
Benefits	18,879	
Sub-total	107,879	
Association/ Alliance Memberships		
		More Information
OPRA	3,000	Ontario Physician Recruitment Alliance, OPRA.ca
OPRA strat plan/ AGM	1,000	Includes travel to meeting location
AAPPR	445	Association for Advancing Physician and Provider Recruitment
Annual AAPR conference	2,800	Includes conf fees and travel to location
Sub-total	7,245	
Recruitment Events		
UK	4,000	Majority of candidates come from UK, including 4 placed in clinics here
USA drive-able, per event	1,000	Connect with Can. & USA licensed family doctors working in the USA
USA flight req, per event	3,000	to inform them they can move back without doing more exams (new)
Schulich Family Medicine (FM) resident retreat	4,100	MLOHT is a primary sponsor, given these are "our" residents
Schulich FM orientation	1,590	Meet new Family Medicine residents attending Schulich
Ottawa FM resident event	1,500	Connect with Ottawa Family Medicine residents
McMaster FM resident event	1,000	Connect with McMaster FM residents in Kitchener/ Waterloo
Tours for interested docs	2,500	Mileage and lunches, airport pickups
Booth event materials	10,000	Promotional materials
Sub-total	28,690	
3rd Party Recruitment Companies		
Practice Link	2,145	Upload jobs to their international data base (includes USA)
Practice Match	21,400	Able to send emails to specific groups, e.g., Canadians working in US
	23,545	*This would be incredibly valuable - several potential leads as many looking to leave USA
Total	167,359	
Financial Partners for MLOHT Primary Care Recruitment and Retention Program		
London Economic Development Corporation	20,000	
LHSC	30,000	
SJHC	20,000	
Western's Schulich School of Medicine & Dentistry	20,000	
City of London	80,000	
Total	170,000	