THE PHYSICIAN RECRUITMENT AND RETENTION STEERING COMMITTEE PRESENTS REPORT 09-001 AND RESPECTFULLY RECOMMENDS:

1. **Key Performance Indicators (Item 5.3)**

   That the Key Performance Indicators, attached as Appendix A to Report 09-001, be received.

2. **Underserviced Designation (Item 7.1)**

   (a) That, based on the identified critical need for additional physicians within the city of Hamilton, the Mayor send a subsequent letter (original letter attached as Appendix B to Report 09-001) to the Minister of Health and Long Term Care, respecting the proposed legislation changes and what the Province is proposing as a solution, regarding Underserviced Designations for Ontario municipalities.
(b) That the Honourable Deb Matthews, Minister of Health and Long Term Care, be requested to advise the City of Hamilton when the International Medical Graduates (IMGs), with Return of Service agreements and who are completing their residency training at an Ontario medical school, will be able to practice in Hamilton.

(c) That all local MPPs, David Sweet MP, the Academy of Medicine, the Chamber of Commerce, Hamilton Health Sciences, St. Joseph’s Healthcare, the Fairness to Hamilton Campaign Sub-committee, Hamilton Community Foundation, the Hamilton Roundtable on Poverty, the Hamilton Spectator and other local media be copied on the letter to the Minister of Health and Long Term Care respecting Hamilton’s Underserviced Designation status (for physicians).

FOR THE INFORMATION OF COMMITTEE:

(a) CHANGES TO THE AGENDA (Item 1)

The Committee Clerk advised that Item 5.1 in the agenda needed to be replaced with the proper Item 5.1, which was before them.

(b) DECLARATIONS OF INTEREST (Item 2)

There were none declared.

(c) APPROVAL OF MINUTES OF PREVIOUS MEETING (Item 3)

3.1 September 29, 2008

The Minutes of the September 29, 2008 meeting of the Physician Recruitment and Retention Steering Committee were approved, as presented.

(d) Physician Recruitment and Retention Update (Item 4.1)

The Physician Recruitment and Retention Update presentation was received.
Physician Recruitment and Retention Steering Committee

(e) Current Physician Statistics, as of November 2, 2009 (Item 5.1)

The Current Physician Statistics, as of November 2, 2009, were received.

(f) Permanent Family Physicians by Community, as of November 2, 2009 (Item 5.2)

The Permanent Family Physicians by Community, as of November 2, 2009, was received.

(g) 2009 Conferences and Events Schedule (Item 5.4)

The 2009 Conference and Events schedule was received.

(h) Management Sub-committee Minutes (Item 5.5)

The following Minutes of the Management Sub-committee were received:

(i) December 4, 2008

(ii) April 3, 2009

(iii) June 4, 2009

(i) ADJOURNMENT (Item 8)

There being no further business, the meeting adjourned at 11:10 a.m.

Respectfully submitted,

Councillor L. Ferguson, Chair
Physician Recruitment and Retention Steering Committee

Stephanie Paparella
Legislative Assistant
November 13, 2009

Board of Health – November 23, 2009
# KEY PERFORMANCE INDICATORS
as of November 2, 2009

## FAMILY PHYSICIANS

<table>
<thead>
<tr>
<th>Year</th>
<th>New Contacts</th>
<th>New Recruits</th>
<th>New Recruits Perm vs. Locum</th>
<th>Retained</th>
<th>Total Family Physicians</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005 - Year 2</td>
<td>37</td>
<td>17</td>
<td>Perm - 12</td>
<td>1</td>
<td>345</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Locum - 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006 - Year 3</td>
<td>42</td>
<td>17</td>
<td>Perm - 13</td>
<td>5</td>
<td>341</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Locum - 4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2007 - Year 4</td>
<td>79</td>
<td>19</td>
<td>Perm - 11</td>
<td>3</td>
<td>340</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Locum - 8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2008 - Year 5</td>
<td>110</td>
<td>20</td>
<td>Perm - 12</td>
<td>1</td>
<td>331</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Locum - 8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2009 - Year 6 (YTD)</td>
<td>76</td>
<td>16</td>
<td>Perm - 8</td>
<td>1</td>
<td>331</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Locum - 8</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>GRAND TOTAL</strong></td>
<td><strong>344</strong></td>
<td><strong>89</strong></td>
<td></td>
<td><strong>11</strong></td>
<td></td>
</tr>
</tbody>
</table>

Total Permanent Family Physicians = 56  
Total Locum Family Physicians = 33

## SPECIALISTS

<table>
<thead>
<tr>
<th>Month</th>
<th>New Contacts</th>
<th>New Recruits</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005 - Year 2</td>
<td>5</td>
<td>1</td>
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<tr>
<td>2006 - Year 3</td>
<td>4</td>
<td>4</td>
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<td>2007 - Year 4</td>
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<td>3</td>
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<td>2008 - Year 5</td>
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<td>3</td>
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<td>2009 - Year 6 (YTD)</td>
<td>12</td>
<td>2</td>
</tr>
<tr>
<td><strong>GRAND TOTAL</strong></td>
<td><strong>48</strong></td>
<td><strong>13</strong></td>
</tr>
</tbody>
</table>
April 10, 2008

Reference No.: C08010-7.2(b)

The Honourable George Smitherman
Minister Health and Long-Term Care
80 Grosvenor Street
10th Floor, Hepburn Block
Toronto, Ontario M7A 2C4

Subject: Physician Underserviced Area Program Designation

Dear Mr. Minister:

At its meeting of April 9, 2008, Hamilton City Council approved Item 7.2(b) as follows:

7.2(b) Physician Underserviced Area Program Designation

Whereas the City of Burlington has recently received "underserviced" designation, under the provincial Underserviced Area Program; and,

Whereas the City of Hamilton has not been successful in receiving this same designation by the Province,

Therefore, be it resolved:

(a) That the Mayor correspond with the Minister of Health and Long-Term Care to request clarification regarding the criteria utilized in the process of providing designation, through the Underserviced Area Program, to municipalities across Ontario.

(b) That based upon the statistics and information, attached as Appendix A, the City hereby requests the Minister of Health and Long-Term Care to reconsider the City's previous request for designation, through the Underserviced Area Program.
(c) That copies of the correspondence to the Minister of Health and Long-Term Care, respecting the Underserviced Area Program, be provided to all local MPPs.

We respectfully request your consideration with respect to this matter.

Yours truly,

Brad Clark
Deputy Mayor

BC/sp

c.c. Ms. Andrea Horwath, M.P.P.
    Ms. Sophia Aggelonitis, M.P.P.
    Mr. Paul Miller, M.P.P.
    Mr. Tim Hudak, M.P.P.
    Mr. Ted McMeekin, M.P.P.
The Ministry has developed several strategies to deal with the physician shortage, one of which is to provide incentives to physicians relocating to those communities hard hit by the shortage.

This week, Burlington had their Underserviced Designation extended by the Ministry of Health and Long-Term Care; opening up ten family physician positions eligible for Ministry incentives. Burlington can continue to offer two more advantages to family physicians:

(i) $40,000 in free tuition; and,

(ii) International Medical Graduates (IMGs) who retrain in Ontario can practice in Burlington to fulfill their return-of-service contract. They are not allowed to practice in Hamilton.

Statistics for Family Physicians in Burlington and Hamilton:

<table>
<thead>
<tr>
<th></th>
<th>Burlington</th>
<th>Hamilton</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population</td>
<td>164,415</td>
<td>504,559</td>
</tr>
<tr>
<td># of Family Physicians</td>
<td>119</td>
<td>341</td>
</tr>
<tr>
<td># physicians required using Ministry formula</td>
<td>119</td>
<td>373</td>
</tr>
<tr>
<td>Shortfall</td>
<td>0</td>
<td>32</td>
</tr>
</tbody>
</table>

2. A ratio of 1:1380 or 1 family physician to 1380 citizens is used by the Ministry.
3. The number of family physicians required minus the actual number in the community.
October 30, 2006

Jane Walker
Physician Recruitment Specialist
Hamilton Physicians
1 Young Street, Suite 206
Hamilton ON L8N 1T8

Dear Ms. Walker:

Thank you for submitting the request to designate the City of Hamilton as underserviced for family physicians (FPs). I appreciate the time and effort you have devoted to this process.

The primary focus of the Ministry’s Underserviced Area Program (UAP) is to assist communities in the province that have long-standing, unresolved difficulties securing the required number of physicians, and have significantly fewer health care professionals than are needed to ensure access to health care services. Based on our analysis of recruitment and activity in your community, we have determined that the City of Hamilton has recently been successful in recruiting a number of FPs. As a result, the City of Hamilton does not meet the above mentioned criteria.

Additionally, the UAP has carefully reviewed your designation request, within the context of overall Ministry initiatives that address accessibility to primary health care services, particularly the new Family Health Teams (FHTs).

I would encourage you to continue working with our office to keep us apprised of physician recruitment and retention issues in the City of Hamilton. I would also like to take this opportunity to advise you that the ministry is currently reviewing how it determines a community’s need for physicians.

Again, thank you for your ongoing effort and dedication to improving access to health care services in the community of Hamilton.

Yours sincerely,

Sue Mills
Manager (a), Northern Health Programs

c: Linda Marsh, Program Consultant