

For Information Only

Primary Healthcare Provider Recruitment and Retention Program

Presented To:	City Council
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Resolution

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Relationship to the Strategic Plan / Health Impact Assessment

The Primary Healthcare Provider Recruitment and Retention Program is directly relevant to the Quality of Life and Place priority as identified in "Greater Together" - the City of Greater Sudbury's corporate strategic plan 2015-2018.

Report Summary

This report provides a summary of the Primary Healthcare Provider Recruitment and Retention Program since its inception, as well as the current status of the program, a future outlook, and an outline of the incentive funds available going forward.

Financial Implications

There are no financial implications.

Signed By

Report Prepared By

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Division Review

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Financial Implications

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Recommended by the C.A.O.

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PRIMARY CARE RECRUITMENT UPDATE

July 20, 2018

RESULTS TO DATE

- A total of 86 future family physicians and three nurse practitioners have been recruited since the start of the program in 2008. Unfortunately, four of the family medicine recruits have relocated either during or following their return of service period. Each of these has repaid the CGS incentive, either in full or on a pro-rated basis.
- Out of the remaining 82 family physicians recruited, 66 have begun practicing in Greater Sudbury with the remaining 16 set to start as follows:
 - 6 in 2018
 - 4 in 2019
 - 5 in 2020
 - 1 in 2021
- Staff are in discussions with two of these recruits who have indicated that they may be unable or unwilling to complete their return-of-service obligations. Should they choose to opt out, their repaid incentive funds would be used to confirm additional candidates.
- By the end of 2018, CGS will have either 130 or 132 family physicians practicing, assuming no further attrition takes place this year.

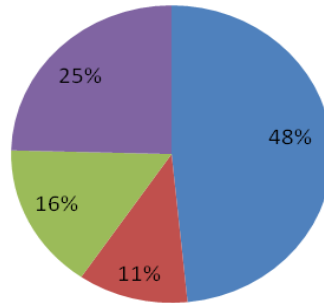
CURRENT DEMOGRAPHICS

- The Ontario Ministry of Health designated family physician complement for Greater Sudbury is 115 (important to note that this complement is determined by applying the physician to patient ratio of 1:1380 to the total population of Greater Sudbury however does not take into account those living outside CGS who travel to CGS to see their family physician).
- Currently 126 family physicians practicing in Greater Sudbury. Of this number:
 - 31 family physicians have over 30 years in practice (7 of which have over 40 years in practice, with the longest serving family physician practicing since 1964)
 - 61 family physicians with less than 10 years in practice.
- Over the last 10 years we have experienced that approximately 3-4 family physicians/year close their practices.
- At this time we are aware of up to 5 family physicians planning their retirements. Staff are working with some of those family physicians to facilitate a transition of the practice to new family physicians to avoid orphaning the patient rosters that are affected.
- Over the past decade, incentive funding has allowed staff to have a picture of who is retiring and when (and how many) new family physicians will be establishing practices

The following is a breakdown of the current demographics:

Local Family Physician Demographics (years in practice)

■ <10yrs ■ 10+yrs ■ 20+yrs ■ 30+yrs



CURRENT STATUS OF PHYSICIAN RECRUITMENT INCENTIVE BUDGET

2018 Incentive Budget	\$150,000
Amount committed to date (entered into 6 return of service agreements @ \$20,000 each)	-\$120,000
Outlying Community Incentive	-\$15,000
Sub Total 2018 Budget remaining	\$15,000
Potential future liabilities*	\$25,000
Returned Incentive money	\$20,000
Remainder	\$10,000

*Later this year we are anticipating that one recruit will be opening a practice in an outlying community. If this occurs, the outlying community incentive (\$15,000) will be issued. Recently the City of Lakes Family Health Team informed us that they have entered into discussions with a family physician who is considering filling the vacancy remaining at their Chelmsford site. Should this occur, the City of Lakes Family Health Team incentive (\$10,000) will be issued to the family physician. If these incentives are issued before year end, at this time we have \$10,000 to enter into additional commitments.