

Background

Current Status

Currently Northeastern Ontario is served by two dermatologists, one located in Greater Sudbury and the other located in North Bay but has scaled back the practice and is not seeing as many patients. To exacerbate the shortage, the dermatologist in Barrie who many from Northern Ontario were referred to has closed practice.

Over the last twelve years attempts were made to recruit a second dermatologist to Greater Sudbury to assist with the backlog of patients however these attempts were unsuccessful. Very few dermatologists graduate each year due to limited residency spots, making the pool of potential candidates quite small.

Current Opportunity

Recently an opportunity has presented itself to recruit a dermatologist to Greater Sudbury which would result in increased access to these specialized services for citizens of Greater Sudbury and those from across Northeastern Ontario, further enhancing our position as a referral centre for the region.

A graduate of NOSM who is originally from Northern Ontario, is in the final year of Dermatology residency training in Southern Ontario and will complete training in July 2018 .

The candidate is exploring several practice opportunities located in various communities. Staff have recently been in contact with the candidate who has indicated that another community has made financial incentives available to specialists in the amount of \$40,000 and is requesting access to a similar amount if the candidate were to decide to set up practice in Greater Sudbury.

Staff are recommending that the City of Greater Sudbury enter into a four year return of service agreement with the prospective Dermatology Specialist whereby the physician would agree to serve our community for four years in exchange for receipt of a financial recruitment incentive of \$40,000.

Previous CGS Specialist Recruitment Activities

The City of Greater Sudbury has been previously involved in the recruitment of specialists to our community who practice within a community setting versus a hospital based setting. In fact, the previous City of Sudbury was involved in the recruitment of our current dermatologist approximately 18 years ago and more recently, the City of Greater Sudbury recruited a geriatrician who provides care to our residents as well as those living across Northeastern Ontario

Next Steps

In most cases, Health Sciences North is responsible for the recruitment of specialists while the City of Greater Sudbury focuses on the recruitment of family physicians and nurse practitioners to the community. In this situation, this dermatology candidate is planning to practice within a community based office rather than within a hospital setting therefore Health Sciences North likely won't take part

or provide any type of incentives to assist with the recruitment of the candidate. The City of Greater Sudbury has stepped up to the plate in previous situations where opportunities such as this have presented themselves when the community need for the medical service justified it.

Staff have identified the funding required to recruit the dermatologist and is seeking Council approval through a bylaw in order to proceed with securing the candidate.