



WEST NORTHUMBERLAND PHYSICIAN RECRUITMENT

Cobourg · Port Hope · Hamilton Township · Alnwick/Haldimand · Cramahe

October 2, 2019

Mayor John Henderson
The Town of Cobourg
55 King Street West
Cobourg, Ontario
K9A 2M2

Dear Mayor John Henderson:

Re: Request for Financial Support for the Community Physician Recruitment Committee

The West Northumberland Physician Recruitment Committee is pleased to submit this request for consideration of continued financial support in 2020 in the amount of \$17,100. Your financial contributions to date have been appreciated and have enabled the recruitment committee to successfully meet the health care needs of many residents as a result of their recruitment efforts.

Based on the success of the previous four-year budget strategy, our committee again last year approved a 4-year budget that will reflect the operational needs for the years 2018-2021. The financial requests have remained consistent in the years 2018 and 2019 and they will increase slightly in 2020 and 2021.

The committee would like to provide a brief overview of the accomplishments over the past year, the future challenges and our future objectives in our attempt to meet the needs of your residents.

Key Accomplishments within the last year

- **Successfully recruited a new family physician, Dr. Trisha Rys who has the capacity within her clinic practice to roster additional patients**
- **Currently working with 6 physicians within west Northumberland who will be retiring later in 2020.**
- Created an operational manual to highlight the operational and recruitment roles of the committee and the recruitment coordinator
- Executed a successful Doctor Appreciation Week as part of the retention strategy.
- Organized a Rural Ontario Medicine Week with Queens University where five medical students were hosted and introduced to rural medicine within our west Northumberland community.
- Community Tours for Prospective Physicians

Challenges

While the recruitment committee has been successful in recruiting ten family physicians in the past few years, and has been successful recently in replacing retiring physicians, there is a need to continue the recruitment efforts. Our efforts are now focused on succession planning as 30 % of our family physicians are over the age of 60 and 50% of the physicians are over the age of 55. Six family physicians are currently planning their retirements and we are anticipating the rate of retirements will continue over the foreseeable future. It is suggested that based on the larger practices of the mature physicians that it may take two physicians to replace for 5 out of the 6 physicians.

Future Goals and Objectives

- Meet the goals and objectives as outlined in the CPRRC Strategic Plan
- Secure operational funding from the municipalities in west Northumberland
- Continue to advocate on behalf of the residents of west Northumberland
- Build upon the strengths of the current recruitment plan by enhancing existing initiatives and introducing new strategies
- Continue to focus on physician retention.

West Northumberland needs the continued support of municipalities in order to maintain its recruitment initiatives and recruitment momentum. **As you begin your municipal budget deliberations, we would like to request funding of \$17,100 towards our operational plan and recruitment goals for 2020.**

Again, thank you for your continued support. Together, we can build on our success and meet the primary health care needs of our residents. If you have any questions please do not hesitate to contact Maria Gomez, Director Physician Recruitment at (705)957-1488 or by e-mail at wndoctors@gmail.com.

Sincerely,

Maria Gomez, BSc, RPR, FCASPR
Director Physician Recruitment
West Northumberland Physician Retention and Recruitment Committee