

Kawartha Lakes

Family Doctor Recruitment



City of Kawartha Lakes
Annual Update
May 15, 2018

KLHCI'S VISION

Everyone living in CKL has a primary
health care provider

KLHCI'S MISSION

To successfully recruit and retain
family doctors for the citizens of CKL

KLHCI Governance

- KLHCI's Board of Directors consists of 11 volunteers including 2 CKL appointees, and 1 RMH appointee
- Board members are representative of CKL communities
- KLHCI employs one full-time recruitment and retention coordinator

Volunteer Board of Directors

- **Bobcaygeon** - Carolyn Williams, Pat Warren
- **Cameron/Fenelon Falls** – Bob Smith
- **Lindsay** – Dan Joyce, Mary Ann Kerschl, Rory Norman
- **Woodville** – Dr. Sheila Mae Young, Barbara van der Veen

Appointed Board Members/Associates

- **City of Kawartha Lakes** - Councillor Steve Strangway and Councillor Gord Miller
- **Ross Memorial Hospital** - Bill Charlton
- **Associates** - Robyn McNabb

Family Physician Recruitment

We are and continue to be successful in
our recruitment efforts.

Family Physician Recruitment Fourteen Years Later

- In 2003 there were **28** family doctors in CKL
- KLHCI has recruited **36** family doctors in total with five opting to work full-time at RMH
- Now there are **41** family doctors in CKL

Family Doctors Recruited in 2017/2018

- **Dr. Alexandra Jacob** to the Kawartha North Family Health Team clinic in Fenelon Falls (October 2017)
- **Dr. Melissa Bak** as a long-term locum, practising with Dr. Peter Petrosoniak in Lindsay

Models of Recruitment

- Medical University recruitment fairs
- Site visits
- KLHCI Sponsored resident weekends
- **Medical Learner program**
- Advertising – print and on-line
- KLHCI Website
- Locums
- ‘Word of Mouth’ referrals

Retention Programs

- Knowing the importance of retaining both the new and long-term family doctors, KLHCI focuses retention programs on supporting Continuous Professional Development for CKL's family doctors
- In addition, KLHCI co-ordinates Family Doctor Appreciation Week each June

STRATEGIC PLAN 2018-2021

KLHCI Strategic Plan 2018 - 2021

THEME: Broader Service Organization

MANDATE: Advance our core service of
Recruitment and Retention of Family Physicians

PHASE 1: Remain Agency of Choice

PHASE 2: Priority of enhancing a Family
Medicine Residency Program

Medical Learner Program

- All learners are potential family physicians for the City of Kawartha Lakes
- All learners are potential citizens of the City of Kawartha Lakes
- Potential family physician citizens bring approximately \$500,000 - \$1,000,000 in economic development*

*Rural Ontario Medical Program

Benefits to CKL from KLHCI Partnership

- 36 family doctors have been recruited to CKL since 2003
- Sufficient primary medical care contributes significantly to a healthier community
- Access to primary medical care for employees is an important criteria for new companies/industry to move into CKL
- Access to primary care for all citizens is important for the continued growth of the ratepayer base

KLHCI 2017/18 Funding from City of Kawartha Lakes

- Operational dollars from CKL
- Return of Service incentive funding from CKL

Other Funding

- Ross Memorial Hospital
- Community Futures Development Program/EODP
- KLHCI- sponsorship program

CKL Support Essential

- Continued operational funding
- Continued Return of Service incentive funding
- Consider enhancing KLHCI Retention activities
- Economic development that supports the recruitment and retention of professionals in our municipality

Kawartha Lakes

Family Doctor Recruitment



Thank you for your continued support

QUESTIONS?