

# Kawartha Lakes

## Family Doctor Recruitment



**City of Kawartha Lakes  
Council**

**Annual Update  
January 26<sup>th</sup>, 2023**

# We Believe It Takes An Entire Community To Recruit A Family Physician

## **Vision**

All City of Kawartha Lakes citizens have access to a local family doctor

## **Mission**

Create a healthier community by recruiting, supporting and retaining family doctors



# Core Values

## **Excellence**

Go Above & Beyond

## **Integrity**

Ethical & Moral  
Standards

## **Ingenuity**

Find Solutions  
Improve & Evolve

## **Heart**

Passion to Make a  
Difference

## **Partnerships**

Together is Better



# Strategic Objectives

## Recruit

- Continue to cultivate a Family Medicine Residency Program
- Enhance Medical Learners Program by increasing Preceptors & Family Doctor Engagement
- Provide virtual and/or personal unique experiences to aid in assessing if CKL is the right fit
- Understand our Candidates Interests, Career stage & Desired Opportunities
- Offer Turnkey Solutions, Best Practices and Business Coaching

## Retain

- Focus on supporting new & current Family Doctors needs & aspirations
- Provide a network to support family needs and interests
- Advocate for Professional office space with community partners
- Collaborate, support and provide a voice within the community partnerships on behalf of the CKL Family Doctors

## Partner

- Strengthen Community Partnerships
  - ✓ Ross Memorial Hospital
  - ✓ City of Kawartha Lakes
  - ✓ Ontario Health Team
  - ✓ Family Medicine Health Care Partners
  - ✓ Local Organizations & Service Groups
- Advocate & Educate to foster a greater knowledge of community support required

## Accountability

- Safeguard Financial Health
- Strengthen Resilience
- Ensure all organization activities are delivered thru the lense of diversity



# Medical Students & Family Medicine Residents

Medical Students are now back to in-person learning for Years 1 and 2. Clinical Clerks (Years 3 and 4) are training in clinics – we have limited access to them training here due to ongoing pandemic restrictions.

Family Medicine Residents continue their clinical training as normally as possible throughout the pandemic.





# Meetings and Events

## Virtual and In-Person



### **Virtual:**

- All Committee Meetings
- Monthly Board Meetings
- Strategic Planning

### **In-Person:**

- Site Visits with Potential Candidates
- Residents' Weekends
- Recruitment Events With Medical Schools



# KLHCI Community Virtual Tour

KLHCI developed virtual  
community tour in 2021

[www.kawarthalakesdoctors.org](http://www.kawarthalakesdoctors.org)



# There Are Currently 6,000 CKL Citizens Without Access To Any Family Physician



- **Current Recruitment Needs:**
- Bobcaygeon: CKLFHT 1.5  
KNFHT 0
- Fenelon Falls: CKLFHT 2 - 3  
KNFHT 0
- Lindsay: 7 – 9; 3 GP/OBs
- Woodville: 1-2
- Kirkfield: 1-2
- Kinmount: 1-2
- RMH - hospitalists
- Total Needs Are 19.5 Family Physicians



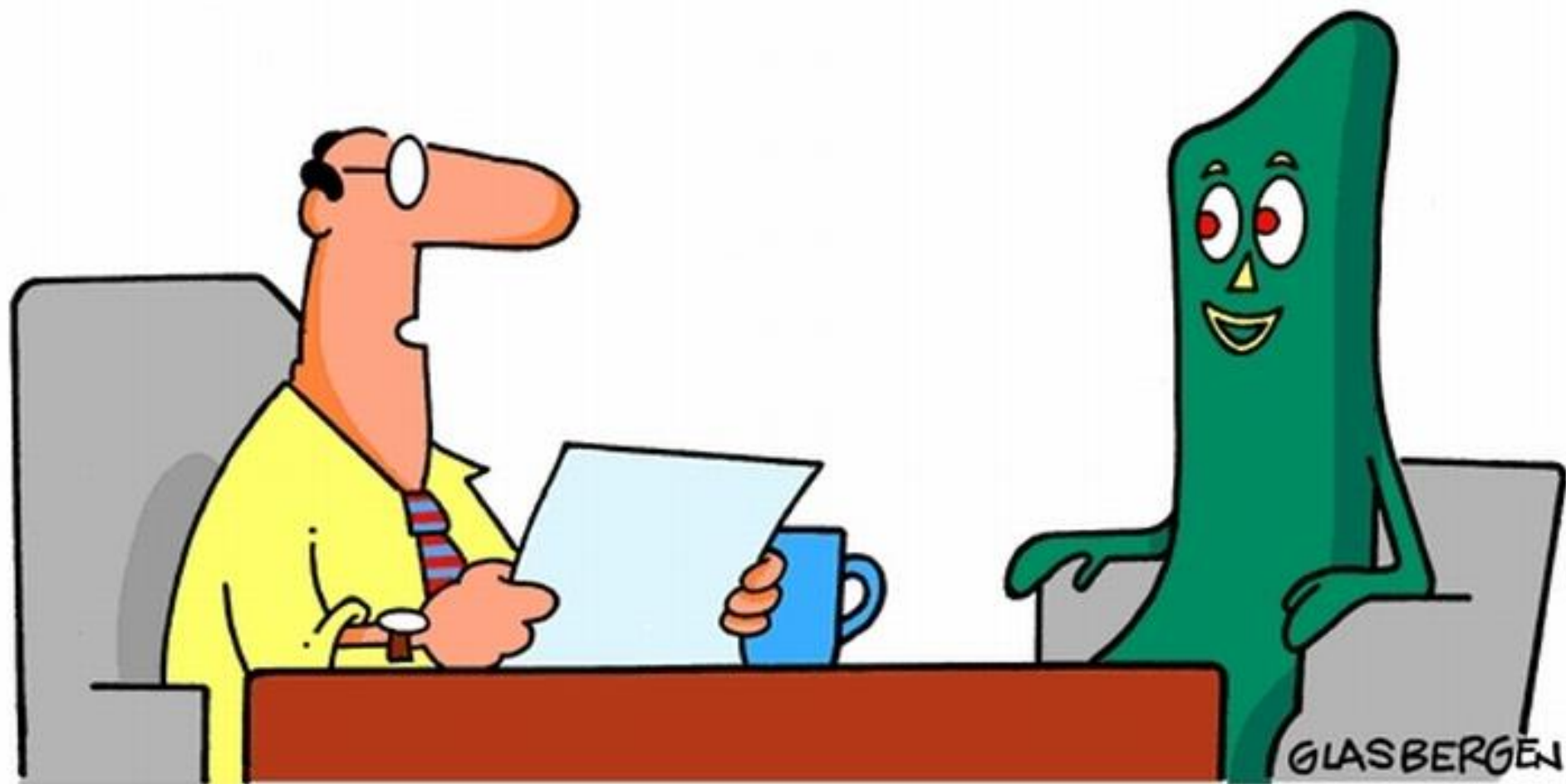


# Funding Request

## Operating Budget:

- 2022/23 - \$66,804
- 2023/24 - \$76,804
- This is the first time we have asked for an increase in operational dollars
- Due to increased costs for in-person vs virtual job fairs and increased costs in general
- KLHCI thanks you for your ongoing and continued financial support of our programs to recruit and retain family doctors for the City of Kawartha Lakes





**“We’re looking for someone who can stretch  
with the demands of this job. Are you flexible?”**



# Are There Any Questions?



- Barb van der Veen
- Acting President/Secretary
- [harmsbarbie@gmail.com](mailto:harmsbarbie@gmail.com)
- Cindy Snider
- Recruitment & Retention Coordinator
- [csnider@rmh.org](mailto:csnider@rmh.org)

