

Kawartha Lakes

Family Doctor Recruitment



**City of Kawartha Lakes
Council**

Annual Update

November 2, 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 in Year 3 but some choose to train here during Year 4

Family Medicine Residents continue their clinical training. We are seeing an increase in Residents from both the Queen's Peterborough and Queen's Oshawa/Lakeridge sites.



Meetings and Events

Virtual and In-Person



Virtual:

- All Committee Meetings
- Monthly Board Meetings

In-Person:

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



KLHCI Summer Residents Weekend



KLHCI Community Virtual Tour

KLHCI developed virtual community tour in 2021.

It is currently being re-edited to include Mayor Elmslie and a few different local physicians.



There Is Currently One-Third (1/3) of CKL Citizens Without Access To A Local Family Physician In CKL



Current Recruitment Needs:

- Bobcaygeon:
 - CKLFHT: 1.5
 - KNFHT: 0
- Fenelon Falls:
 - CKLFHT: 2-3
 - KNFHT: 0
- Lindsay: 10-13 (includes 3 GP/OB)
- Omemee: 1
- Coboconk: 0

- Woodville: 1-2
- Kirkfield: 1-2
- Kinmount: 1
- RMH - hospitalists
- Total Needs Are 23.5 Family Physicians



Funding Request

Operating Budget:

- 2023/24 - \$76,804 (maintain at current level + COL increase)

Continue Medical Education Budget:

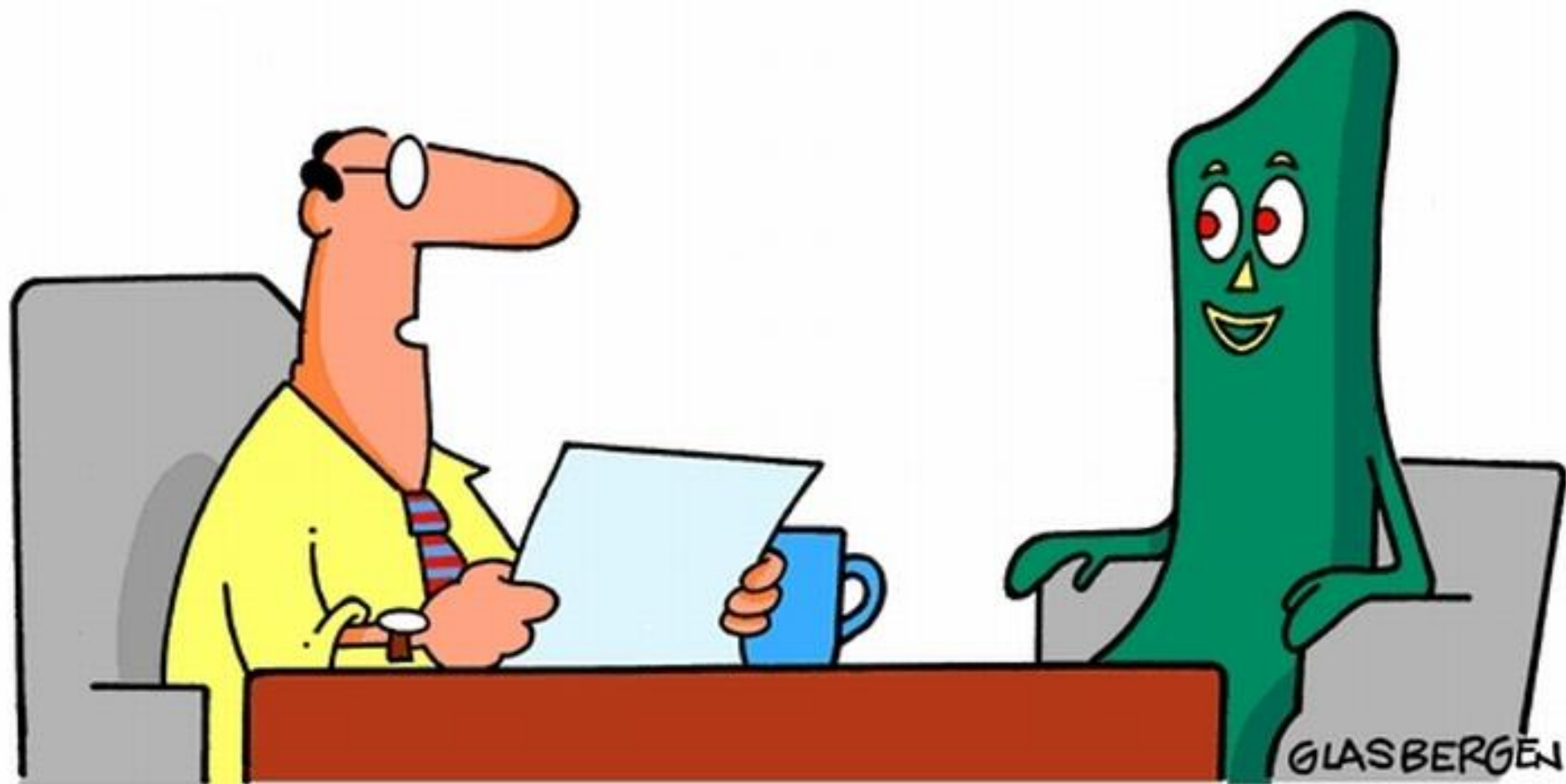
- 2023/24 - \$36,000 (no increase or COL increase requested)

Family Physician Incentive Reserve:

- 2023/24 – Maintain at current level, no increase requested

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?



- Andrew Veale
- President
- Cindy Snider
- Recruitment & Retention Coordinator
- csnider@rmh.org

