

To: From:	Middlesex County Council Amber Alpaugh-Bishop, Lead, Middlesex London Ontario Health Team (MLOHT)		
	Melissa Linseman, Primary Care Transformation Lead, London Middlesex Primary Care Alliance (LMPCA)		
	Jane Tillmann, Advisor Health Workforce, Ontario Health		
CC:	Joe Winser, Middlesex County representative to MLOHT Coordinating Council		
	Dr. Gordon Schacter, Clinical Lead (Primary Care), MLOHT		
	Dr. Sarah Jarmain, Clinical Lead (Specialty Care), MLOHT		
Meeting Date:	June 20, 2023		
Submitted For:	□ Information	□ Feedback/Direction	⊠ Decision

RE: Primary Care Recruitment, Transition into Practice, and Retention Program Funding Request

Purpose

To seek funding for our Primary Care Recruitment, Transition into Practice, and Retention Program.

Background

The Middlesex London Ontario Health Team (MLOHT) is a dedicated team of local healthcare providers and community members who are working together to better connect healthcare and supports across Middlesex County & London.

Within the MLOHT, a Primary Care Recruitment, Transition into Practice, and Retention Program Working Group was created to review the needs of Middlesex and London. The group has completed a thorough review of various regions' recruitment programs.

Analysis

Middlesex London is not attracting enough primary care providers to provide primary care to its growing population, let alone replacing the retiring physicians. Most other municipalities in Ontario have a recruitment program (of varying sizes and scope).

Middlesex London, Windsor Essex, and Burlington are the only areas in the Southwest part of Ontario that do not have some form of a recruitment program.





There is no proactive recruitment of family medicine residents to encourage them to set up practices in Middlesex London. The economic well-being of Middlesex London is intricately linked with the health of its people and primary care providers are one of the cornerstones of the health care system.

Middlesex County statistics:

- 50 Family Physicians with Primary Care Practices serving a population of 88,748 (Health Card holders)
- On average, physicians in Middlesex County have rosters of 1321 patients. This is larger than those that have practices in London.
- 27% of Health Card holders are rostered to a Family Physician that is over the age of 60 years. (a rate that is almost 30% higher than in London)
- A report from the Ontario College of Family Physicians states that more than 65,000 individuals in London-Middlesex are without a family doctor.

Physicians are spread out and sparse across Middlesex County



The role of the Recruitment and Retention Coordinator would be to coordinate activities designed to increase and stabilize the number of primary care practices in Middlesex London to meet the primary care needs of our population.

- Regional strategy development
- Stakeholder Engagement
- Physician Recruitment activities
- Physician Retention activities

Financial Implications

The proposed program will require an initial 3-year funding commitment. It is expected that the total cost will be \$200,000 per year (salary, benefits, events, travel and other operating costs). The request is for Middlesex County's financial contribution to be 10% of the full budget or **\$20,000 per year** or \$60,000 over the initial 3-year commitment. The City of London financial contribution is requested at 40%. This funding formula is modeled after the Greater Hamilton Health Network OHT recruitment program. After 3 years, the program budget would be reviewed and altered based on a cost-benefit analysis.

