

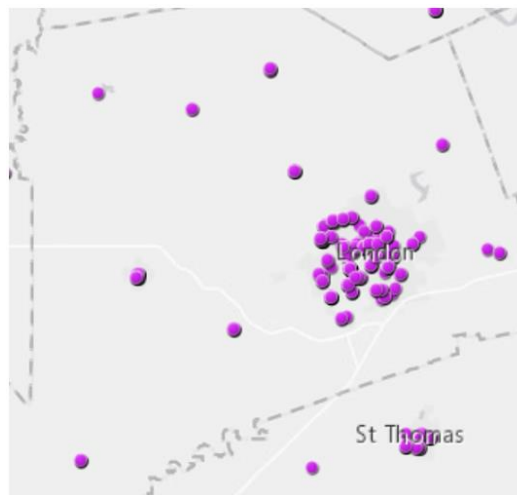


There is no proactive recruitment of family medicine residents to encourage them to set up practices in Middlesex London. The economic well-being of Middlesex London is intricately linked with the health of its people and primary care providers are one of the cornerstones of the health care system.

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.

