



MIDDLESEX  
LONDON  
Ontario Health Team

# Access to Primary Care:

Recruitment, Transition into Practice and  
Retention Program

June 20, 2023



# Comprehensive Primary Care in Middlesex London

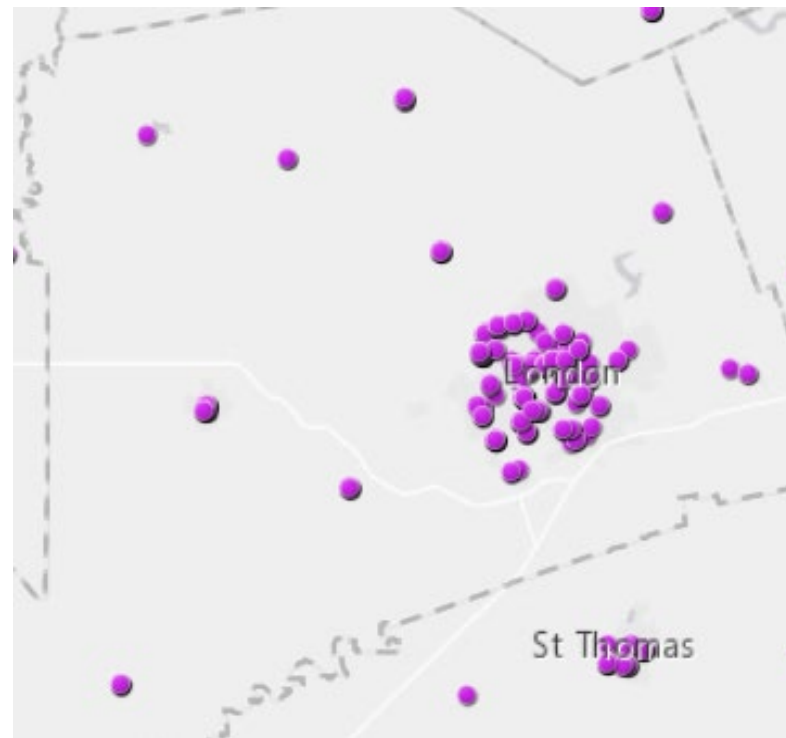
	<b>London</b>	<b>Middlesex</b>
# Family Physicians (FP) with Primary Care Practices	281	50
Average # Patients/ FP	1237	1321
% of Health Card Holders rostered to a FP 60+ years old	21%	27%

It is estimated that over 65,000 residents of Middlesex London do not have access to a primary care provider



# Key Issues: Middlesex County

- **Age of Physicians**
  - 27% of patients rostered to FPs >60 years
- **Patient Rosters**
  - Older FPs in Middlesex have large patient rosters
- **Rurality**
  - Difficult to replace physicians in rural locations
- **Infrastructure**
  - No additional clinic space available for expansion in most locations

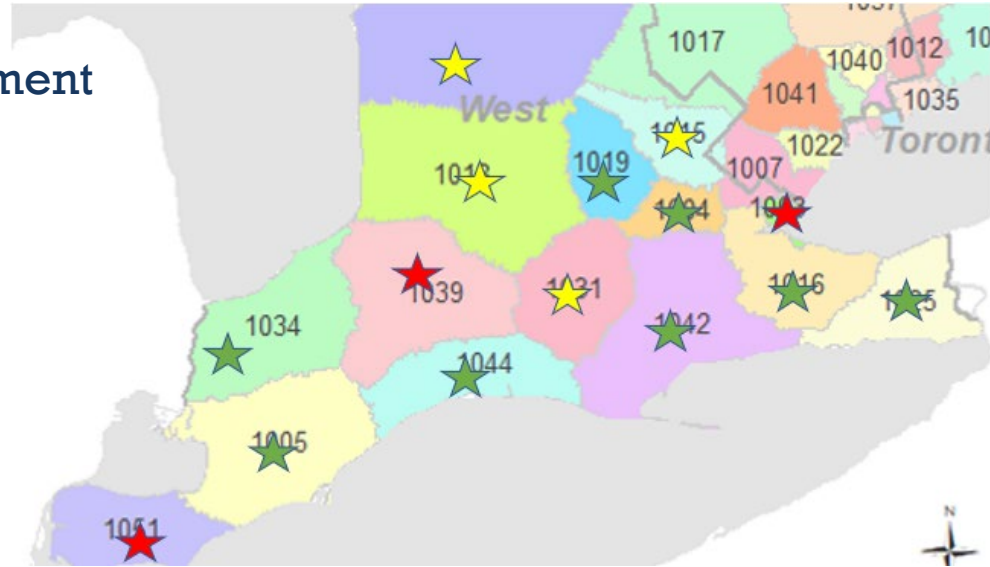


# Physician Recruitment Programs



# Physician Recruitment Programs – OH West

- ★ OHT Wide Recruitment
- ★ Local Recruitment
- ★ No Recruitment



# Physician Recruitment Programs

Region	Program	Annual Budget	Funders	Oversight
Sarnia Lambton County	<a href="#">Bluecoast Primary Care</a>	\$100K	City of Sarnia	Recruitment Task Force
			Lambton County Municipalities	
			Interest from Investments	
			Other	
Kingston	<a href="#">Possible Made Here</a>	\$250K + \$35K	City of Kingston	City Council
Hamilton	<a href="#">Hamilton Physicians</a>	\$180K	City of Hamilton	GHHN OHT
			McMaster University	
			Hamilton FHT	
			McMaster Dept of FM	
			Hamilton Health Sciences	
			St. Josephs Health Care	
			Greater Hamilton Health Network OHT	
KW	<a href="#">Greater KW Physician Recruitment</a>	?	Municipal and Corporate Funding	Chamber Health Care Resources Council
Cambridge	<a href="#">Doctors4Cambridge</a>	\$100K	City, Hospital, Private Donors	Chamber of Commerce



# Proposal

Middlesex London Primary Care Recruitment and Retention Program



# Role of the Middlesex London OHT in Primary Care Recruitment and Retention

Improving Access to Primary Care is a Key Performance Indicator (KPI) for the MLOHT

- Work with partners to establish and implement Primary Care Recruitment and Retention Program, including managing recruitment for the Coordinator role
- Provide infrastructure for administration and oversight of the Recruitment and Retention Program and Coordinator (e.g., payroll, accountability/performance management)





# Role of a Recruiter





# ML OHT Physician Recruitment Partners Proposal for Consideration

Partner	Financial Contribution Min 3-year, \$200,000/year	In Kind Contribution
City of London	40%	
Middlesex County	10%	
MLOHT		Planning and implementation support from MLOHT Operations Team Members (OHT Lead, OHT Clinical Leads, OHT Clinical Project Assistant), administrative support and infrastructure for Recruitment Coordinator
LEDC	10%	Marketing, communication, collateral development, business startup, and recruitment activity supports, London Health Jobs
London Chamber of Commerce		Networking partner employment supports, website link
Schulich School of Medicine & Dentistry	10%	
Department of Family Medicine		
LHSC	15%	
SJHC	10%	
MHA	5%	
MLHU		
LDAM		
LMPCA		Project management, planning and implementation support from Primary Care Transformation Lead



# Next Steps

- Response by June 30/23
- Program to start by October 1/23



# Thank you!

For more information,  
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