

# Staff Report to Council

**Title:** Physician Recruitment Expo Opportunity

**Report Number:** Strategic Initiatives-2023-08

**Director:** Chief Administrative Officer

**Manager:** Strategic Initiatives

**Meeting Date:**  
Wednesday, September 13, 2023

**Date to be considered by Council:**  
Wednesday, September 13, 2023

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## Recommendation:

That Council approve the international travel required for Municipality of Kincardine staff to participate in two international physician recruitment expos within one trip, as per Policy GG.1.4 and described in Report Strategic Initiatives-2023-08.

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## Executive Summary:

The Municipality of Kincardine has been invited to attend two physician recruitment expos: the CaSPR Repatriation Expo in Dublin, Ireland and the Royal College of General Practitioners exhibition in Glasgow, Scotland. Per the Municipality's Conference and Conventions – Expenses Policy, a Council resolution is required to approve international travel for Staff. The Physician Recruiter would attend with a group of physician recruiters from Ontario each representing their own community and SOPRA (Southern Ontario Physician Recruitment Alliance). This is the first time this Canadian organized expo has been offered, and it would be an incredible opportunity to engage with potential physicians, to promote Kincardine and gather leads.

## Strategic Priorities:

C.12-Support community wellness in the Municipality of Kincardine

## Financial Considerations:

There would not be any budget implications with the physician recruitment and retention budget, as these expo booths would be shared to reduce costs and could replace 2 planned recruitment events, the University of Ottawa Department of Family Medicine (DFM) job fair and The Review course in Toronto.

Budget Total \$3750

Flight Toronto to Glasgow \$1000

Flight Glasgow to Dublin \$200

Flight Dublin to Toronto \$800

Hotels 4 nights \$800

Booth Dublin \$250

Booth in Glasgow \$700.

**Policy:**

GG.1.4 conferences expenses (Revised Oct. 17 07)

13. A request report for out of Province travel must be submitted to Council.

**Context and Background Information:**

In the spring of 2023, the College of Physicians and Surgeons of Ontario (CPSO) removed the supervision and assessment requirements for International Medical Graduate (IMG) physicians who are trained in Australia, Ireland, the United Kingdom, and the United States. IMGs are any physician who has obtained their medical degree from a medical school outside of Canada and in the past the supervision and assessment requirements were difficult to meet.

These changes are in response to the physician shortage crisis in Canada and have created an opportunity for the Municipality of Kincardine to potentially recruit physicians to our community from a larger pool of qualified people.

CaSPR (The Canadian Society of Physician Recruitment) of which we are a member is a not-for-profit organization from Canada and offers a means for those involved with physician recruitment from across Canada to share best practices, techniques, and tools which relates to all aspects of physician attraction and retention.

This summer CaSPR organized an International Repatriation expo in Dublin, Ireland for October 21st, 2023. There will be over 300 Canadians attending who are studying in 6 of the Irish Medical Schools in Dublin, Cork, Galway and Limerick. They will be shuttled from their medical schools to the event.

The CaSPR repatriation expo has been aligned with the RCGP (Royal College of General Practitioners in the UK) Annual Conference in Glasgow, Scotland October 19th - 20th to create a cost-effective approach to traveling internationally by offering 3 consecutive days of international recruitment. The RCGP annual conference & exhibition will have over 1000 physicians attending over the two days.

The Municipality of Kincardine has been invited to attend the two expos with a newly formed group of physician recruiters, SOPRA (Southern Ontario Physician Recruitment Alliance) that will be at both the CaSPR Repatriation Expo and the Royal College of General Practitioners exhibition, with each recruiter representing their individual communities.

Attending the expos as a group allows for greater visibility and considerable cost saving by sharing booth costs. This is the first time this Canadian expo has been offered, and it would be an incredible opportunity to engage with potential physicians, to promote Kincardine and gather leads.

Itinerary:

Tuesday October 17th flight to Glasgow

Wednesday October 18th Booth set up

Thursday & Friday October 19th & 20th RCGP expo Glasgow

Friday October 20th flight to Dublin

Saturday October 21st Repatriation expo Dublin

Sunday October 22nd flight home

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**Attachments:** 1 Repatriation Event 2023

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