

Staff Report to Council

Title: Physician Recruitment requests for out of province travel.

Report Number: Strategic Initiatives-2024-05

Director: Chief Administrative Officer

Manager: Strategic Initiatives

Meeting Date:
Wednesday, March 13, 2024

Date to be considered by Council:
Wednesday, March 13, 2024

Recommendation:

That Council approve the travel required for Municipality of Kincardine staff to participate in two US physician recruitment expos and one out of province conference in 2024, as per Policy GG.1.4 and described in Report Strategic Initiatives-2024-05.

Executive Summary:

The Municipality of Kincardine has the opportunity to attend two physician recruitment expos: CareerMD in Rochester NY and Practice Match in New York. These career fairs booths are booked and paid for by our SOPRA (Southern Ontario Physician Recruitment Alliance) membership. The Caspr (Canadian Society of Physician Recruitment) conference “Finding the Extraordinary in Everyday” is being held in St. John’s Newfoundland May 27-29th 2024. Conference, membership and travel costs have been included in the approved 2024 operating budget.

Strategic Priorities:

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

Financial Considerations:

The proposed travel is within the physician recruitment and retention budget, these career fairs, and conference were planned for in the 2024 budget. These 3 events are the only out of province activities planned for physician recruitment in 2024.

1. Career MD \$1200
2. Practice Match \$1500
3. Caspr Conference \$1475

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.

Furthering this opportunity is our annual membership with SOPRA (Southern Ontario Physician Recruitment Alliance) <https://so-pra.ca/> The Municipality was invited to join this regional group that includes 17 physician recruiters representing their individual areas but working together to leverage international reach. Through attendance at international expos, all community contacts are listed on marketing material. All individual community leads are shared with the group, allowing for a reach that one community alone would not have capacity for.

Each recruiter agrees to attend two international career fairs, booth costs which would otherwise be out of reach are paid for by SOPRA. All travel costs are covered individually. There will be representation from SOPRA at more than 12 international events, including in the USA, UK and Australia. In Canada recruitment remains individual and each recruiter represents their own community.

Recruitment opportunity:

The Municipality of Kincardine has the opportunity to attend two SOPRA physician recruitment expos:

1. April 2-4th 2024 Rochester NY – CareerMD
<https://app.careermd.com/physicians/careerfairs/details.aspx?fairid=1894>
2. November 20-22 New York NY – Practice Match
<https://www.practicematch.com/physicians/career-fairs-and-events/career-fairs.cfm>

These recruitment events showcase our community and produce many excellent leads.

Conference opportunity:

This year's Caspr (Canadian Society of Physician Recruitment) conference "Finding the Extraordinary in Everyday" is being held in St. John's Newfoundland May 27-29th 2024. Keynote speakers will address topics including EDI (Equity Diversity Inclusion) in the context of recruitment, Physician recruitment onboarding process for both national and international recruitment considerations, immigration tips/tricks, Canadian Medical Association (CMA)

healthcare trends, Effective marketing tools and techniques and how to effectively build good community partnerships.

<https://caspr.ca/caspr-conference/register-now-2024-conference/>

The conference would be a positive resource of information and skill building for staff.

Origin:

The Physician Recruiter submitted requests for out of province travel.

Attachments: None

Prepared by: Chrystel Murphy, Physician Recruiter

Submitted by: Lorie Fioze, Manager Strategic Initiatives