



## Corporation of the Township of Brock

### Staff Report to the Mayor and Members of Council

**From:** Fernando Lamanna

**Position:** Clerk & Deputy CAO

**Title / Subject:** Durham Region Family Physician Recruitment Program

**Date of Report:** May 14, 2024

**Date of Meeting:** May 27, 2024

**Report No:** 2024-GG-012

#### 1.0 Issue / Origin

The Regional Municipality of Durham and its local area municipalities are working collectively to attract and retain family physicians in Durham Region through the new Queen's-Lakeridge MD Family Medicine training program.

This report is seeking Council approval for multi-year cost-sharing funding model and will provide a high-level overview of the proposed program.

#### 2.0 Background

July 2023, Durham Regional staff received a request from Dr. Tony Stone from Lakeridge Health for critically needed support for the new family medicine trainees, and assistance to solve the shortage of family physicians in Durham. Durham's Economic Development and Tourism Division arranged a meeting of Regional and area municipal CAOs and senior economic development staff, where a group of family medicine leaders across Durham including Dr. Stone, as well as Dr. Joel Kennedy from Lakeridge Health, Arun Bala from Queen's University, and Jill Cappa from Ontario Health delivered information about the new training program and made a request for municipal support.

The Economic Development and Tourism Division proposed to the Durham Economic Development Partnership (the DEDP, being the Economic Development staff from the Region and each area Municipality) that the cost to perform these services be shared between the Region and Area Municipalities. The Region retained the services of Sheila Hall, Executive Director of the Clarington Board of Trade, who has acquired particular expertise in the area of physician recruitment to perform two scopes of work: the first focused on the immediate opportunity with the Queen's-Lakeridge Health Program; the

second focused on collaboratively drafting a strategy for a long-term Family Physician Retention and Recruitment Program.

The initial scopes were funded with financial commitments as follows: Durham Region: \$126,000; the Townships of Brock, Uxbridge, and Scugog: \$3,000 each; The Towns of Ajax and Whitby, City of Oshawa, and Municipality of Clarington: \$20,000 each.

The Durham Physician Engagement Team, through Sheila Hall as the project lead, performed a jurisdictional scan, explored best practices, and provided recommendations for a permanent Family Physician Recruitment Program for Durham Region.

[Report #2024-COW-3](#) was presented to Durham Regional Council on January 17, 2024, with the following recommendations:

- A) That the recommendations contained within the attached Family Physician Recruitment Strategy (Attachment #1) be endorsed, being the creation of a Durham Region-wide program to attract and retain family medicine trainees and family physicians to Durham, and the hiring of a full-time permanent family physician recruiter by the Durham Ontario Health Team (DOHT);
- B) That the Commissioner of Finance be directed to identify a source for one-time funding of up to \$55,000 in the 2024 budget subject to an extension agreement between the Durham Economic Development Partnership, the Region and Area Municipalities, through the Clarington Board of Trade;
- C) That a total contribution from the Region and local municipalities of up to \$225,000 annually, beginning in 2025 (with annual escalation by CPI plus 2 per cent), be approved for the Physician Retention and Recruitment Strategy in three-year increments and conditional upon the program meeting established performance metrics, annual financial participation by the local area municipalities, and further subject to an annual update to Council and Council approval annually of the annual Business Plans and Budget, to the DOHT for the delivery of this program;
- D) That Area Municipalities be requested to participate in a reasonable cost-sharing arrangement, whereby the core funding for this program would be shared between the Region and the Area Municipalities annually, and report back to Regional Council at the appropriate time;
- E) That the Commissioner of Finance be authorized to execute any funding agreements, in a form satisfactory to the Regional Solicitor, necessary to implement these recommendations; and
- F) That this report be provided to Durham Region's Area Municipalities and to the Durham Ontario Health Team.

### 3.0 Analysis

Regional Council approved the recommendations of Report #2024-COW-3 and in accordance with recommendation D), regarding a cost-sharing arrangement, the following proposed funding model as shown in Table 1 below:

Table 1

| Proposed Funding Model for Discussion: |            |        |           |           |            |                    |                     |
|--|------------|--------|-----------|-----------|------------|--------------------|---------------------|
| Municipality                           | Population | Pop. % | Funding % | 2H 2024   | 2025       | 2026               | 2027                |
| Total Program Cost                     |            |        |           | \$ 55,000 | \$ 225,000 | 225,000 x (CPI+2%) | Prior Yr x (CPI+2%) |
| Durham                                 | 748,495    | 100%   | 50.0%     | \$ 27,500 | \$ 112,500 | \$ 117,563         | \$ 122,853          |
| Ajax                                   | 135,930    | 18%    | 9.1%      | \$ 4,994  | \$ 20,430  | \$ 21,350          | \$ 22,311           |
| Brock                                  | 13,760     | 2%     | 0.9%      | \$ 506    | \$ 2,068   | \$ 2,161           | \$ 2,258            |
| Clarington                             | 107,770    | 14%    | 7.2%      | \$ 3,960  | \$ 16,198  | \$ 16,927          | \$ 17,689           |
| Oshawa                                 | 187,080    | 25%    | 12.5%     | \$ 6,873  | \$ 28,118  | \$ 29,384          | \$ 30,706           |
| Pickering                              | 106,505    | 14%    | 7.1%      | \$ 3,913  | \$ 16,008  | \$ 16,728          | \$ 17,481           |
| Scugog                                 | 22,505     | 3%     | 1.5%      | \$ 827    | \$ 3,383   | \$ 3,535           | \$ 3,694            |
| Uxbridge                               | 22,605     | 3%     | 1.5%      | \$ 831    | \$ 3,398   | \$ 3,550           | \$ 3,710            |
| Whitby                                 | 152,340    | 20%    | 10.2%     | \$ 5,597  | \$ 22,897  | \$ 23,927          | \$ 25,004           |

Staff have and will continue to promote existing medical facilities in Brock, and work with the Durham Physician Engagement Team to highlight the opportunities Brock has for the new physician interns.

Attached as Appendix “1”, is the proposed Memorandum of Understanding which each local area municipality is asked to sign to enact the Family Physician Recruitment Program and the associated cost-sharing model.

### 4.0 Related Policies / Procedures

Corporate Strategic Plan – Promote Inter-Municipal Partnerships & Collaboration

### 5.0 Financial / Budget Assessment

In the 2021 budget and in prior years, the Clerks budget carried a GL account titled “Doctor Recruitment” with annual budget allocation of \$5,000. This account was deactivated in 2022 as there was no direct doctor recruitment program at that time.

Regarding Brock’s contribution for 2024 in the amount of \$506, staff are proposing that the amount be incorporated in the Clerk’s existing budget.

With respect to the contribution amounts for 2025, 2026 and 2027, staff is recommending that the previous GL account for “Doctor Recruitment” be re-established for the 2025 budget year.

## **5.1 Asset Management**

There is no direct asset management impact.

## **6.0 Climate Change Impacts**

There is no direct climate change impact.

## **7.0 Communications**

This report is published on a public agenda.

## **8.0 Conclusion**

The Durham Region family physician recruitment program allows Brock to be part of a region wide doctor recruitment program with minimal cost implications.

## **9.0 Recommendation**

BE IT RESOLVED THAT report #2024-GG-012, entitled “Durham Region Family Physician Recruitment Program”, be received; and

THAT Council authorize staff to enter into the Family Physician Recruitment Program Memorandum of Understanding, attached as Appendix “1” to report #2024-GG-012; and

THAT Council direct staff to re-establish GL# 10-12-100-5120-6380 “Doctor Recruitment” to cover cost for budget years 2025, 2026 and 2027.