

# **Physician Recruitment and Retention Committee for Municipalities of Brockton and South Bruce Meeting Minutes**

**July 25, 2018 - Brockton Municipal Office Meeting Room**

**Attendees:** Kelly Fotheringham, Ryan Fullerton, Myrna Inglis, Bill Bell, Dave Inglis, Wayne Huber, Ev Dargie, Christine Brandt, Dr. Amanda Wilhelm

**Regrets:** Bob McCulloch, Dr. Paul McArthur, Stephanie Dudgeon, Pam Dickson

**Recorder:** Paula Culbert

## **Call to Order**

The meeting was called to order by Chair Kelly Fotheringham at 4:00 pm.

## **Adoption of the Agenda:**

Motion to approve the agenda of the July 25, 2018 Meeting

Moved by Dave Inglis                      Seconded by Bill Bell.

Carried.

## **Disclosure of Pecuniary Interest and General Nature Thereof:**

None.

## **Adoption of Minutes:**

Minutes of the May 30, 2018 minutes;

Moved by Wayne Huber                      Seconded by Ev Dargie.

Carried.

## **Business Arising from Minutes of May 30, 2018:**

- Nothing to report on Recruitment PR Banners. Pam to work with Myrna in getting design and pricing for our next meeting.
- Myrna reported on the Potluck dinner of July 17, 2018.
  - She was disappointed with the lack of attendance s invitations were extended to many.
- Bill will take home leftover gifts and will submit invoices for same to Ryan.

**Website Update:**

- Kelly advised that Bob McCulloch sends his regrets.
- Kelly will get a photo of Dr. Dwan.
- Locums will not be added until signed on.

**Family Health Team Report:**

- Stephanie Dudgeon on holidays, no report given at this time.

**Physician's Report:**

- Dr Paul McArthur is on holidays.
- Dr. Amanda reporting on the recruitment of a new surgeon. Interview is complete and now working on accommodations.
- Christine reported this has been a challenge:
  - This location is somewhere where they want to stay for a period of time
  - Want to relocate in September if all paperwork is in order
  - Backup plan not in place if buying is not an option at this time
  - May need to source private financing
- Dr. Lindsey has announced they have purchased property in Walkerton
  - However, Dr. Lindsey will not sign to Mildmay without another young doctor signing
- Med-Quest Councillors have contacted Myrna
  - She will look into a candidate

**Finance Report: Ryan's report follows:**

- Ryan advised that Council has officially approved budget for \$80,000.00
- There are no current invoices to pay
- Dr Paul has inquired about incentives for new doctors
  - Discussed options
  - Market is different for surgeon than physician
    - Municipal opinion
    - Is there a mandate to offer incentives?
    - Dave advised we have been doing to some degree
      - They are not all the same, each situation is different
    - A loan with a lower interest rate was suggested
    - Private loan would be a game changer

- Dr Paul has offered a reduced interest loan with the committee covering a portion
- Earning potential is obviously significant
  - Office setup – what we cover and what the hospital covers
  - Will Dr. Graham's computer be available; not likely
- Do we need to offer same incentives
- Christine shared that this one was a good fit, there is not a close second
- Resolution Dr. Paul and Paul Rosebush to make offer to Dr Z quickly,
- May be communicating via email in the next few weeks
- Have a meeting with Dr. Paul to review
- What has been done with Goderich surgeons?
- Better picture of the cost of setting a surgeon's office
- Admin staff from Dr Graham
  - Not sure on this
- What does Dr Z need
  - Office setup
  - Right person
  - Need to know what he wants
  - Starting from scratch
- Would like him to be in Walkerton if possible
- Set up a meeting with Dr. Paul
  - Will connect via Ryan
  - Tuesday, July 31, 2018 was set as a tentative date if Dr. Paul is available
- We need a surgeon and we have to do what we can to accommodate
  - Housing
  - Office setup
  - Staff
  - Start up – what does it look like
  - What would a comparable package for this same person somewhere else be
- There is a recruiter from Hanover, Stacy Hogg
  - Dr. Amanda will see what she can source via the recruitment in Hanover
- Myrna may have a source as well

**Closed Session:**

None

**Other Business:**

- Update Committee Contact List
  - Kelly will have a draft for the September meeting
- Update Committee Mandate List
  - Mandate statement
  - Does everyone have a copy?
  - It is important to have feedback from our elected officials in what they see, where is it going, where has it changed in the past 4 years
  - Those who have moved along with the committee have a say in how it looks
  - Current mandate to be sent to all committee members
- Kelly spoke to an article from the Hanover Post
  - Spousal employment is an issue with recruiting
  - Chesley is hiring a recruiter – 3 year commitment
  - Kelly will send this article to committee members
- Myrna asked if gift bags items should be returned or distributed
  - General consensus was to return what she can and submit receipts for reimbursement

**Next Meeting:**

Wednesday, September 26, 2018 at 4:00 pm in the Brockton Council Board Room, Walkerton

**Meeting Adjournment:**

Motion to adjourn was moved by Ryan Fullerton at 4:45pm.