

west Northumberland's Community Physician Recruitment & Retention Committee (CPRRC) Newsletter October 2008



A perfect place to practice..... Practising Medicine in the west Northumberland County Area

Physicians in
west
Northumberland
County

Join the growing number of physicians who have found the kind of lifestyle that promotes professionalism, healthy families and a wide array of recreational activities.

Become associated with a medical community that is involved in the planning and development of the present and future needs of the area.

Practice medicine in a medium-sized community with a catchment area of 60,000.

Associate yourself with a culture of medical practitioners that take pride in their work, enjoy superior educational programs and are highly valued by their community.

Members of the Community Physician Recruit-

ment & Retention Committee are pleased to announce, that attractive rural practices in welcoming small town environments with Underserved Area Program incentives are available.

There are limitless opportunities for involvement in the west Northumberland County communities. There's theatre, music, the arts, the outdoors, sports—the many recreational opportunities all add to the enjoyment of living here.

Rich and diverse in opportunity and lifestyle, with access to major medical and urban centres nearby and lush countryside within its border, west Northumberland County offers the perfect blend of urban and rural living.

The west Northumberland County area is fast becoming one of Ontario's most desirable places for health care professionals to work. An affordable cost of living and superior location on the north shore of Lake Ontario makes west Northumberland County a prime choice for practitioners.



• Life • Career • Balance



In west Northumberland County we've created something special.....

Local practices where teamwork is the norm and new leaders are continually discovered.

An environment where you can put your skills to work today, while advancing towards your goals for tomorrow.

Welcome Dr. Moorsam, to the west Northumberland County area!

October 2008

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- **Life • Career • Balance— Welcome to Dr. Moorsam**

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QUICK FACTS ABOUT THE PHYSICIAN SHORTAGE

Nearly 5 million Canadians are without a family doctor.

Two million Canadians went in search of a doctor last year and came up empty-handed.

Locally, one third of our physicians are nearing retirement age.

35% of doctors plan to cut back on their hours over the next two years.

Last year, almost 2,500 people presented themselves to the ER at The Northumberland Hills Hospital without a family doctor.

Younger doctors, both men and women are working fewer hours than their predecessors.

The Province of Ontario has launched an initiative to repatriate the 3,000 Ontario licensed physicians working in the USA.

In 2006, there were 12,076 Canadian Medical School graduates working in the USA.

The true key to the CPRRC's success will be retaining physicians over the span of their careers, as they make lasting friendships and relationships in our community.



RETENTION OF PHYSICIANS IS KEY TO SUCCESS

The main goal of the Community Physician Recruitment and Retention Committee of west Northumberland County is to recruit new family physicians to the area so that no resident is without a doctor. Mary-Jo Bathe, Physician Recruitment & Retention Coordinator, reflects that, "Retention is an important part of our mandate as a program."

The CPRRC agrees that retaining the medical professionals we have

working in our community is as important as recruiting new physicians to the region and have allocated the resources to focus in this area.

The retention of physicians is more than just events and social activities. It is important for the Physician Recruitment Coordinator to know the future plans of established physicians.

"It is my hope that physicians who are considering retirement in the coming years will consider mentoring new phy-

sicians and work to create a succession plan so that the transition of patients from one physician to another is seamless and no patients become orphaned."

Dr. Mark Essak



FROM THE PHYSICIAN RECRUITMENT AND RETENTION COORDINATOR —Mary-Jo Bathe

1. Recent participation at the Health Professionals Recruitment Tour 2008 at Queen's University and the University of Toronto, resulted in several very serious candidates considering relocating or obtaining medical elective training in the west Northumberland County area. Our continued success is only limited by the funds we have available to us to pay for their relocation, tuition reimbursement and moving expenses. The community's generosity in supporting our program will go a long way to ensuring every resident has a family doctor.
2. Our recruitment program would not be the envy of other Ontario communities if it were not for the fantastic work of the CPRRC Committee volunteers who work behind the scenes,
3. The assistance of physicians in recruiting new doctors must not go unnoticed. Our physicians act as preceptors to medical students, host visiting physicians and mentor newly recruited doctors.
4. We cannot recruit new physicians to the area without the active participation of our medical community. They help close the deal, so to

speak. To the many physicians who have assisted me thus far: **a heartfelt, Thank You.**

Working together...we will ensure that every resident will have access to a family doctor, now and in the future.



Practice Medicine in west Northumberland County Area
www.northumberlanddocs.com

You have decided to practice in a small community, however your spouse's career is based in a large urban centre. This region has the answer. Benefit from the best in rural practice opportunities with many progressive opportunities in west Northumberland County. The area covers the Municipality of Port Hope the Town of Cobourg and the Townships of Hamilton and Alnwick/Haldimand. With a combined population of 60,000, the area has 35 family physicians. As of today, there is a need for at least seven more family doctors.

We want physicians to put down roots

in this area and become friends and neighbours. In the end, it comes down to an entire community pulling together to show the advantages small-town Ontario can offer family physicians.

- **UAP with support**
- **State of the art, 137 bed medical facility**
- **Quality care to local patients who require medical, surgical, obstetrical, pediatric, ambulatory and emergency care.**



Dr. Bill Cross

“From a Prairie Doctor’s Medicine Chest,”
 excerpt from the Memoirs of Dr. Bob Stubbins.

“In the prairies of rural Saskatchewan in the small towns, from the age of six years old, my mother had told me that the oldest boy in the family was usually a physician, and so it was necessary that I go into medicine,” Dr. Bob wrote in his memoirs.

At age 18, Dr. Bob traveled to Saskatoon to begin his studies. Medical school tuition was \$150 a year at that time, but if you returned to Saskatchewan to work five years as a municipal

doctor; the tuitions was reduced to zero. Dr. Bob was responsible for all deliveries, surgeries, developing his own x-



rays, tooth extractions and fitting glasses. In those days the local doctor was a jack of all trades.

Keeping up with modern medicine is difficult. He is going to miss his patients as he retires.

“They are country people, just like me. The thing I enjoyed the most (about the profession) was seeing patients. My enjoyment was meeting patients and treating them.”

Realizing Your Dreams.....

Med Students, Preceptors and CPRRC working together

- A medical education is a costly venture. By the time an individual obtains their registration to practice family medicine in Ontario, they have spent in excess of \$100,000.00 on their education.
- It takes more than commitment to make it through these days. Over time, the desire to help people can be foreshadowed by the financial burden than an education in medicine can incur.
- The doctors in west Northumberland County are colleagues and support each other; as preceptors at the various universities and we are very lucky to have the breadth and depth of expertise that we have here in this area.



New Physician Recruit, Colin Dahle and CPRRC Chair, Kim Rudd



- **A SUPPORTIVE PRACTICE ENVIRONMENT**

Everywhere you go, a warm welcome awaits you!

MEDICAL PRACTICE

OPPORTUNITIES.....

FAMILY PHYSICIANS WANTED!!

- *west Northumberland is about wide open spaces, a low cost of living and friendly, active communities.*

- **ATTRACTIVE RURAL PRACTICES IN WELCOMING SMALL TOWN ENVIRONMENTS**

Work and Play

- **MODERATELY INDEPENDENT PRACTICES WITH SHARED COSTS IN SMALLER (4-6) PRACTITIONER PRACTICES.**



I WANT TO WORK HERE!

2008 Health Professionals Recruitment Tour contact information and job opportunities for Health Care Professionals:

The HPRT Tour is a chance for health care professionals to explore employment and educational opportunities in health care in Ontario. Over 100 communities, associations and organizations were registered for this event, including west Northumberland County and students were encour-

aged to take the time to speak with various recruitment representatives.

The tour was sponsored by the Ministry of Health and Long-Term Care and the Ministry of Northern Development and Mines.

west Northumberland County, with a catchment area of 60,000 people includes Cobourg, Port Hope, Township of Alnwick/Haldimand and the Township of Hamilton and are

actively recruiting ,
6-8

Family Physicians.

Recruiter Contact:

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