

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



Physicians in
west
Northumberland
County

Dr. Erin Pepper to join the Cobourg Medical Centre in January 2009—New Patient Intake to begin November 12, 2008!

The members of the Community Physician Recruitment and Retention Committee (CPRRC) are pleased to announce the successful recruitment of another family physician to our area, Dr. Erin Pepper. Currently dividing her time between "locum" or fill-in opportunities with local family medicine practices and the Emergency Department (ED) at Northumberland Hills Hospital, Dr. Pepper recently confirmed that she will be joining the Cobourg Medical Centre on Burnham Street in Cobourg. She will begin seeing new patients in her family practice this January and also plans to continue her work in the hospital, both through shifts in the ED and through obstetrical care for her patients.

"I grew up in this area and I'm very pleased to be returning to practice medicine," said Dr. Pepper, who graduated from CDCI East in Cobourg. "There are many opportunities for family physicians today and a number of communities appealed to me, particularly in the north, where I had an opportunity to work during my training. I love Lake Ontario, though, and this area has so much to offer both professionally and personally. I'm really looking forward to building my practice in west Northumberland."

Dr. Pepper is aware of the fact that many people are without a family physician in west Northumberland. For this reason she plans to focus on "orphan" patients (those without a

physician. That said, Dr. Pepper will also accept self-referrals for obstetrical care for pregnant women whose current physicians do not deliver babies.

The CPRRC was introduced to Dr. Pepper several years ago when she was at the hospital on a student rotation. Many conversations have occurred since then, to keep west Northumberland top-of-mind; we're very pleased to see that she has decided to bring her talents to us!

**Doctors don't
recruit...
Communities do!**

Many Canadian Doctors Planning to Cut Hours

A significant number of Canadian doctors plan to cut back on their hours or stop working completely over the next two years, according to a new survey of nearly 20,000 Canadian physicians.

The survey appears to back warnings of a worsening doctor shortage: more than 4,000 physicians plan to stop practising within the next two years, the data suggests.

In addition, 35% of doctors who responded to the census said survey shows they plan to cut back on their hours over the next two years.

Doctors work an average 52 hours per week and provide an extra 130 hours per month of on-call duty, the month on-call duty, the survey shows.

The survey also reveals a wide split in how doctors rate access to care and the increasing feminization of medicine. Of the new MDs under 35, replacing baby boomers, more than half—55%—are women.

"Women in their child-bearing years tend to work fewer hours and the survey bears that out," says Ruth Wilson, a family physician in Kingston, ON and the president of the College of Family Physicians of Canada.

"Our system has got to accommodate the fact that if lots of women are coming into medicine, we're going to need even more doctors to meet the needs of Canadians."

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- Dr. Erin Pepper to join Cobourg Medical Centre!
- Many Canadian Doctors planning to cut hours

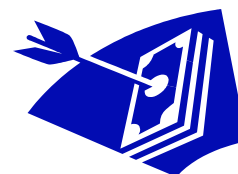
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PHYSICIANS CARE ABOUT PATIENTS, COMMUNITY, CAREER GROWTH AND FAMILY

Because you care, you share Northumberland Hills Hospital and west Northumberland County's vision to be recognized as a leader in rural health care, creating a healthy community through service excellence, effective partnerships and the development of innovative hospital services.

Why Do Physicians Stay or Leave a Community?

- **Family**—"Happy Spouse, Happy House."
- **Fun-lifestyle, professional support**
- **Finances**
- **Career Change, Advancement, Closer to the city, change in practice style**
- **Multi-use recreational facility for family and spouse.**
- **The bottom line is, "Are you enjoying your life and making friends?"**

"COMMUNITY INCENTIVES—A PHYSICIAN'S PERSPECTIVE" - Dr. Hassan Kapasi

GENERAL THOUGHTS

- The Physician Shortage will get worse before it gets better
- Current physicians have larger practice sizes (2000-3000 patients) than new grads (750-1150)
- New grads want to work part time (30-40 hours per week)
- One-half of new grads, will take maternity leave (thus out of the workforce for at least one year)
- Therefore, it will take 3-4 doctors to replace the practice of a seasoned, established physician.

WHAT ARE OTHER PLACES DOING?

- Belleville, Dryden, Marathon- \$\$\$
- Try to "**Recruit a Group**" of young, energetic friends who are doctors—built in social circle, friendships.
- Capitulate on energy of new grads
- Emphasize proximity to major centres
- 30% of new grads are setting up a practice right away and no longer doing locums, post graduation. A new trend.
- Can successful candidates also

apply for position with the hospital that pay extra \$\$/year?

INCENTIVES MAY INCLUDE:

- Car or mini van for duration of their stay
- clinic investment assistance
- Guaranteed Daycare
- A loan that the hospital takes
- Preceptorship and Teaching opportunities
- Invite locums to CME events
- Sell the work, sell the incentives..
- Close to major centres
- The local hospitals' future vision is key for future recruitment

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

What's New?

- In 2010, Queen's University will launch a new Family Medicine Residency program in Belleville and Peterborough. It has been recommended that the west Northumberland County medical community apply to the Queen's University Family Medicine program, as a contact site and to take on 1-2 Family Medicine residents, per year.
- There will be initially over 75 residents per year and Queen's University will desperately be seeking

community preceptors.

- There is the possibility of opening a dedicated resident-run clinic, supervised by a preceptor. These residents can see up to 500 patients, the residents change over the years but the clinic numbers do not.
- I recently attended the Trent Hills Fall Workshop on Physician Recruitment and Retention and it was a day full of Information Sessions, Guest speakers, Breakout session, Question and Answers and Group Assignments. Topics for discussion included: Trent Hills Family Health Team

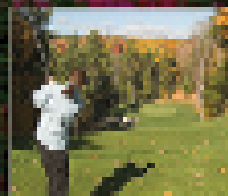
Primary Care Model;

Core Health International Recruitment update; Community Incentives; HealthForce Ontario Community Provincial Update; Incentives to Recruitment; Committee Structure/Mandate/Reporting and Retention.

- Special thanks to Ms. Laurie Smith, Recruitment Coordinator of the Trent Hills Physician Recruitment and Retention Committee for the invitation to a very informative day.

Imagine yourself in *Beautiful* West Northumberland

"A corner of the world where work-life balance is more than just a phrase. It's our way of life."



Visit: www.northumberlanddocs.com

Family Physicians We Want You!

Outstanding practice and training opportunities and a corner of the world where work-life balance, is more than just a phrase. It's our way of life.

One hour east of Toronto, the communities of west Northumberland have all you need to build a successful family practice, while enjoying one of Southern Ontario's most spectacular four-season playgrounds. For recent Family Medicine graduates just starting out or those at a later stage in their medical career, west Northumberland is the place to look.

Designated Underserved with support, Imagine yourself in Beautiful west Northumberland.

If you aspire to a life of activities that include work, service, family, friends, recreation and education, visit www.northumberlanddocs.com or

Northumberland Hills Hospital:
www.nhh.ca

Contact Mary-Jo Bathe, Physician Recruitment Coordinator at (905) 377-7797, to arrange a community site visit today or email mjbathe@nhh.ca