



Physician Recruitment Updates

Presented by:
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Date: Sept 2024





AGENDA



Niagara Physician Recruitment Program

Brief Introduction of the program and services



Niagara Family Physician Landscape

Let's look at some numbers



Opportunity/Challenges

How are we going to meet our goals in 2024



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RECRUITMENT STRATEGY



Marketing

Attending multiple events to showcase Niagara opportunities and clinic space options



Support Licensing & Immigration

Working with the Ministry, CPSO and Service Canada to ensure that paperwork is submitted



Resources

Help with advertising new practices through Niagara Region. Ongoing support in the community to ensure retention.



Site Tours & Interviews

Work with the candidate to ensure that they are matched with a practice that fits their needs



Onboarding

Assist with referrals to the community; Public Health, medical societies, hospital, real estate, connection to city incentive



Workforce Planning

Collaboratively identify needs in the community.



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Niagara Family Physician Landscape

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NIAGARA STATISTICS

Sept 2024



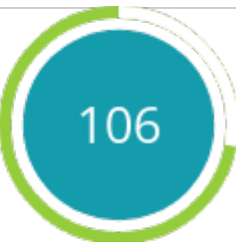
Physician Capacity

Niagara physicians enroll 339,180 as of September 2024. Our population has increased from 477,000 in 2021 to an estimated 525,352 in 2023 (an increase of 47,411 residents in 2 years.)



Family Doctors over 65

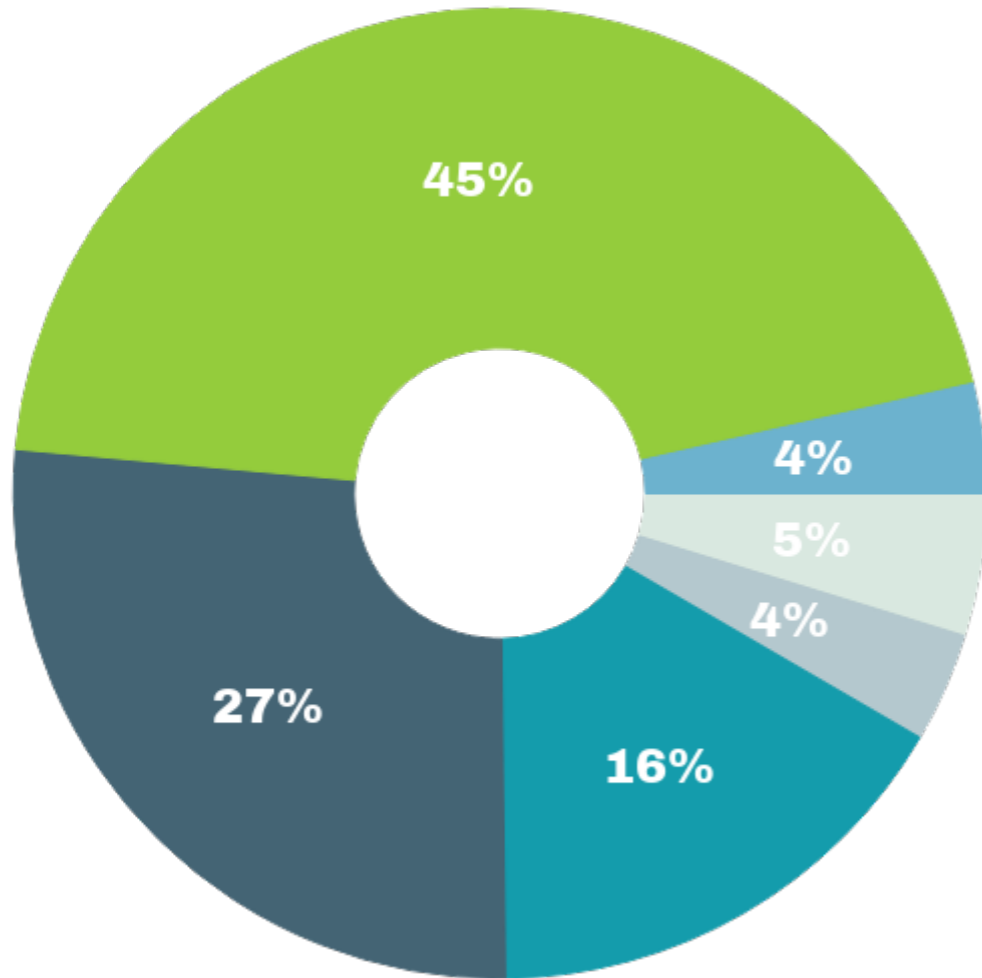
14% of the 274 physicians are over 65
Those in a PEM enroll just over 46,000 patients.



Niagara For a population of 525,352 our region should have 380 family doctors based on an average practice size of 1380. Our shortage in Niagara based on 274 family physicians is 106 doctors.

NIAGARA PATIENT ENROLLMENT MODELS

SEPT 2024



FAMILY HEALTH ORGANIZATIONS



COMPREHENSIVE CARE MODEL



FAMILY HEALTH TEAMS (FHN/FHO)



COMMUNITY HEALTH CENTRE



FAMILY HEALTH GROUPS



NON ENROLLING FEE FOR SERVICE

Municipality	Current # GP's	Est Census 2023	Physician Ratio per 10,000	1:1380 Recommended (average practice size)	Number Short
West Lincoln	0	7384	0	5	5
Niagara Falls	40	105552	3.79	76	36
Fort Erie	16	36209	4.42	26	10
Thorold	12	26466	4.53	19	7
Port Colborne	10	21312	4.69	15	5
West Lincoln	8	16796	4.76	12	4
Welland	32	62776	5.1	45	13
Lincoln	16	28203	5.67	20	4
St. Catharines	92	149550	6.15	108	16
Niagara-on-the-Lake	13	20472	6.35	15	2
Pelham	13	19399	6.7	14	1
Grimsby	22	31233	7.04	23	1
Total	274	525352		381	107

Summary

- Niagara is set to welcome 26 physicians in 2024. Many of these physicians have started in August/September or they will soon be starting in October. They are not represented yet in the signatory physician list, so is too early to compare enrollment numbers.
- There are 20 physicians accepting patients on the Niagara Region's find a doctor page. Most of these physicians are new and it will take time to build up their practice but this number is a record number for our region at one time.
- Although we have had great strides in recruitment, we still cannot keep up with the services that are needed for our significant population growth.



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Opportunity/Challenges

Recruitment Challenges in Niagara

- Our smaller communities have traditionally relied on residents to fill vacancies through practice take over or locums
- New graduates are not as willing to take over existing rosters or commit to a full-time family practice
- We are facing some competition with northern recruitment (\$124,000 from Ontario Health + community matching + hospital matching). Urban centres are now offering incentives which highlights the crisis but also further adds competition for candidates.
- The competition has grown over the past 3-5 years with the increase of need across the province and the small number of graduates.
- International recruitment has become imperative. 14 of the 26 doctors coming in 2024 are from the United Kingdom. They are looking for support to relocate.



**Niagara Physician
Recruitment**

Questions or Comments

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