

Physician Recruitment

2023 Annual Review

February 6, 2024

Agenda

1. Niagara Physician Recruitment Program
2. Landscape of Primary Care Physicians in Niagara
3. Challenges and Opportunities
4. Questions

Niagara Physician Recruitment Program

- Identifying clinic space and practice opportunities
- Marketing of practice opportunities and Niagara
- Applicant tracking and candidate engagement
- Coordinate site tours and interviews
- Navigating physicians through licensing, immigration, Ministry of Health
- Onboarding physicians into the community
- Workforce planning

Niagara Stats January 2024



NIAGARA STATS

January 2024

Niagara has **265** family physicians with **236** who are associated with a MOHLTC enrolment model



Physician Capacity

Niagara physicians enroll **329,910** people. Our population has increased to over 477,000 in 2021. This % can only be maximum of 69% of the population.

Family Doctors over 65

15% of the 265 physicians are over 65
Those in a PEM enroll just over 50,000 patients.



For a population of **477,000** our region should have **346** family doctors based on an average practice size of **1380** - **Shortage of 81 doctors.**

Niagara Physician Recruitment, MOHLTC IMSC January 2024

Five Year KPI Chart – Physicians In/Out

Year	New Primary Care Physicians to Niagara	Physicians Out of Practice in Niagara	Total Family Physicians in Niagara; Signatory and Non-Signatory Primary Care	1:1380 Doc:Pop Ratio # needed	Recommend based on population
2019	14	14	252	73	325
2020	18	13	257	68	325
2021	17	20	254	92	346
2022	18	17	255	91	346
2023	19	9	265	81	346
Total	174	155	265	81	346

Challenges

- Supply in physicians coming from Canadian programs is just over 400 every year – significantly short
- Less Canadian medical students are choosing family medicine and fewer family medicine graduates are choosing family practice
- 1300 family medicine positions posted on HFOjobs.ca which is the provincial portal for physician opportunities
- Competition across the region/province/country
- Suitable group practices/appropriate clinic space
- Physician Services Agreement changes; Minimum of three Family Health Organization doctors at one location and a min. of six in the group.

Opportunities

1. Additional medical school and residency spots
2. Changes to family physician licencing in Ontario
3. Quicker immigration process
4. Canadian Association of Physician Recruitment repatriation events for Canadian medical students studying abroad
5. Southern Ontario Physician Recruitment Alliance

Opportunity 1

1. Additional medical school and residency spots

- Expansion of 160 undergraduate and 295 postgraduate medical training seats announced last year
- Starting in 2023, the Ontario government is investing an additional \$33 million over three years to add another 100 undergraduate medical school seats
- Another 154 postgraduate medical training seats beginning in 2024

Province Helping More Ontario Students Become Doctors at Home in Ontario | Ontario Newsroom (<https://news.ontario.ca/en/release/1002882/province-helping-more-ontario-students-become-doctors-at-home-in-ontario>)

Opportunity 2

2. Changes to family physician licencing in Ontario

- International physicians no longer need to write the Medical Council Qualifying Exams (MCCQE) if they have already written their Board certification exams in the United States, United Kingdom, Ireland or Australia to apply for a license in Ontario.

CPSO - Alternative Pathways to Registration for Physicians Trained in the United States

(<https://www.cpso.on.ca/Physicians/Registration/Registration-Policies/Alternative-Pathways-to-Registration>)

Opportunity 3

3. Quicker immigration process

- Applications for Labour Market Impact Analysis have moved to an online process
- Federal Government is processing more Permanent Residency and at a faster rate; Express Entry or Provincial Nominee Program
- 61% of our new physicians in 2023 were recruited from outside of Canada (United Kingdom, United States, Ireland and Australia)

Canada announces new immigration stream specific to health workers -
Canada.ca (<https://www.canada.ca/en/immigration-refugees-citizenship/news/2023/06/canada-announces-new-immigration-stream-specific-to-health-workers.html>)

Opportunity 4

4. CaSPR Initiatives - Repatriation Expos for Canadians

- 6 Irish Medical schools
- 25+ Medical schools in United Kingdom
- 20+ in Australia
- 175+ Medical schools in the United States
- 60+ Medical schools in the Caribbean (linked to US schools)

(We currently have 17 medical schools in Canada)

Opportunity 5

5. Southern Ontario Physician Recruitment Alliance (SOPRA)

- Collaboration on International Physician Recruitment
- Shared applicant tracking system to create a better candidate experience, enhanced recruiter experience
- Shared best practices for 15+ physician recruitment programs across Ontario Health West

“A rising tide lifts all boats”

Questions

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