



# Durham Family Physician Recruitment Strategy

Proposal to Durham Municipal Council

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January 17, 2024



# Agenda

- 1. Our Journey**
- 2. Current Activities**
- 3. Current Opportunities and Competition**
- 4. The Current Challenge**
- 5. Current Durham Landscape**
- 6. Unique Needs and Challenges in Durham Region**
- 7. Future Outlook and Goals**
- 8. Conclusion**

## Our Journey to Here...

### Spring 2022

20 New Seats Allocated to Queens Medical School Expansion (March)  
Queens Lakeridge Health Partnership Formed (April)

Steering Committee Formed Four Working Groups (June)  
Admission, Curriculum, Faculty Engagement and Community  
Engagement (June)

### Summer and Fall 2022

Working Groups Meetings and Planning  
Queens's Lakeridge Health Summit (September)

Funding Approval to Proceed with First Cohort (November)

### 2023

Admission Opened (January)  
Community Work Supported by DEDP (May)

Admission Offers (May)  
Orientation Week (August)  
Class Starts (September)

# Current Activities

Participation in Orientation week activities, including hosting mixer for learners

Survey and regular communications with learners

Sponsored lunches and welcoming gifts

Fostered connections between student leadership at Queens/Lakeridge and other post-secondary institutions in Durham

Met with all local municipalities, economic development groups and boards and chambers across the region to explore welcoming opportunities

Outreach to other Ontario communities to identify competition and opportunities

Development of branding and website for Doc's for Durham

Developing relationship with local office clinics

Building strategy for attraction of family physicians outside the Queens program

## Queen's Lakeridge Health MD Family Medicine Program



Queen's Lakeridge Health MD Family Medicine Program Inaugural Cohort – Parkwood Estate August 2023



# Recruitment Strategies

## Opportunities:

- Durham-trained family physicians
  - a) Queen's –Bowmanville-Oshawa-Lakeridge Residency Training Program
  - b) Queen's University Lakeridge Health MD Family Medicine Program
  - c) University of Toronto residents
- Rural Ontario Medical Program (resident rotation program)
- Other Canadian-trained fam docs planning (or considering) a return to GTA
- International Medical Graduates (primarily Canadians planning to return to Ontario)

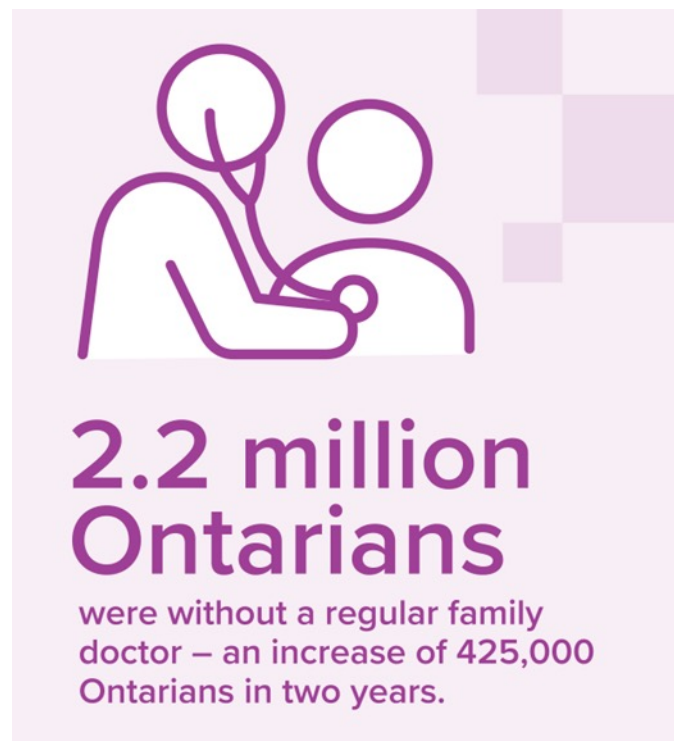
## Competition:

The competition for family physicians is at an all-time high across the province, the country, and beyond.



## Overview of the Current Challenge

- 2.2 million Ontarians without a regular family doctor as of Sept. 2022. This number is expected to grow to over 4 million by 2026 (OCFP).
- Lack of access to primary care is a growing problem and is associated with worse health outcomes



## Current Durham Landscape

- 180,000 Durham residents without access to regular family doctor
- Est. 145 family physicians short
- 100 family physicians > 60yrs age; retirement on the horizon

Census Sub Division (CSD) Name	POPULATION (Health Card Holders)	Number of patients not rostered	% of patients without a family physician	Shortage of Family Physicians	Roster Ratio
Ajax	139,742	37,126	26.6%	27	1380 pts/D
Brock	9,852	3,499	35.5%	3	1380 pts/D
Clarington	103,709	21,829	21.0%	16	1380 pts/D
Oshawa	184,960	47,452	25.7%	34	1380 pts/D
Pickering	103,334	26,025	25.2%	19	1380 pts/D
Scugog	26,593	4,155	15.6%	3	1380 pts/D
Whitby	142,426	34,257	24.1%	25	1380 pts/D
Uxbridge	22,660	3,740	16.5%	18	793 pts/Dr
Durham Region	733,276	178,083	24.3%	144.34	-



# Unique Needs and Challenges in Durham

## Community Considerations

1. Urban vs. Rural Requirements
2. Growing Diversity in our Community
3. Cultural Competence and Diversity

## Potential Physician Considerations

1. Infrastructure for physician practices
2. Work-Life Balance Opportunities
3. Collaborative Work Environment
4. Family Considerations



## Future Outlook and Goals

- Beyond the growing need for more family physicians, the possibility exists that funding will be put in place for other allied health professionals, such as primary care nurse practitioners. This model would support a team-based primary care model where family doctors, nurse practitioners, social workers and others form teams. This can help with improve access to primary care services.
- This has articulated by the federal government as part of the increase in the Federal Health Transfer. The specifics are being negotiated between the Federal Government and the Provinces.



## Conclusion - We Need to Act Now!

Durham needs to catch up to stiff competition across the province and beyond.

**Our need is growing everyday.**

We don't have all the answers today, but we strongly believe that this report provides a clear path with strategic partners to build a collaborative Durham-focused approach to finding success.

