



Health Care Professional Recruitment Program

Presentation to Oxford County Council

October 25, 2023

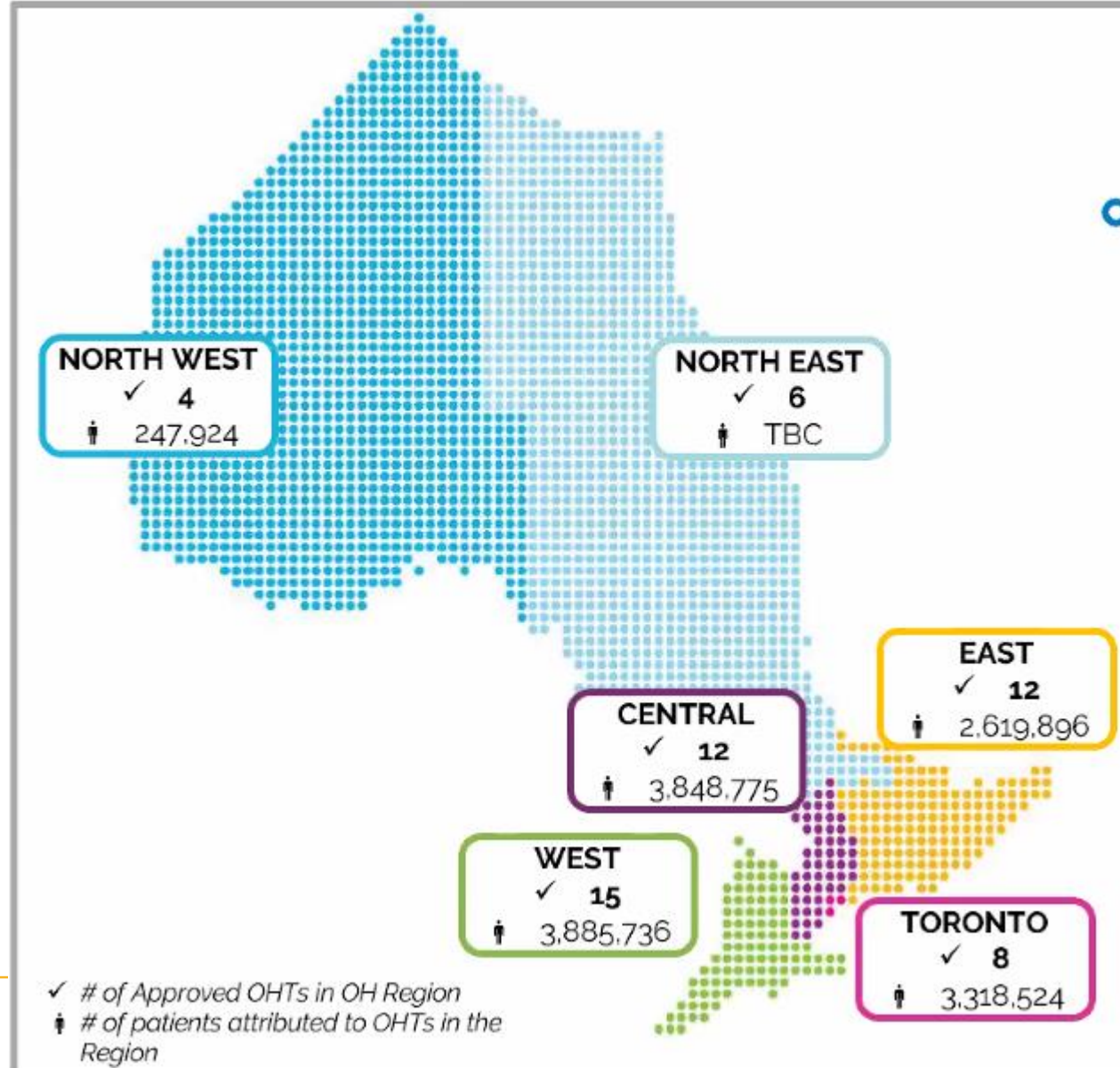
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About Ontario Health Teams

Model of integrated care delivery where groups of providers and organizations work together as a team to deliver a full and coordinated continuum of care for patients

Comprised of providers across sectors

- ✓ primary care
- ✓ home care
- ✓ community care
- ✓ hospitals
- ✓ mental health and addictions agencies
- ✓ long term care homes
- ✓ patients, families and caregivers



Oxford OHT Partnership





“

Working together to build
a stronger, healthier
community for all

”

Oxford OHT Shared Purpose Statement



Issue and Opportunity

Provincially, there is a shortage of family physicians/providers and there is difficulty recruiting health care professionals

Results in communities across the province competing to recruit

In Oxford, separate local recruitment efforts, with varying success rates, to address individual needs

Ingersoll

- Town Council recruitment subcommittee
- Alexandra Hospital – Ingersoll

Tillsonburg

- Town Council recruitment subcommittee
- Tillsonburg District Memorial Hospital

Oxford County

- Oxford Physician Recruitment Committee
- Norwich Recruiter

Woodstock

- City of Woodstock – part time physician recruiter for primary care
- Woodstock Hospital – Hospital physician recruitment committee



Proposed Solution

Establish an “Oxford Health Care Professional Recruitment Program”

- Hire a full-time Recruitment Coordinator
- Reports to Oxford OHT, which aligns with Niagara OHT, Greater Hamilton Health Network, and other OHT-wide recruitment strategies
- Responsible for developing, executing, and reporting on a robust proactive Recruitment Program for Oxford County



Outcomes

Reduce gaps in primary care coverage across Oxford, with a focus on equity

- increase attachment to primary care
- Increase timely access to primary care

Reduce gaps in hospital physician coverage across hospitals

Longer term opportunity to expand recruitment to health care professionals of greatest need in Oxford

Benefits

- ✓ Dedicated individual with focus, effort, and time solely on proactive recruitment efforts
- ✓ Works in collaboration with the existing Woodstock recruiter
- ✓ Part of a network of OHT-wide recruiters with international connectivity
- ✓ Provides a strong competitive advantage for our community
- ✓ Potential to expand to recruitment of other health care professionals of greatest need
- ✓ Increased return on investment with consolidated supports

Funding Request

2024 Budget Ask of Oxford County Council is \$30,000

Total anticipated funds to initiate this work ~ \$120,000

The Oxford OHT is currently requesting cost-sharing contributions to support this proposal from the Town of Ingersoll, Town of Tillsonburg, and TDMH/AHI, and other partners as required.

Questions and Discussion

Thank you for your time and consideration

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