



DOCTOR RECRUITMENT AND RETENTION COMMITTEE MEETING

Tuesday, November 15th, 2022 – 4:00 pm

By Telus Business Connect Video Conference

1. Call to order / Record of Attendance

The meeting was called to order at 4:01 pm by Chairperson Patti Durkee with the following in attendance: Brian Moses, Harold Cook, Kerry Muise, Mark Blinn, Natalie Smith, Patti Smith, Stephanie Welton, Belle Hatfield, Chris Frotten, Eddie Nickerson, Heather Hatfield, Nicole Albright, Rebecca Rose, and Barb DeViller, Recording Secretary.

2. First Nation Land Acknowledgement Patti Durkee acknowledged that we are on the traditional lands of the Acadia First Nation.

3. Conflicts of Interest No conflicts were declared.

4. Approval of the Agenda

It was moved by Nicole Albright and seconded by Belle Hatfield to approve the agenda as circulated with the addition of 6 c) Incentives.

Motion carried unanimously.

5. Approval of the Minutes of September 20th, 2022

It was moved by Nicole Albright and seconded by Eddie Nickerson to approve the minutes of September 30th, 2022.

Motion carried unanimously.

6. New Business

a) **Community Navigator Report – Rebecca Rose**

The Family Medicine Residency Retreat was successful. Rebecca had a meeting with Sean Fraser, Minister of Immigration, Refugees and Citizenship with respect to physician recruitment. There are also some new relationships within the residency placement department at Dalhousie.

Rebecca indicated she reached out to the Society of Rural Physicians of Canada with respect to supporting and recognizing the good work that has been done.

Rebecca also provided the committee with her Navigator Activities Score Card for November, 2022.

b) **Update on meeting scheduled for local physicians – Rebecca Rose**

The intention of this meeting is to set up meaningful conversation sessions as well as focus groups. Rebecca is waiting to hear on availability for space in December. She has had conversations with Dr. Dow with respect to approaching focus groups rather than have various types of physicians come to each session. They are looking at starting off with physicians who are close to retirement or newly retired. In February the physician advisors will be asked for their input in terms of presenting information to Doctors Nova Scotia as they go into the next



round of discussions. From there another focus group will be approached but this group hasn't been identified yet.

c) Recruitment Report for Western Zone

Patti Smith reviewed the November 15th Recruitment Report for the Western Zone with the committee which included current vacancies for family medicine and specialities, pending physicians, and site visits.

d) News Release – More Funding to Support Healthcare Recruitment & Retention

Rebecca has been looking into this funding project and indicated submissions must be made by December 19th. Applications may be made for more than one project at a time. The Community Navigator Oversight Committee (CNO) will be discussing this as well. Rick Allwright will be asked to complete the funding request.

e) Incentives – Patti Durkee

The committee had previously discussed municipal units providing funding for incentives for new doctors starting up a practice.

Patti thanked Kerry Muise of the YACC who made a presentation to MODA and also Nicole Albright who suggested MODA contribute \$30,000 over the next three years. Patti indicated she intends to ask MODY council for an increase in funding. A presentation by the YACC will be made before TOY council in the next few days and the Foundation at the end of November. A presentation will also be made before MODB council on January 17, 2023.

Rebecca indicated she had a meeting with Darcy Desutter who increased his contribution from \$3300 a year to \$5000 a year for the next three years. He indicated he would like to be involved in retention events.

Patti indicated MODC and MODB are both contributing to the cost of rent for clinics in their areas.

7. Date of Next Meeting

The next meeting has been scheduled for Tuesday, January 17th, 2023 beginning at 4:00 pm via Telus Videoconferencing.

8. Adjournment

Consensus to adjourn at 4:43 pm.

Chairperson Patti Durkee

Barb DeViller, Recording Secretary