

# Regional Physician Recruitment

Report to Essex County Council

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Joan Mavrincac

Regional Physician Recruitment Office Windsor/Essex (RPROWE)

# COVID Impacts

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- Border closures halted recruitment of US/UK citizen physicians
- Canadian out-of-province recruits reluctant to make moves during outbreak
- Graduating Canadian physicians opting to move home to be near family and friend networks

# COVID Impacts

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- All in-person exams cancelled
  - Specialty certification exams
  - Medical Council of Canada Qualifying Exam 2\*  
*(\*May 2020/October 2020/February 2021)*
  
- Physicians unable to secure independent registration/required restricted licenses and supervised practice
  
- MCCQE2 hopes to clear backlog of candidates by January 2022

# Physician Recruitment Office Closure

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- COVID has changed how I work with physicians
- Far fewer face-to-face meetings-eliminating the need to keep a physical office space
- RPROWE office closed March 2021 – significant savings to the annual budget

# Recruitment

## October 2019 – June 2021 YTD

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Windsor-Essex welcomed  
55 new physicians  
over the last 20 months

# October 2019 – June 2021 YTD

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- *26 Family Physicians*
- *8 Emergency Medicine Physicians*

# October 2019 – June 2021 YTD

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## ➤ *12 Internal Medicine Specialists*

*Including sub specialists:*

- *Cardiology*
- *Endocrinology*
- *Infectious Diseases*
- *Nephrology*
- *Neurology*

# October 2019 – June 2021 YTD

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## ➤ *4 Pediatric Specialists*

*Including sub specialists:*

- *Allergy & Immunology*
- *Neonatal-Perinatal Medicine*

# October 2019 – June 2021 YTD

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- *2 Surgeons*
  - *Neurosurgeon*
  - *Vascular Surgeon*
- *1 Anesthesiologist*
- *1 Diagnostic Imaging Specialist*
- *1 Psychiatrist*

# Physicians per 100,000 Population 2019

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Canada = 241

Ontario = 218

Windsor/Essex = 175\*

*\* Down from 178 in October 2019*

# Current Need – Significant Unattached population

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## ➤ Per Ontario Health:

- Estimated number of residents in Windsor-Essex not rostered or affiliated with a primary care provider = 74,521
- Estimated # of PEM physicians needed to provide care to the unattached based on average roster size of FPs in Windsor-Essex CSD = 70

# Aging Physician Population

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- Currently facing significant physician attrition due to pending retirements:
  - *20% of local specialist physicians are over 65 years old*
  - *More than 1 in 5 (21.2%\*) of our active family physicians are over the age of 65*
- Conservative estimate\*\* – 100,000 W/E residents will lose their family physician over the next 5 years  
(\**\*\*assumes rosters < 1400, many have twice that number*)

# Growing local population

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*according to StatsCan, we are the third-fastest growing community in Canada—2019 saw an increase of 2.5% in the population, and we expect current figures will top this*

# Good News!

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➤ March 24 announcement:

*“Ontario government pledges \$9.8-million to support the Stage 2 planning process for the \$2-billion Mega-hospital project”*

**New facilities will attract physician recruits!**

*Thank you for your continued support  
of this important initiative.*