

THE CORPORATION OF THE CITY OF ENDERBY

Minutes of a **Committee-of-the-Whole Meeting** of Council held on Monday, November 16, 2015 at 3:30 p.m. in the Council Chambers of City Hall

Present: Mayor Greg McCune
Councillor Tundra Baird
Councillor Brad Case
Councillor Roxanne Davyduke
Councillor Raquel Knust
Councillor Brian Schreiner
Councillor Shawn Shishido

Chief Administrative Officer – Tate Bengtson
Recording Secretary – Bettyann Kennedy
The Press and Public

APPROVAL OF AGENDA

Moved by Councillor Case, seconded by Councillor Shishido that the agenda be approved as circulated.

Carried

ADOPTION OF MINUTES

Committee-of-the-Whole Meeting Minutes of November 2, 2015

Moved by Councillor Baird, seconded by Councillor Schreiner that the minutes of the committee-of-the-whole meeting of November 2, 2015 be adopted as circulated.

Carried

REPORTS

Councillor Schreiner

Conducted 3 more business walks.

Councillor Case

Attended a Truth and Reconciliation Summit with Splatsin.

Councillor Shishido

Attended an Early Years Meeting

Councillor Baird

Reminder that there is a Community Christmas Committee meeting at Hungry Jacks on Thursday at 6:00.

PRESENTATION

Dr. Bell, Executive Medical Director and Dr. Hundal, Community Medical Director for Enderby

Dr. Curtis Bell introduced Dr. Harsh Hundal and his team of the Manager of Community Integration and the Manager of Communications.

Dr. Hundal provided a brief presentation that expounded on the various reasons that rural communities struggle to get and keep physicians. This is an issue everywhere in Canada. It is not just about money. 70 % of International medical students leave rural areas after they put in their minimum commitment. Some of the reasons doctors don't stay in a rural community include:

- Most doctors grow up in larger cities and come from affluent backgrounds. There are very few doctors that come from small towns.
- A doctor's family influences where they locate. A spouse's employment and children's educational needs are factors that often aren't met in a small community.
- Work / life balance – doctors are uprooted from their social and family lives to experience different medical practices and different community life.

4 doctors are required to sustain a "training centre".

In today's environment, the reality is that it takes 2 graduates to replace an older retiring physician.

Some incentives for a doctor to stay include relocation expenses, reduced overhead costs (staff), bonuses, and locums for vacation relief.

How I.H.A. can help Enderby:

- Assist in developing a "compelling" story of Enderby
- Build a retention plan.
- Interview potential candidates together to determine a good fit.

What Council can do:

- Work with Splatshin Health Centre to explore a potential education / training site.
- Have a coordinator to help navigate the family component.
- 1% of separation – spreading the word.
- Develop a retention and recruitment plan.
- Consider scholarship plan for local prospects.
- Avoid a bidding war.

In response to queries from Council:

Where do we go from here to attract doctors?

There are "Practise Ready" assessment candidates ready to be placed for a 3 year commitment. They are qualified doctors from another country. Interviewing is taking place very shortly. It is important to get a good fit for Enderby. Perhaps a member of Council could sit in on the interview. Candidates get to rate each community and decide where they want to go.

What is the level of care for a community such as Enderby?

Typically it would be 1000 – 1,300 patients per physician. Demographics play into it also, such as the number of elderly who may have complex conditions. 500 – 700 patients per nurse practitioner. Enderby currently has 2 physicians, 2 nurse practitioners, plus a private practise with 1 physician. Dr. America will be leaving by the time a replacement arrives, and Dr. Anwar will be leaving shortly thereafter.

Potential of Splat sin Health Centre as a training centre?

It would encompass both communities. Get everyone around the table to discuss. Encourage Splat sin to get involved in the interview process. Interior Health could meet with representatives of both communities and then identify a main contact to guide the physician candidate through the process of acclimatising to the community.

What is Interior Health's relationship with Splat sin? They want to have a doctor on site.

A lot involved in getting a practise set up – cannot place a physician into a practise without appropriate supports and expect success. First Nation Health Authority can “purchase” services from Interior Health.

Doctor/Patient ratio. Dr. America's patients are complex cases and Dr. Anwar is not as busy. Would a 3rd nurse practitioner help?

Enderby is actually lucky to have 2 nurse practitioners.

What about attracting a private practise doctor like Dr. Miller?

For someone to join his practise, Dr. Miller would have to give up some of his existing patient base. Private practises operate under a different model than I.H.A.

Training locals to be doctors has worked in Newfoundland.

Newfoundland has been successful. It is a long journey. 7 – 8 years of education in a city is required and often these trained doctors are not willing to return to a rural life.

How are the upcoming interviews being done?

An Enderby representative would listen in by phone (muted). Interviews are taking place tomorrow and Wednesday. Councillor Schreiner will participate in the interview.

ADJOURNMENT

Moved by Councillor Case, seconded by Councillor Shishido that the committee-of-the-whole meeting adjourn at 4:30 p.m.

MAYOR

CHIEF ADMINISTRATIVE OFFICER