



Cornwall Community Hospital  
Hôpital communautaire de Cornwall

Mayor's Task Force on Medical  
Recruitment

August 14, 2024

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# Agenda

- Strategies
- Current Gaps & Risks
- Recruitment at CCH
- Other recommendations

# Strategies

- Frequent feedback from candidates
  - “turnkey” options - office/clinic space that is established with overhead and supports.
- The market is competitive
  - Small, northern/rural and large communities are competing;
  - Financial incentives have increased;
  - Shorter term strategies are advantageous - longer term incentives or return of service are being “bought out”.

# Gaps, Impacts & Risks

- **Primary Care:** Family physicians
  - Impacts Economic Development - attractiveness of a community
  - Burden on other medical specialists
  - Burden on other health care resources, e.g. hospital emergency departments

# Gaps, Impacts & Risks

- Anesthesia
  - Reduced elective surgical volume
  - 24/7 on call coverage essential to provide other services;
    - Obstetrics, trauma care, Critical Care
    - Impacts other professional recruitment, ie. Emergency, surgeons, obstetricians, pediatricians

# Gaps, Impacts & Risks

## Psychiatry

- Challenged to meet increased community demand for Mental Health services particularly acute patient needs, requiring access to a psychiatrist.
- Very competitive environment with access issues in many communities, including the larger centres.
- Low volume of professionals impacts recruitment negatively, given on call requirements.

# Physician Recruitment

2023 - 16 Recruits	2024 - 24 Recruits
4 - full time 5 - part time 6 - locum 1 - remote coverage	3 - full time 1 - part time 14 - locum 6 - remote coverage

# Other Recommendations

Moving forward it will be important to:

- Respect that this is a competitive and complex environment
  - Provincial medical payment structure varies;
  - Incentives need to align and may not be one-size fits all;
  - Need to avoid unintended consequences (ie. Impacts on others);
- Consult with our active local professionals in the field.



# Thank you

- We appreciate the opportunity to participate in this important initiative.
- We would be pleased to assist in any capacity.