



Columbia Valley
Physician Recruitment Initiative
2023 Report & 2024 Budget Request
for
Regional District of East Kootenay (RDEK)

Prepared by

Columbia Valley Chamber of Commerce (CVCC)

December 31, 2023

www.cvchamber.ca 250-342-2844 ExecutiveDirector@cvchamber.ca

Update on accomplishments from 2023, current financial snapshot,
and request for 2024 funding support.

Table of Contents

Requested Delegation Information 3

Project Overview & Updates to December 31, 2023..... 3

 Program Summary 3

 2023 Steering Committee 3

 2023 Steering Committee (continued)... 4

 2023 Deliverables & Outcomes 4

2024 Budget Request & Historical Data..... 6

Project Plan for 2024 7

 Leadership & Delivery 7

 Tactical 7

 Deliverables & Scope for 2024..... 7

Thank You! 8

Appendices List 8

Requested Delegation Information

1. The topic on which the delegation wishes to speak;
 - Columbia Valley Physician Recruitment.
2. An executive summary or outline of the presentation to be made;
 - See below.
3. The name of the designated speaker(s);
 - Pete Bourke, Executive Director for the Columbia Valley Chamber of Commerce, and the lead person for this service program.
4. The specific action which is being requested of the Board;
 - Receive the update on accomplishments from 2023, the current financial snapshot, and to refer to the budget process, the continuation of the program with funding as requested.
5. If you are attending the meeting in person or via Zoom; and
 - I will be attending in person.
6. Whether or not you will have a PowerPoint presentation.
 - Yes, a PowerPoint presentation will be provided per the requested timeline.

Project Overview & Updates to December 31, 2023

Program Summary

The program had a strong year overall and was more active than in previous years as we were able to travel and there was a higher need for locum attraction. Our focus remained on these key areas:

- Updating and building out the Physician Recruitment focused [website](#).
- Attracting locums, ideally for longer-term stays.
- Exploring how the program may expand to other medical profession needs.
- Travel to medical conferences to promote our region and ensure our name and needs are shared.

2023 Steering Committee

The steering committee had some changes in 2023 with Emma Pattison (Interior Health), and Shelley Soloway (Akisqnuq First Nation) stepping away. We also welcomed Laura Slipp (Interior Health), Dr. Stefanie Mclellan (Chief of Staff), and Danielle Armstrong (Shuswap Band) to the committee. Mayor Al Miller also joined as the RDEK Elected Representative.

The committee met 3 times over the year, February 27, July 12, and October 31. We greatly appreciate the support and dedication of everyone involved.

2023 Steering Committee (continued)...

NAME:	ORGANIZATION:	NOTES:
Al Miller	RDEK	Elected Representative for the RDEK.
Clara Reinhardt	Member	Assists with the welcome committee and volunteered for the conference in Niagara in 2023.
Danielle Armstrong	Indigenous / First Nations	Represents the voice of CV First Nations and is the Health Director for the Shuswap Band.
Dee Conklin	CVCC	CVCC Past President, assists with the welcome committee, and helps with the designing of print materials and files.
Dr. Billy Brown	Chisel Peak Medical Clinic	Brings the background & updates on the local medical needs, as well as updates from Chisel Peak Medical Clinic.
Dr. Gareth Mannheimer	Invermere Medical Clinic	Brings the background & updates on the local medical needs, as well as updates from Invermere Medical Clinic.
Dr. Stefanie Mclellan	Chief of Staff	Brings the background & updates on the local medical needs, as well as more of the overall regional perspective & needs.
Gail Gross	Invermere Physicians Group	Assists with coordination where needed and input on all things operational.
Laura Slipp	Interior Health	Represents the voice of Interior Health and brings the views of the wider medical community.
Pete Bourke	CVCC	Executive Director for CVCC & Project Lead.

2023 Deliverables & Outcomes

ITEM:	STATUS:
1. Confirm 2023 committee members.	Completed. Committee was confirmed and re-established (see above).
2. GP retention and locum conversions.	Completed & On-Going. There was no turnover in GP's over the past year. We saw many short-term locums, plus 1 long-term locum. Our long-term locum met the requirement for subsidy support on their accommodations. That said, we could have used more locums and are continually promoting as such.

Physician Recruitment – Progress Report & Budget Request – Columbia Valley Region

<p>3. Continued work with stakeholders.</p>	<p>Completed & On-Going.</p> <p>Partners & Regional links are highlighted on the Physician Recruitment website. Additionally, Dr. Brown sits on the Regional Physician Representative Committee for the East Kootenay Division of Family Practice.</p> <p>Laura & Dr. Mclellan have been great additions to the committee as to how best to work with Interior Health & the Invermere and District Hospital. We look forward to exploring this more in 2024.</p>
<p>4. Conferences / tradeshows / recruitment fairs.</p>	<p>Completed & On-Going.</p> <p>We had a great trip to the Society of Rural Physicians of Canada (SRPC) conference in Niagara in April. See the full report¹ at the end of this document.</p> <p>We also attempted to attend the BC Rural Health Conference in Whistler in May 2023, however it was sold out when we learned of it. Coincidentally I was in Whistler for another event at the same time and was able to take a look around to determine how it compared to the SRPC conference. We are signing up to attend in 2024.</p>
<p>5. Build out our inventory of digital and print materials.</p>	<p>Completed & On-Going.</p> <p>We have what we feel we need for now and will continue to build out more materials as needed for future events. We will also continue to update and improve the Physician Recruitment website.</p>
<p>6. Explore the expansion of the program.</p>	<p>On-Going.</p> <p>This is still a work in progress. There were talks this year about supporting the recruitment of a Social Worker however things didn't materialize at that time. We will continue to explore this in 2024.</p>
<p>7. Fam Tours, Hosting, and Long-term Locum Cost Support.</p>	<p>Completed & On-Going.</p> <p>Our hosts were able to meet with all Residents and Students that visited us, and have now adopted a process to connect with them pre-arrival or as soon as they arrive so we can build a connection quickly. There were no Fam Tours needed in 2023. Only one of the locums that visited our area last year met the criteria for accommodation support, so there were budget savings in this area as well.</p>

¹ 2023 SRPC Report_Niagara_April 2023 - FINAL

Physician Recruitment – Progress Report & Budget Request – Columbia Valley Region

2024 Budget Request & Historical Data

INCOME/BUDGET:	2024 BUDGET	2023 ACTUAL	2023 BUDGET	2022	2021	Notes
Carryover from prior year	\$8,587	\$17,357	\$17,357	\$15,877	\$15,874	
Funds issued by RDEK	\$27,413	\$13,983	\$13,893	\$15,323	\$18,951	Requesting \$27,413 from RDEK for 2024.
TOTAL INCOME/BUDGET:	\$36,000	\$31,340	\$31,250	\$31,200	\$34,825	
EXPENSES:	2024 BUDGET	2023 ACTUAL	2023 BUDGET	2022	2021	Notes
Chamber Administration Fee (less than 10%)	\$2,000	\$2,000	\$2,000	\$3,000	\$3,000	Holding 2023 Rate.
Additional Wage & Associated Costs (5hr/week @ \$40/hr - for 50 weeks)	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	No Change.
Meeting & Other Administration Costs (including print materials)	\$500	\$440	\$750	\$376	\$98	Expect similar to 2023.
Technology Costs (annual website fees & maintenance)	\$500	\$248	\$500	\$217	\$2,700	Expect similar to 2023.
Community Welcome Hosting Fees (based on 12 per year, not limited to physicians)	\$1,000	\$513	\$1,500	\$250	\$750	Expect to do more in 2024.
Showcasing / Familiarization Tours (based on 4 per year @ \$1,000 per visit)	\$3,000	\$0	\$4,000	\$0	\$0	Actively recruiting for a fulltime GP now, so expect to use this in 2024.
Long-Term Local Support Subsidies (new sliding scale based on 1, 2, or 3 month stays)	\$3,000	\$1,800	\$5,000	\$0	\$2,400	Lowered budget slightly.
Travel: 2 Conferences - Edmonton in April (SRPC) and Whistler in May (BC RHC).	\$16,000	\$7,753	\$7,500	\$0	\$0	Average cost after registration is \$8,000/each for 2ppl to attend.
TOTAL EXPENSES:	\$36,000	\$22,753	\$31,250	\$13,843	\$18,948	
ANNUAL TOTALS:	\$0	\$8,587	\$0	\$17,357	\$15,877	

*****To reiterate, costs and budgets would be reviewed and agreed upon by the steering committee.**

Project Plan for 2024

Leadership & Delivery

This is expected to remain the same, per the steering committee shown above although noting that some new people may represent some of the stakeholders listed. Pete Bourke from the CV Chamber of Commerce remains as the Project Lead.

Tactical

- Travel to both the National Conference (Edmonton in April), and the Provincial Conference (Whistler in May).
- Actively recruit for a fulltime “Community GP”.
- Continue to focus on locum attraction as we are always in need of these.
- Continue to leverage the new website assets and assist the Clinic Managers in the promotion of the positions they are posting on various sites.
- Continue to meet quarterly with the Physician Recruitment Committee.
- Complete all ongoing and budgeted tasks listed above.
- Explore the expansion of the program.

Deliverables & Scope for 2024

As the budget plan indicates, the following deliverables are planned for 2024.

1. Confirm committee members for 2024.
 - To be completed at the first/Q1 Committee meeting.
2. GP retention and locum conversions.
 - Timing = All year long, based on demand and with the need for a fulltime GP now.
3. Continued work with stakeholders.
 - Timing = All year long, based on demand.
4. Conferences / tradeshow / recruitment fairs.
 - Timing = Edmonton in April 2023, and Whistler in May, pending budget approval.
5. Continue to build out our inventory of digital and print materials.
 - Timing = Mostly on-going. We continue to handle most technical and website type things internally through the Chamber Team. Print materials will be focused on the needs of the conference for the most part.
6. Explore the expansion of the program.
 - Timing = Mostly on-going and as needs and opportunities arise.
7. Fam Tours, Hosting, and Long-term Locum Cost Support.
 - Timing = On-going, based on demand.

Thank You!

Thank you for your time on this incredibly valuable initiative. We know you have a lot of demand for funding, so we greatly appreciate your consideration for support.

Appendices List

Hyper-link provided for easy navigation.

1. [2023 SRPC Report_Niagara_April 2023 - FINAL](#).