



An ocean of opportunity

FORM "A"
TO BE COMPLETED BY ANYONE
WISHING TO ADDRESS COUNCIL OR COMMITTEE OF THE WHOLE COUNCIL

Names of individuals making the presentation:

Rebecca Cassidy Rose; Community Navigator for Physician Recruitment and Retention; Employee of the Yarmouth Chamber of Commerce.

Points to be made:

- Description of the main actions of the new Community Navigator.
- Accomplishments to date (Oct - Jan)

Purpose and any requests that may be forthcoming from the presentation:

Purpose: to provide / update information to our stakeholders

Please attach a copy of your written or power point presentation.

Time requested for presentation:

15 minutes 30 minutes

Rebecca Rose
Signature

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Will you require a projector and computer for your presentation? No.

NOTE: Individuals or groups making presentations are required to address their comments and questions to the Chair of the Meeting only. No decision will be made at the same meeting as your presentation.

Recruitment / Retention / Navigation

Numbers and types of doctors: FAMILY MEDICINE:

- We had more family medicine site visits from Oct-Dec (3) then we had from Jan-Sept (1)
- Of those 3, 2 have signed contracts, 1 has begun working and 1 will be starting in Feb
- We had 1 Resident graduate in Oct who is remaining in our area to practice Family Medicine. *We have one graduating this summer who has also agreed to stay.*
- *2 Family Medicine Site Visits early February*

SPECIALISTS

- In 2019, there were 4 specialist site visits before Sept. , with 3 contracts signed as a result of those visits. 2 started in the summer (anesthesiologists) and 1 started in December (psychiatrist) .

General number of physician contacts

- I have personally spoken to or had direct email contact with 49 potential physicians since Sept 16 which includes medical school students, residents and physicians. Connecting with and supporting high school students who are considering medical careers is part of a long term goal for encouraging local students who become doctors to stay or return to Nova Scotia.

What's coming up?

1. Presenting to the councils of our stakeholders during this quarter so they have a clear view of what is going on
2. Family Medicine Interest Group – 1st/2nd year medical students fr Dalhousie come here for a weekend in March. They do an educational component, tour the area, connect with other medical professionals here to get a first hand experience with our medical culture and local amenities and resources. This all plays a role in their application for residency programs
3. Rural and Remote Medicine Conference in Ottawa in April . These are physicians who already have an appreciation for Rural medicine. I will be their representing and promoting all that our area and hospital have to offer
4. An event connecting local high school students with practicing medical professionals
5. July new batch of residents graduating and a new class starting
6. Hopefully 30 Vancouver street, Credit Union Place, will be up and running in some capacity by then
7. September there is a Family Medicine Residents conference in PEI

Municipality of the Town of Yarmouth, Mayor Mood,

co: Lindsay MacKinnon - Admin <admin@townofyarmouth.ca>

Municipality of the District of Yarmouth, Chief Administrative Officer, Victoria Brooks,

co: Barbara Deviller, barbara@district.yarmouth.ns.ca

Municipality of the District of Barrington, Chief Administrative Officer Chris Frotten

co: Leah Rosetti, Irossetti@barringtonmunicipality.com

Municipality of the District of Argyle, Warden Danny Muise,

co: Lori Murphy, lmurphy@munargyle.com

10 February 2020,

It is with great pleasure that I have the opportunity to report an update on recent activities as the newly hired Community Navigator for Physician Recruitment and Retention. We are beginning to see momentum and positive returns as a result of this new initiative. At the beginning it was a bit unclear as to what the job description and main actions of Yarmouth's new Community Navigator would actually include under the categories of recruitment, navigation and outcome measurement. For more specifics as to what this position has developed into, please see below.

Recruitment:

- Identifying and attending recruiting events
- Supporting Nova Scotia Health Authority recruiters by facilitating local tours of interested Doctors
- Liaising with key hospital based Nova Scotia Health Authority employees on Navigator activities
- Creation and organization of social events to support social interaction between current physicians residents and medical students rotating through our facility
- Development and support of recruitment initiatives as identified by Dalhousie University Medical School
- Development of contacts and initiatives to support local students interested in medical careers
- Establishing and maintaining current lists of local individuals either studying or practicing medicine elsewhere, connecting with them and being accessible to provide whatever support, information or resources they may be interested in concerning our community and medical culture
- Support, engagement and information input where appropriate to support the development of a housing structure purchased locally and given to the Yarmouth and Area Chamber of Commerce. This project will be developed and operate to assist with medical learner and resident housing issues. In this case, a large residence was purchased by the local Coastal Financial Credit Union with the understanding that the Yarmouth and Area Chamber of Commerce and Community Navigator will be responsible for the operation of this property
- Continual positive social presence concerning doctor recruitment
- Support of Dalhousie Family Medical Education Leader and Residency Program Site Administrator in any identified ways such as planning and implementation of social and educational events involving Family Medicine Interest Group

Community Navigation:

- Housing support for new physicians to our area such as providing information on rental options, explaining the Nova Scotia Rent and Tenancies Act, being present during site viewing if requested.
- Identifying and providing ways in which incoming physicians, both national and international, need to be supported to facilitate a smooth transition of them and their family to our community. This may include transportation to and from the airport and around the community, utilities set up, obtaining Drivers licenses etc.

- Identification of local resources (groceries, recreational activities)
- Identification/ explaining local customs and traditions
- Satisfying child centric needs (school tours, curriculum based meetings, weather appropriate clothing, child care)
- Connections to employment based resources for spouses
- Support of Dalhousie Medical Residents locally in some or all of the above listed ways

Measuring Outcomes

- Monthly and quarterly reporting to stakeholders.
- Financial management of budget
- Gathering of relevant metrics
- Development of social media promotional tools

I welcome any conversation regarding these reports at any time. I have been informed that many of the interested councils will peruse this report and that this may be all the information that is needed at this time.

Respectfully submitted,

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