

Recruitment & Retention Committee

Dr. Don Sutherland, Chair

The Recruitment and Retention Committee works in collaboration with the Gabriola Medical Clinic to facilitate the recruitment and retention of physicians to the Gabriola Medical Clinic to improve access to primary and urgent care services.

Recruitment

- Dr. Adam Sandell joined the practice in March of this year and has taken over Dr. Bosman's patients.
- We reluctantly say goodbye to Dr Francois Bosman who has served this community not only as an outstanding physician but also as a strong advocate for developing the health care workforce on this Island. We wish him the very best in his well-deserved retirement.
- The GHCF continues to support the doctors in recruiting 2 more primary care practitioners to Gabriola in collaboration with Island Health, Health Match BC and the Ministry of Health. (Primary care practitioners include both physicians and nurse practitioners.)
- GHCF has welcomed a number of potential candidates through visits on Gabriola in 2020
- Hosting consists of providing a welcome to the doctors and family to Gabriola, travel assistance where necessary and hosting a meal during the visit to include some GHCF Board members and the doctors and spouses.

Retention

Regarding the support of our primary care physicians and nurses

The GHCF aims to:

- Assist the doctors when they arrive to start their work on Gabriola including – finding housing, rental relief and other supports.
- Continue to manage and upgrade a first-class facility where the doctors look forward to going to work and that they and their patient feel safe and comfortable. Upgrades this year related to the COVID-19 pandemic include Plexiglas partitions, partial ambulance bay enclosure and additional infection control measures. Upgrades and replacement of equipment is ongoing.
- In collaboration with the health authority, doctors, Rural and Remote Division of Family Practice and other community partners, support the integration of additional allied health care professionals and health services to this community.

- An important recent example is where the Board financially supported the Mamahood project that enabled professionally supported group and individual counselling of new mothers and some fathers.
- Other projects included hosting and financially supporting a community meeting that with partners from the Rural and Remote Division of Family Practice and PHC led to the training of volunteers and brought a Home Hospice Program to Gabriola.
- In the past the Board through its donation of rent-free space, enabled demonstration projects of both the social worker and Mental Health and Substance Use (MHSU) nurse. These projects clearly filled a gap in services and are now permanent health authority positions. All we need to do is take a look at the most recent video to see how supported the physicians feel with the addition of these and other team members.