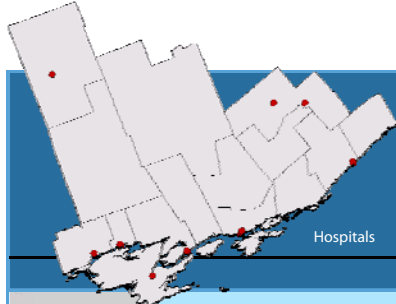
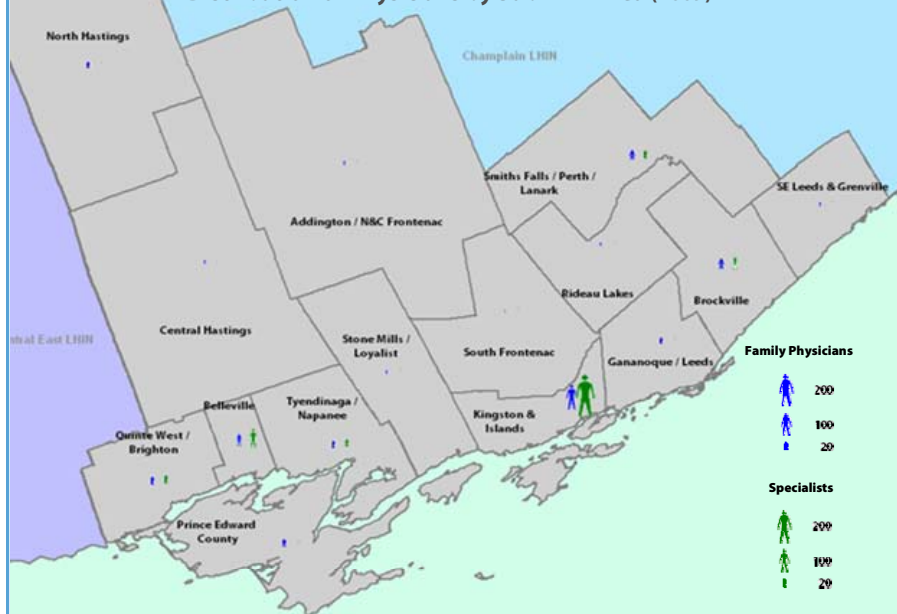


South East Local Health Integration Network

Health Human Resources Profile



Distribution of Physicians by SubLHIN Area (2009) ^{4, 5} Fig 10.1



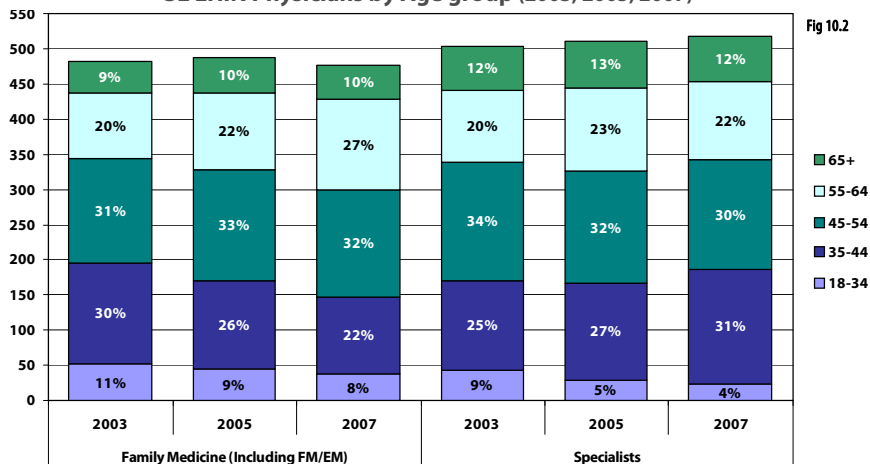
Introduction:

The Regional Capacity Assessment Project (ReCAP) provides a profile, including short-term projections, on the utilization of health care services in the South East LHIN. Results of ReCAP are used to support the recommendations in the Integrated Health Service Plan for the South East region. This short report on Health Human Resources is one in a series of summary analyses from ReCAP. This report will begin by looking at physicians and nurses as a whole across the region and then provide sector specific information on hospitals, mental health and addictions, community support services and volunteers.

Summary of Main Findings:

- Family Physicians are represented in each SubLHIN area.
- The majority of specialists are concentrated near one of the hospital sites (Belleville, Napanee, Kingston, Perth/Smith Falls, Brockville)
- In 2007, 37% of the family medicine physicians were over the age of 55. Likewise, 34% of the specialists were over the age of 55.
- Of all the specialties Psychiatry, Gastroenterology and ENT have the largest percentage of physicians over 60 years of age.
- Most of the family physicians within the SE LHIN are enrolled in a primary care model.
- There are four Community Health Centres (CHC), with an additional one in development in Belleville. 15 FTE physicians are employed by the 4 CHC's along with various allied health specialists including nurses, educators, social workers, etc.
- The SE LHIN region has 12 Family Health Teams (FHT) with 136 physicians and dietitians, social workers, nurses (all classes) and mental health workers.
- The South East is ranked fourth among all LHIN's and above the Provincial average in family physician and nurse rates per capita.

SE LHIN Physicians by Age group (2003, 2005, 2007) ¹ Fig 10.2



New Roles for Physicians in the South East:

- The Physician Assistant (PA) role is currently being introduced to the Ontario Health Care System through various demonstration projects. While the PA role is new in Ontario, PAs have been utilized in the United States and the Canadian Forces for many years. The SE LHIN currently has one PA working in the Emergency Department at Quinte Health Care Trenton.
- Brockville is currently recruiting to fill a position within their Emergency Department (ED).
- A call for applications has recently gone out to all established Family Health Teams (FHT) to employ Physician Assistants. Twenty (20) Family Health Teams will be selected across Ontario.
- International Medical Graduates who have been screened and selected by CEHPEA are also able to apply for PA positions across the province.

Fig 10.3 Population Human Resource Rates (per 100,000) by LHIN ^{1, 2, 5}

| LHIN | Number of Family Physicians 2007 | Rate for Family Physicians (per 100,00) | Number of Nurses 2008 | Rate for Nurses (per 100,000) |
|---------------------|----------------------------------|---|-----------------------|-------------------------------|
| Toronto Central | 1,584 | 73.8 | 18,254 | 6.4 |
| North West | 265 | 88.7 | 3,454 | 6.8 |
| Champlain | 1,326 | 90.1 | 13,195 | 9.1 |
| South East | 476 | 101.1 | 6,241 | 7.7 |
| North East | 521 | 108.6 | 7,386 | 7.7 |
| North Simcoe | 388 | 112.0 | 4,362 | 10.0 |
| South West | 762 | 122.8 | 11,544 | 8.1 |
| Central | 1,308 | 125.1 | 8,966 | 18.2 |
| Waterloo/Wellington | 555 | 128.7 | 5,674 | 12.6 |
| Hamilton/Niagara | 1,050 | 131.1 | 13,797 | 10.0 |
| Mississauga | 811 | 137.6 | 6,701 | 16.7 |
| Central East | 1,014 | 147.9 | 10,492 | 14.3 |
| Central West | 498 | 160.7 | 3,373 | 23.7 |
| Erie St. Clair | 400 | 161.4 | 6,062 | 10.7 |
| Ontario | 10,958 | 111.0 | 120,265 | 10.6 |

Please send any questions or comments to:

SEdatateam@lhins.on.ca

Fig 10.4 Distribution of Nurses by Age group, SE LHIN (2005 & 2007) ²

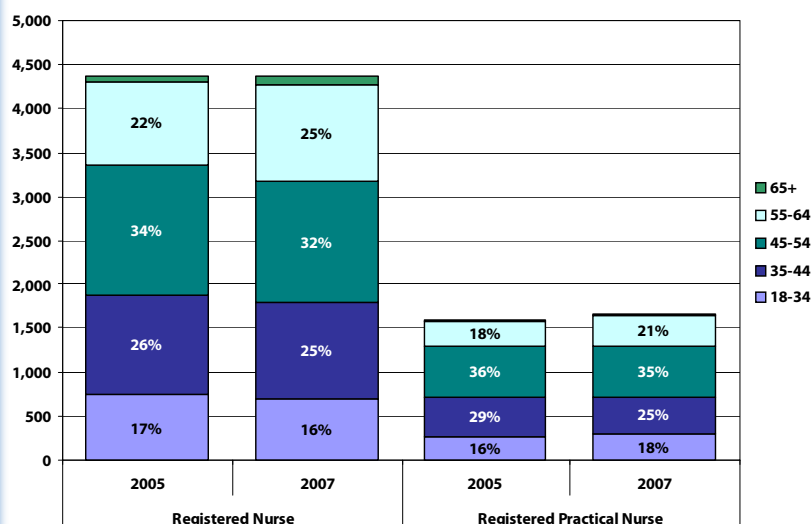


Fig 10.5 Selected Nurse Indicators, SE LHIN (2007) ²

| Indicator | Value | Indicator | Value | |
|-----------------------------|-----------|-----------|-----------|-------|
| Registered Nurses | Full Time | 63.5% | Hospital | 62.3% |
| | Part Time | 29.1% | Community | 19.8% |
| | Casual | 7.3% | LTC | 9.4% |
| | Female | 94.4% | Other | 8.5% |
| | Male | 5.6% | | |
| Registered Practical Nurses | Full Time | 54.9% | Hospital | 48.8% |
| | Part Time | 36.9% | Community | 15.7% |
| | Casual | 8.2% | LTC | 31.4% |
| | Female | 91.8% | Other | 4.0% |
| | Male | 8.2% | | |
| Nurse Practitioners | Full Time | 87.7% | Hospital | 10.5% |
| | Part Time | 10.5% | Community | 75.4% |
| | Casual | 1.8% | LTC | 3.5% |
| | Female | 100% | Other | 10.6% |
| | Male | 0% | | |

Summary of Main Findings:

- In 2007 the SE LHIN had a total of 1,661 Registered Practical Nurses (RPN), 4,375 Registered Nurses (RN) and 40 Nurse Practitioners (NP) working across all sectors.
- 27% of RN's and 22% of RPN's were over the age of 55 in 2007.
- Approximately 2,681 Registered Nurses and 852 Registered Practical Nurses work in the seven hospitals within the SE LHIN.
- In 2008, Kingston General had the highest proportion of Registered Nurses, followed by Quinte Health Care. Providence Care has the highest proportion of Registered Practical Nurses among all SE LHIN hospitals.
- There are roughly 52 Pharmacists, 44 Dietitians, 33 Speech and Language Pathologists and 124 Social Workers working at SE LHIN hospitals.
- Only three of the seven hospitals are utilizing Personal Support Workers.
- Physiotherapy is the only therapy service offered at all seven hospitals.

New Roles for Nurses and Other Health Professionals :

- Nurse Performed Flexible Sigmoidoscopy – A registered nurse with extended education works along side a physician. This new role supports the Ontario Colon Cancer Screening Initiative.
- Surgical First Assist – A registered nurse with additional certification works with the surgeon and the operating room team.
- Clinical Specialist Radiation Therapist – A new role open to radiation therapists with advanced training. The role was created to improve access to Cancer Care services.
- Anesthesia Assistant– A Respiratory Therapist or Registered Nurse who have completed an additional program work as part of the anesthesia team

Fig 10.6 Distribution of RNs & RPNs by Hospital & Employment Status, SE LHIN (Q3 2008) ³

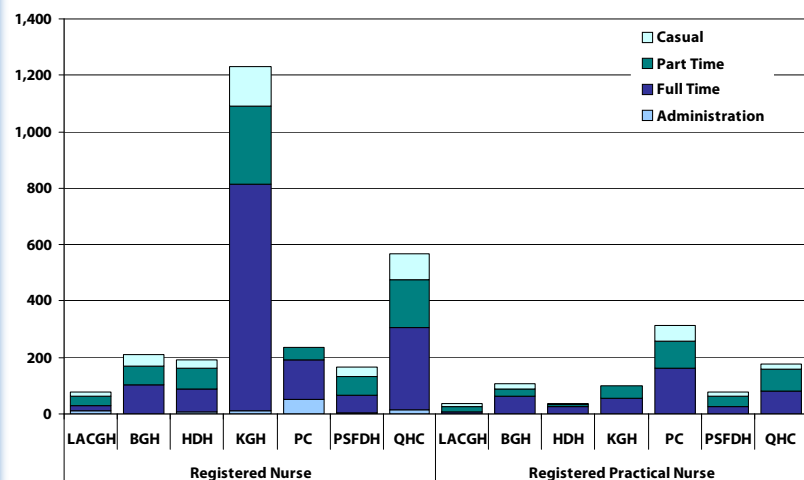
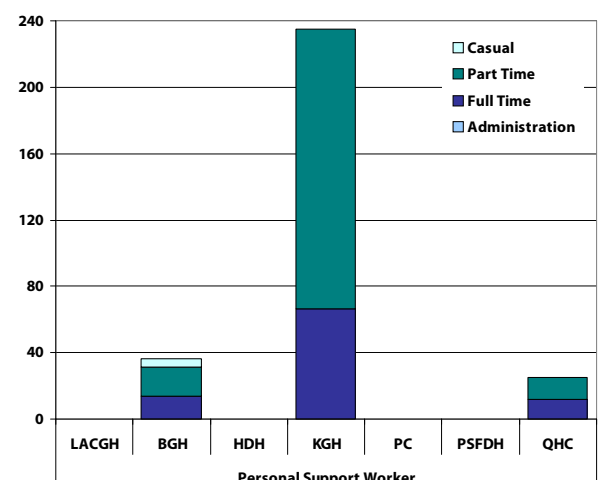


Fig 10.7 Distribution of PSWs by Hospital & Employment Status, SE LHIN (Q3 2008) ³



Legend:

- BGH** - Brockville General Hospital
- HDH** - Hotel Dieu Hospital
- KGH** - Kingston General Hospital
- LACGH** - Lennox & Addington County General Hospital
- PSF** - Perth & Smiths Falls Hospital
- PC** - Providence Care
- QHC** - Quinte Health Care
- SE LHIN** - South East Local Health Integration Network

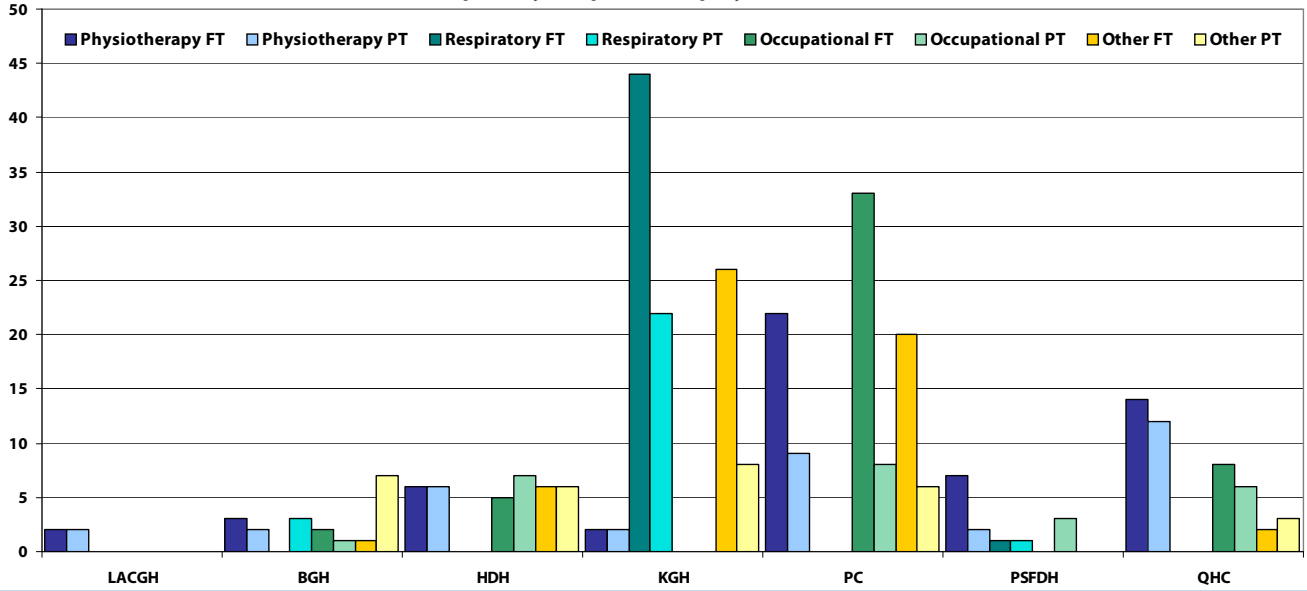
48 Dundas Street West, Unit 2
 Belleville, Ontario K8P 1A3
 Phone: 613-967-0196
 Fax: 613-967-1341

South East Local Health Integration Network

Health Human Resources Profile

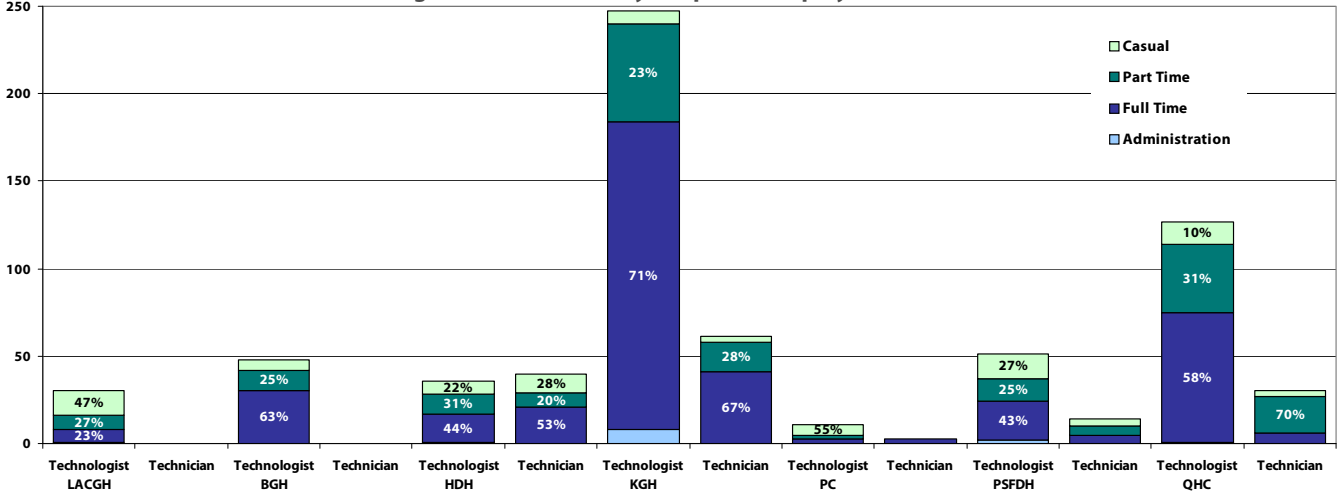
Distribution of Therapists by Hospital & Employment Status, SE LHIN (Q3 2008) ³

Fig 10.8



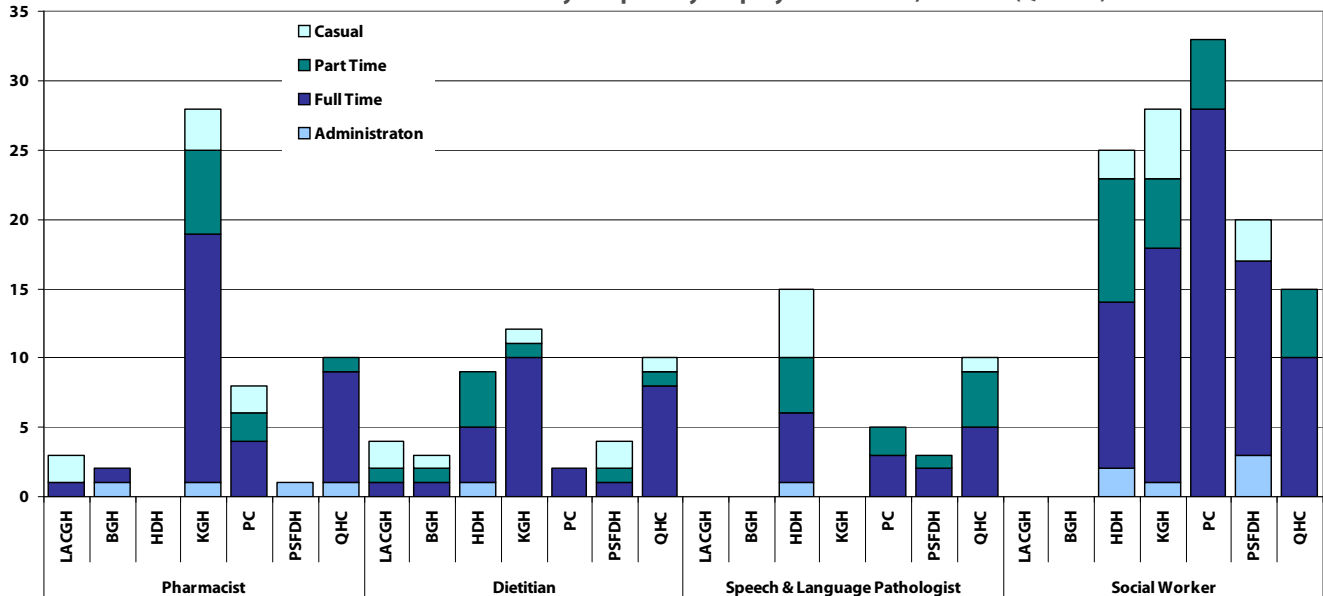
Distribution of Technologists & Technicians by Hospital & Employment Status, SE LHIN (Q3 2008) ³

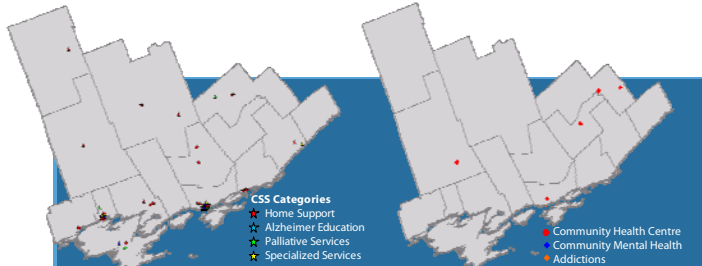
Fig 10.9



Other Health Human Resources by Hospital by Employment Status, SE LHIN (Q3 2008) ³

Fig 10.10





South East Local Health Integration Network Health Human Resources Profile

Distribution of Volunteers in CSS, CHC & CMHA (2009) ^{4,7}

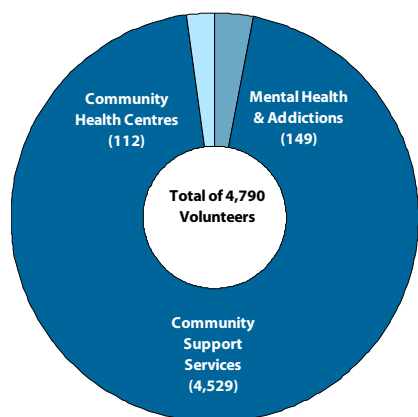
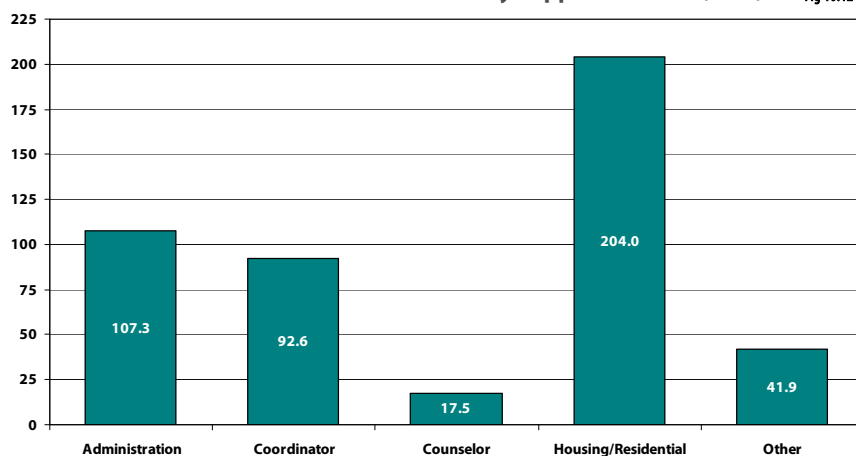


Fig 10.11

Number of FTE Positions in Community Support Services (2009) ^{4,7} Fig 10.12



Distribution of Addiction Human Resources (2009) ^{4,7}

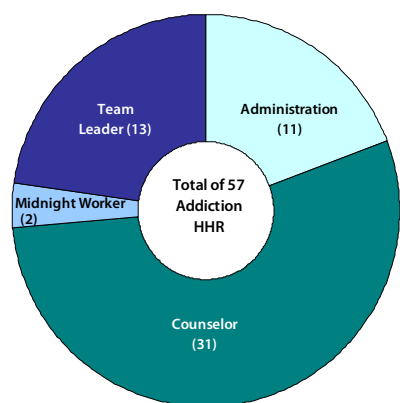


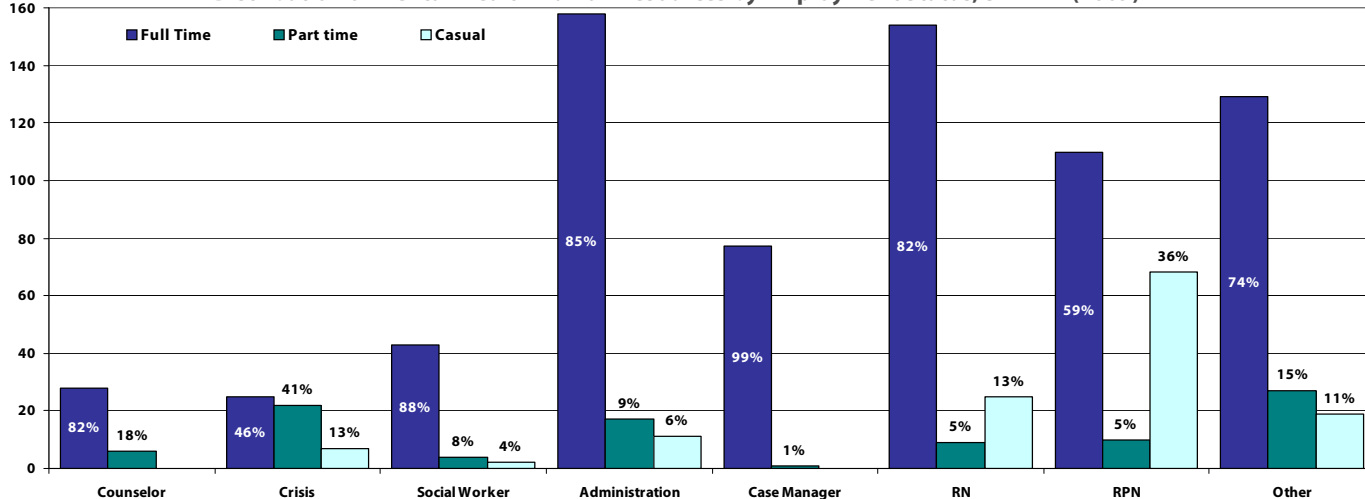
Fig 10.13

Summary of Main Findings:

- Volunteers are a major resource component of the workforce among Community Health Service Providers
- There are a total of 4,790 volunteers working within 33 Community Health Service Providers.
- Not including volunteers, there are approximately 463 full time equivalent resources working in the community support service sector.
- There are a total of 45.5 full time equivalent resources working in the addiction sector. Of these, 81% are employed on a full time basis.
- 76% of employees who work in the Mental Health sector are employed on a full time basis.

Distribution of Mental Health Human Resources by Employment Status, SE LHIN (2009) ^{4,7}

Fig 10.14



Data Sources and Notes:

1. Ontario Physician Human Resource Data Centre 2007– data is renewed annually and is derived from the College of Physicians and Surgeons of Ontario, records from the Ontario Health Insurance Plan, information collected from physicians via a survey and secondary sources including the Canadian Medical Directory, Ontario Medical Association and the Canadian College of Family Physicians. Data is represented on a calendar year basis.
2. College of Nurses of Ontario – Membership Report 2008 – data is self reported by members.
3. Management Information System, Ministry of Health and Long Term Care.
4. SE LHIN Survey of Human Resources – 2009 – Health human resource surveys were completed by Community Support Services, Mental Health, Addictions and Community Health Centres providing information on HR breakdown, employment status and full time equivalent status by organization characteristics. An additional inventory of physicians (family & specialist) were also conducted.
5. Population estimates at the LHIN level were accessed from the Provincial Health Planning Database, MOHLTC.
6. SubLHIN assignments were mainly derived from the postal code of the physician's office.
7. All HHR data obtained from surveys represent the entire organization, not just LHIN funded aspects.
8. Human resources from Home and Long Term Care have not been included.