

Addressing the Primary Care Crisis in Canada



Dr. Milena Forte MD CFPC

Family Physician

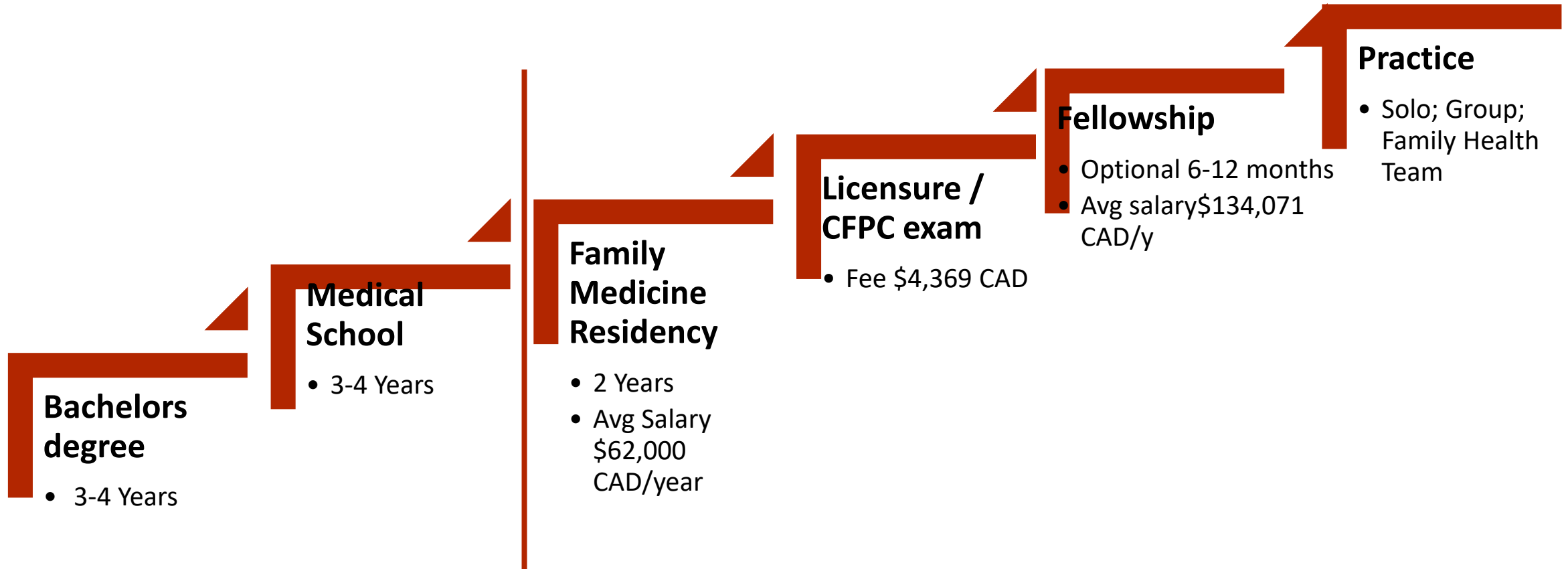
Associate Professor

Sydney G Frankfort Chair in Family
Medicine, *Mount Sinai Hospital*
University of Toronto

Outline

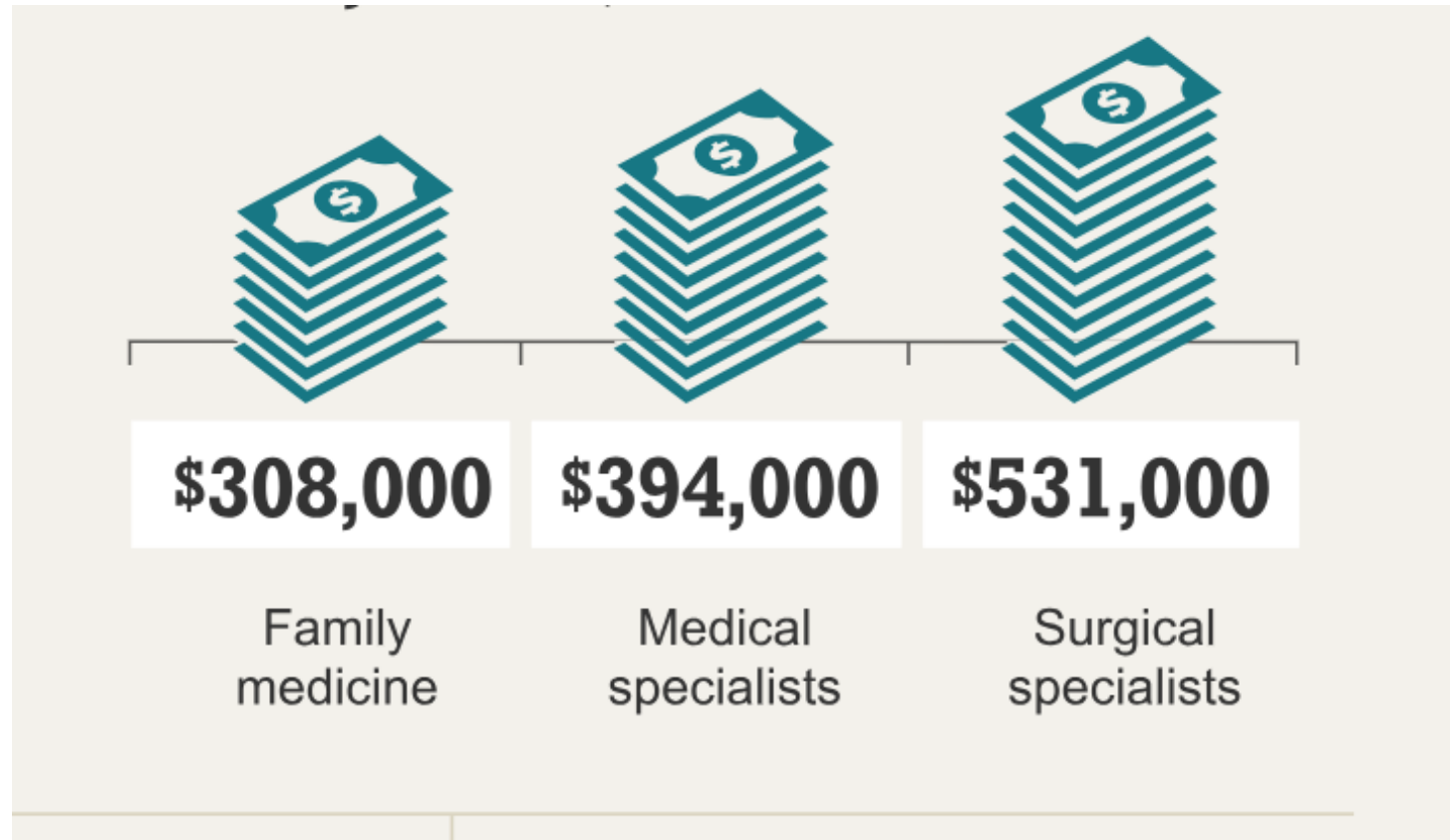
- Affordability: cost and structure of training a Family Physician in Canada
- Factors affecting choice of Family Medicine as a career
- National and provincial strategies to recruit and retain Family Physicians
- Educational strategies to attract graduates to Family Physicians

Pathway to Becoming a Family Physician in Canada



*average graduating debt \$164,688 CAD

Average Gross Income by Specialty



***\$ in CAD**

(Canadian Institute for Health Information, 2023)

Current Distribution of Family Medicine Training Programs in Canada



Canadian Resident Matching Service (CaRMS)

Family Medicine Match History

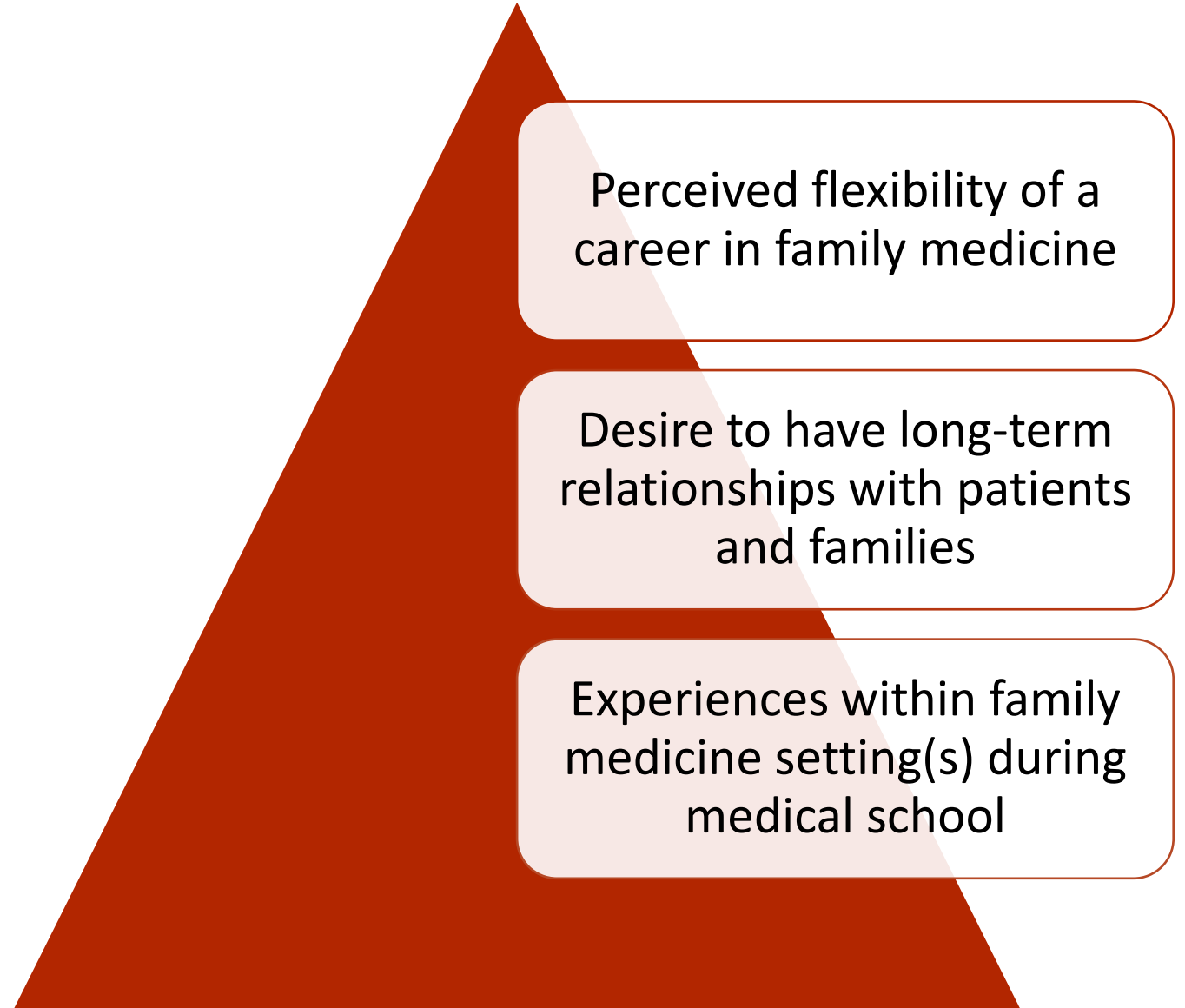
	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total Number of Family Medicine Positions (all streams)	1,821	1,700	1,629	1,569	1,563	1,573	1,552	1,528	1,531	1,521	1,512
Total Filled	1,545	1,449	1361	1,344	1,356	1,403	1,414	1,370	1,375	1,390	1,400
Total Unfilled	276	253	268	225	207	170	138	158	156	131	112
Fill Percentage	84.8%	85.2%	83.5%	85.7%	86.7%	89.2%	91.1%	89.6%	89.8%	91.4%	92.6%

Primary Care in Crisis

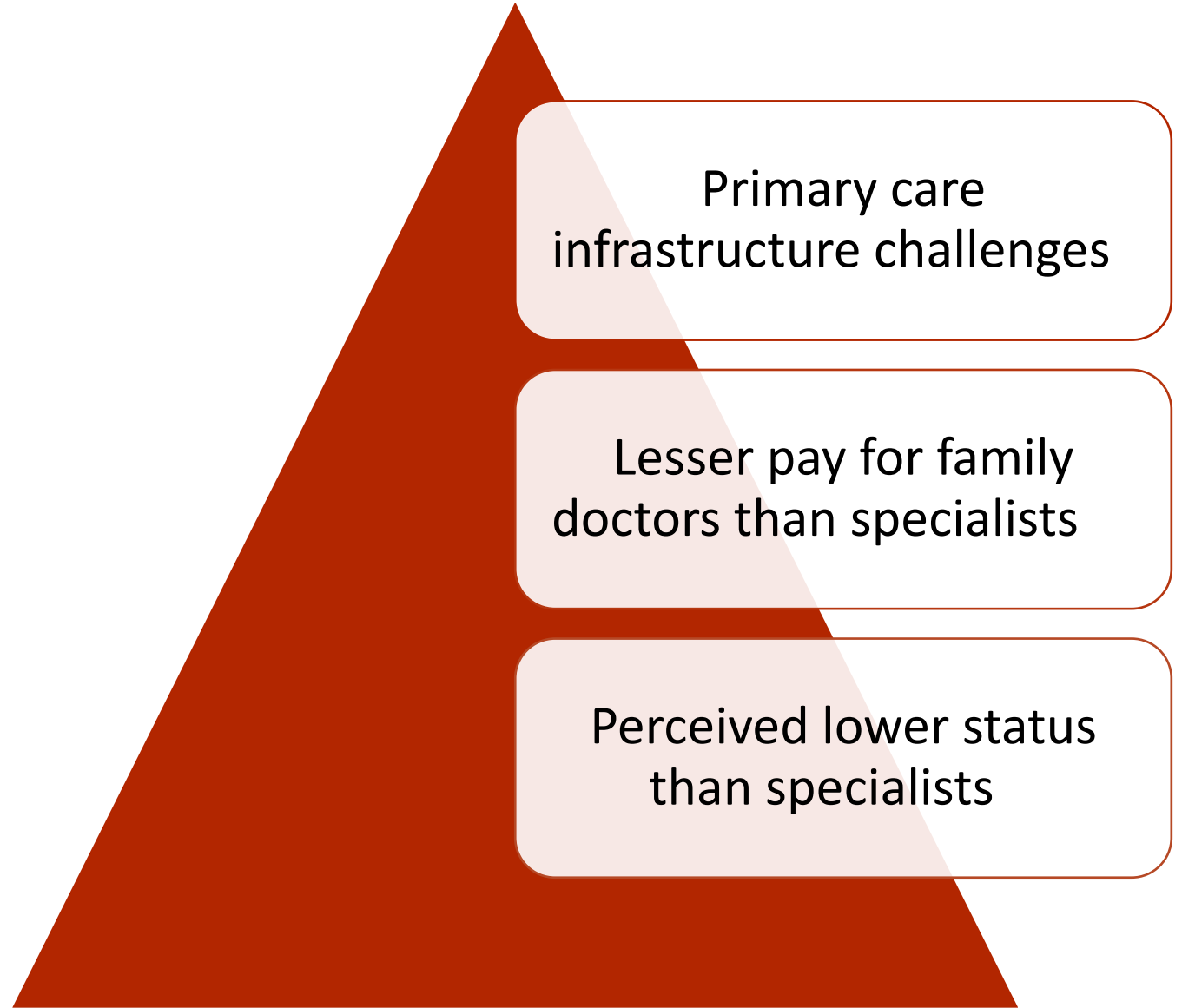
1 in 5 Canadians do not have a family physician



Top Reasons for Pursuing Family Medicine



Top Concerns When Choosing Family Medicine as a Career Choice



Strategies
to Recruit and
Retain FM
Graduates



Federal Governmental Solutions



Provincial Governmental Solutions



Educational Solutions

Federal and Provincial Governmental Financial Strategies



- Loan forgiveness and repayment
- Rural practice incentives
- Return of service agreements and financial incentives
- Grant programs
- Addressing relativity in remuneration

Rural Practice Incentives by Province

POLICY APPROACHES	BC	ALTA	SASK	MAN	ONT	QUE	NB	NS	PEI	NL	YUKON	NWT	NU
Grants/bonuses tied to return of service	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓
Special program/funding for locum support	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	
Assistance with practice establishment costs	✓		✓		✓	✓	✓	✓		✓	✓		
Financial support for vacation (paid time off)	✓				✓	✓	✓	✓		✓	✓		
Special on-call payments for specialists	✓	✓			✓	✓		✓		✓			
Special on-call payments for emergency coverage	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Primary Care Action Teams



NEWS RELEASE

Province Appoints Dr. Jane Philpott as Chair of New Primary Care Action Team

New role and team will help connect every person in Ontario to primary health care within five years

October 21, 2024
[Ministry of Health](#)

Closing the gap

2 million more people will be newly attached to primary care by 2029.

	25/26	26/27	27/28	28/29	Total
New people attached	300,000	+500,000	+600,000	+600,000	2,000,000
New primary care teams added	76	+73	+78	+78	305

- Enhance **digital tools** for providers and patients
- Address administrative burden



Educational Solutions

- Early Exposure to Family Medicine
- Distributed medical education sites
- New medical schools with enhanced focus on primary care

Educational Solutions: New Medical Schools

Interested in a
career at a new kind
of medical school?

Toronto
Metropolitan
University

School of
Medicine

A first-of-a-kind School of Medicine

York University is moving forward with plans to establish a new School of Medicine, and now with the [Government of Ontario's announcement to support further development and planning for a new school](#), we are accelerating the pace to new medical doctor programs in the fastest growing region in Ontario.

**New medical
school at SFU
on the way**

StrongerBC
for everyone

**Supporting
York University's new
medical school**

Health · Second Opinion

**A way out of the family doctor shortage? Shift
training, say medical school deans**

Delivering the doctors Canada needs



Amina Zafar · CBC News · Posted: Feb 01, 2025 4:00 AM EST | Last Updated: February 1

In Summary...

To Address the Primary Care Crisis in Canada:
Strategies and solutions implemented at various levels



Acknowledgments

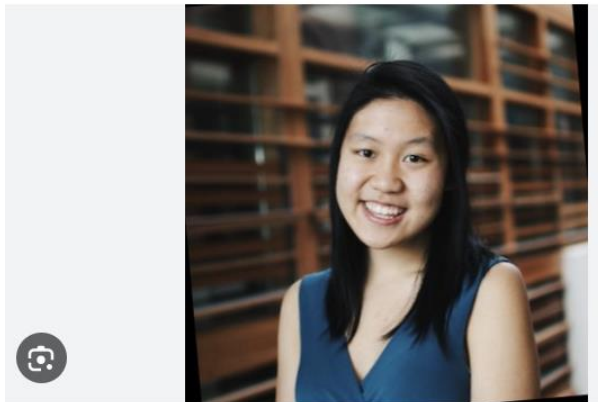


Dr. Ivy Oandasan

Co-Lead, *Team Primary Care*



LinkedIn



Pauline Seto - Senior Planning and Programs Analyst
Health | Santé | LinkedIn

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AUDREY KARLINSKY

Constituency

Teaching Staff Governor (elected)

Term(s)

- July 1st, 2024 - June 30th, 2027

Dr. Audrey Karlinsky is an Assistant Professor i
the University of Toronto. Since 1986, she has
with a particular focus on low
next generation of physicians

In addition to her clinical and
Board Vice-Chair and as a Bo
Insurance Board of Directors



Sahana Kukan

Research Coordinator at Mount Sinai Hospital



Rena Menaker

Executive Director, Physician Leader Engagement at Ontario Medical
Association

Rena Menaker has a diverse work experience in the healthcare industry. Rena began their care
Hospital for Sick Children in 2003 and later worked as a Health Policy Analyst at The Fraser Ins

Thank You



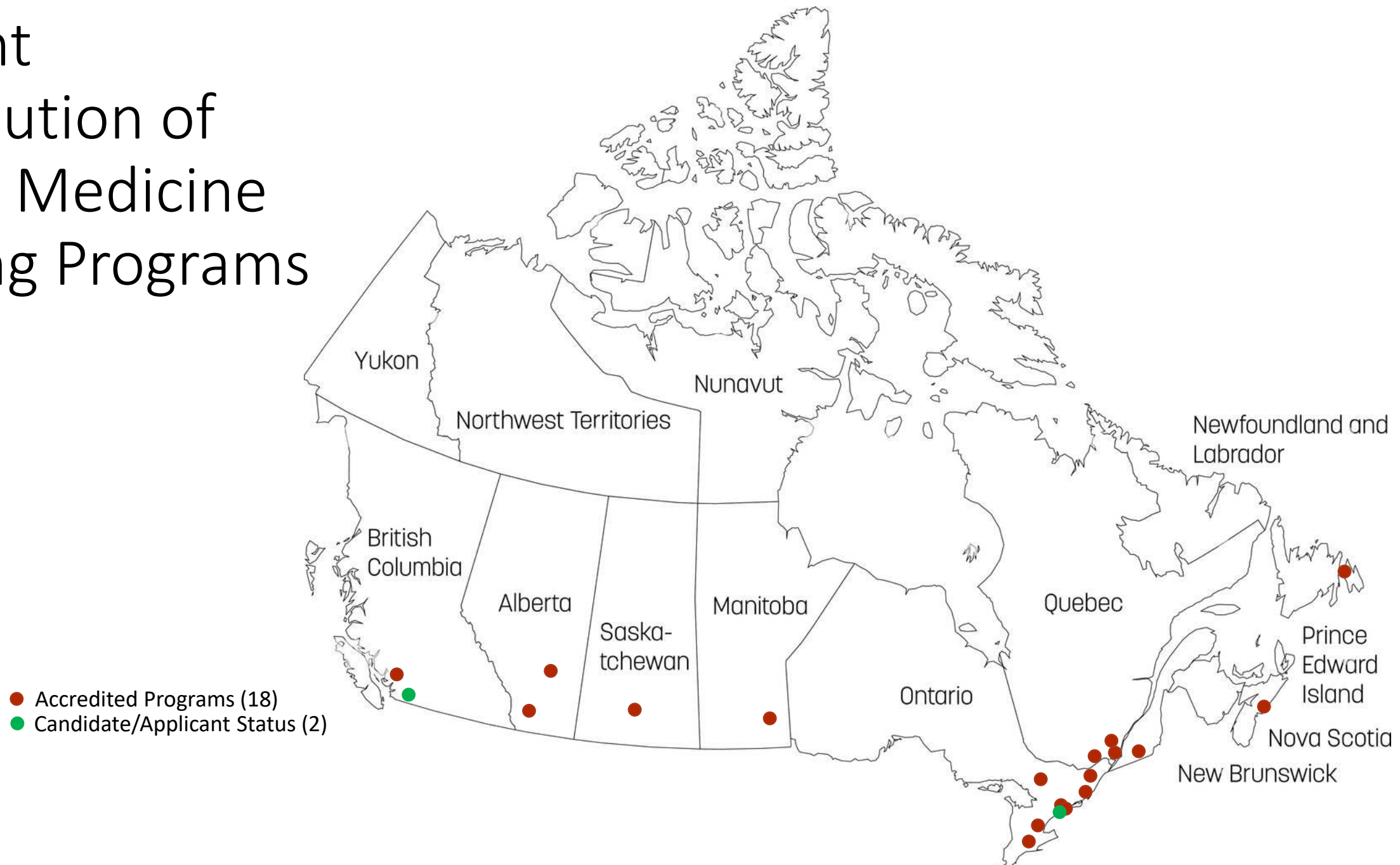
Dr. Milena Forte MD CFPC

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Current Distribution of Family Medicine Training Programs



The 'Learn and Stay' Grant- 2026

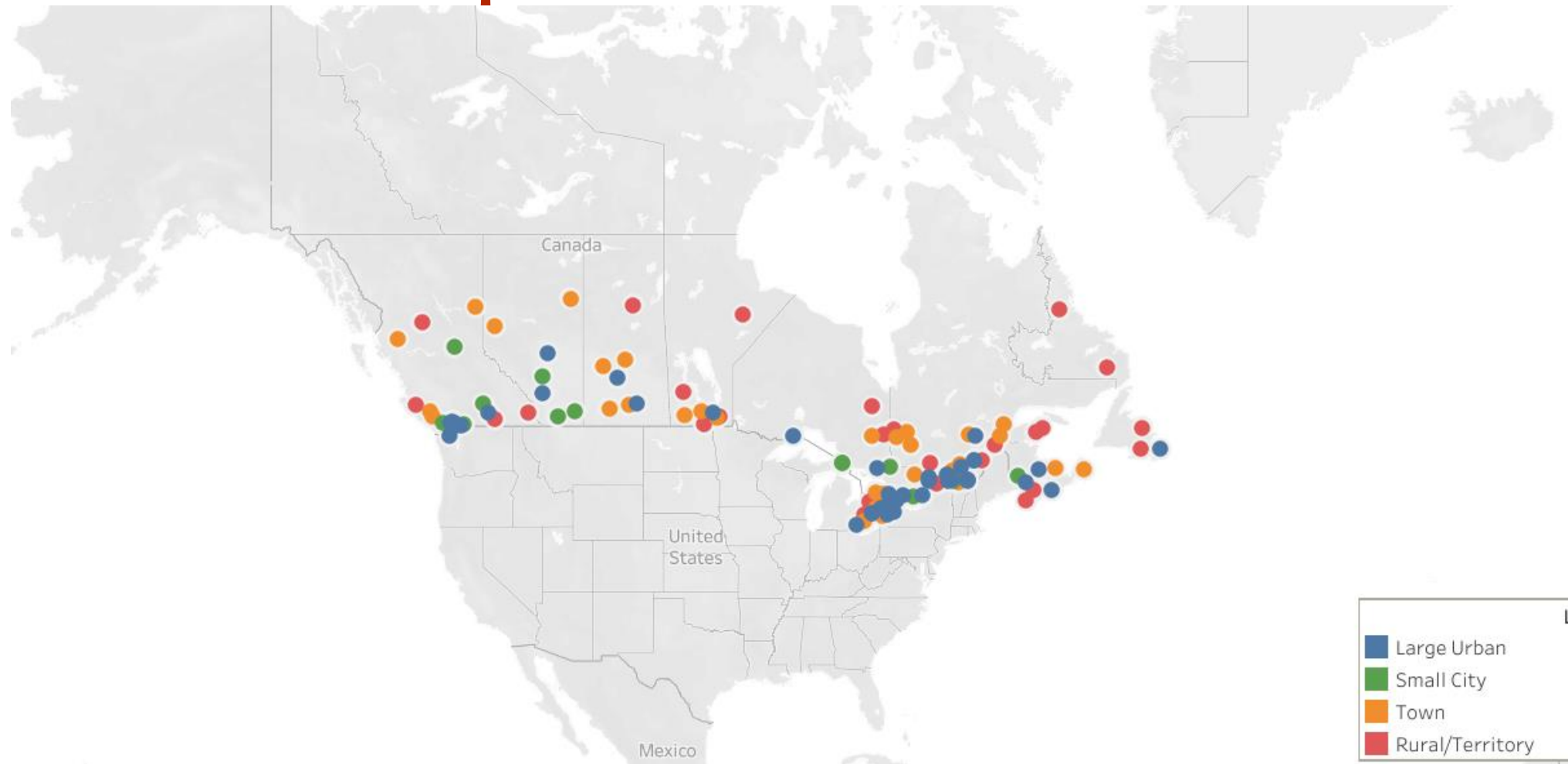
- \$88 million over three years to expand Learn and Stay grants
- for 1,360 eligible undergraduate students that commit to practice family medicine upon graduation
- Funding to cover all tuition and other direct educational costs
- in exchange for a term of service in any community across Ontario

Return of Service Agreement Programs

- International Medical Graduates ROS
- Resident Loan Interest Relief Program

Educational Solutions

Distributed medical education sites



Urban Community Teaching Practices

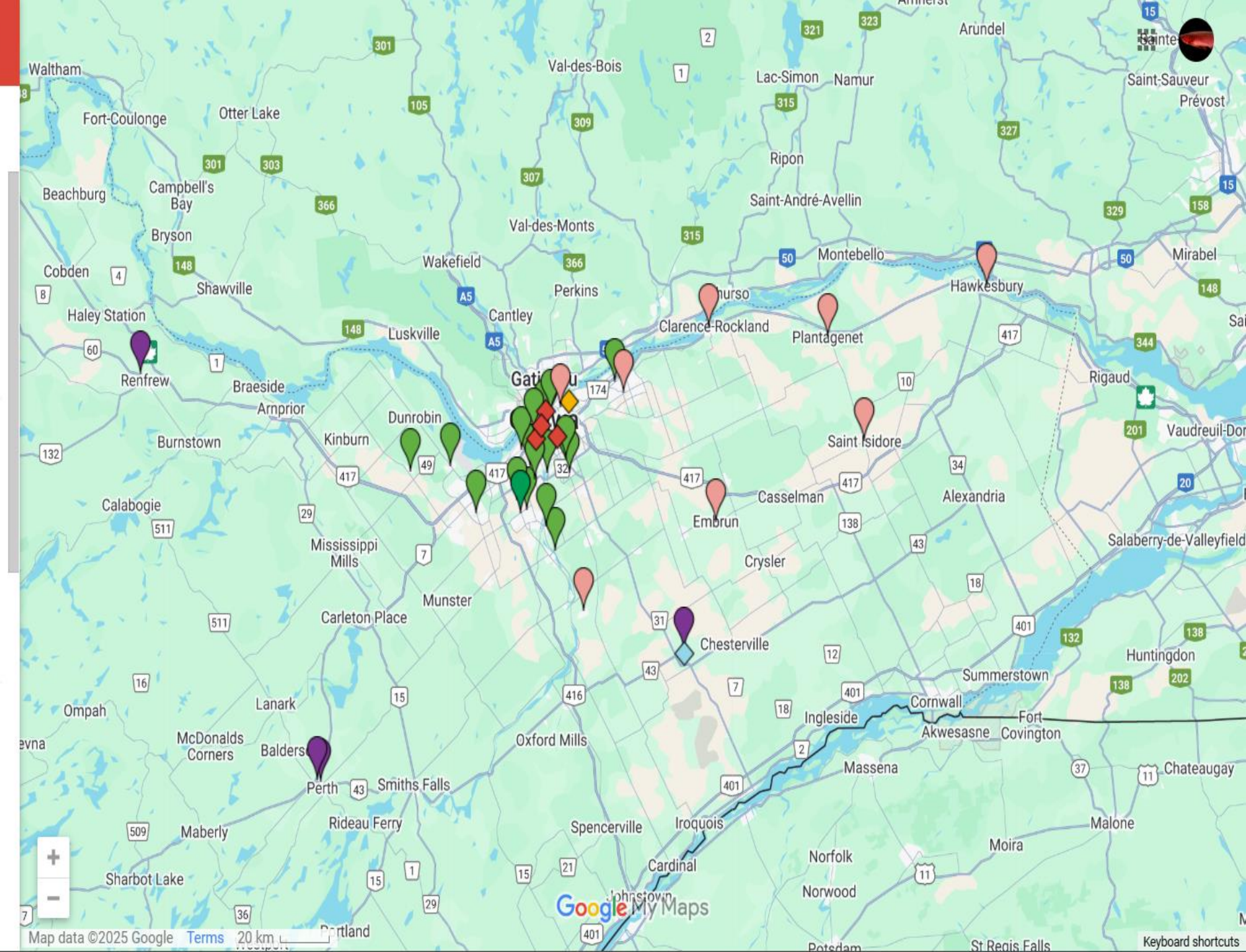
- 1580 Merivale Road
- Active Care Medical Clinic
- Albion Road
- Carling-Broadview Medical Clinic
- ... 15 more

Rural Community Teaching Practices

- Nation River Health Clinic
- Perth Family Medicine Centre
- Renfrew Medical Group
- The Elliot Street Clinic

Urban Stream Teaching Units

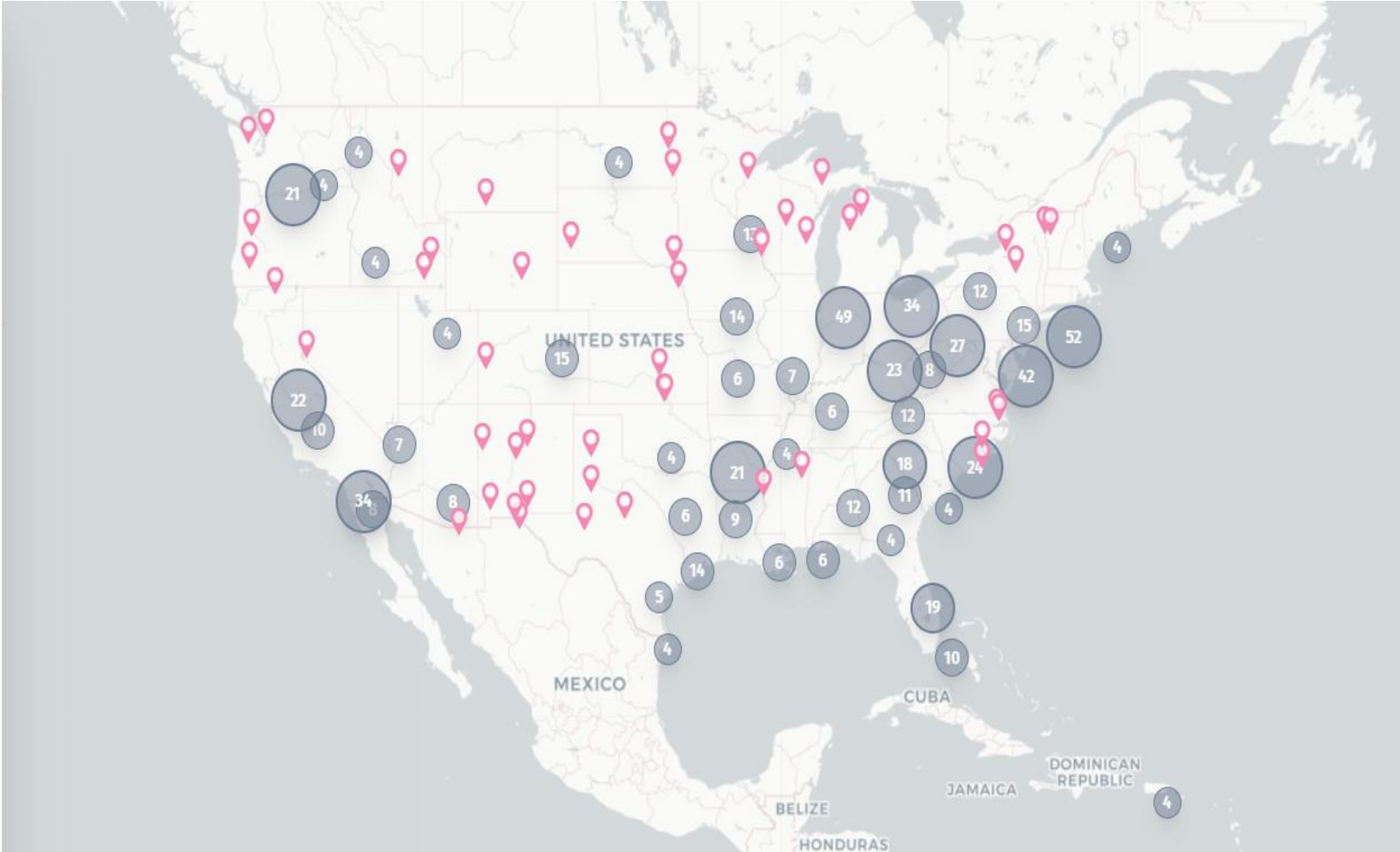
- Bruyère Family Medicine Centre
- Civic Family Health Team
- Primrose Family Medicine Centre
- Riverside Family Health Team





● Family medicine x

Select a program



U of T incoming resident demographics

- 75% grew up in a urban or suburban environment
- 87% have parents with a College degree
- 50% had 1 or more parents with Masters or PhD/ MD
- 50% had a combined parental income of >\$100K
- (national median household income around 2010 was around \$65 K)