

Cliff# 871645 – MLA Norm Letnick meeting with Mr. Mike McLaughlin from Medi-Kel Clinic – February 25, 2011

Background

- Medi-Kel Clinics Ltd. operates two family practice and walk-in clinics located in Kelowna (Rutland and Superstore).
- The Medi-Kel clinic or clinics were closed February 15, 2011 due to a shortage of available doctors to staff the clinic.
- Medi-Kel has been actively recruiting doctors (one from Saskatchewan and two from South Africa).
- Mr. Mike McLaughlin, owner of Medi-Kel, has expressed concerns with how slow the recruitment process is which he described as “being held up in bureaucracy”. Mr. McLaughlin identified the College of Physicians and Surgeons of British Columbia (CPSBC), Health Match BC and Interior Health Authority (IHA).
- Mr. McLaughlin also expressed frustration with delays caused by key IHA employees being away on vacation.

Status -Note: this information is NOT for public disclosure.

- Canada is a signatory to the World Health Organization’s code for the ethical recruitment of international health care professionals globally. Through Health Canada, the Government of BC is a participant in the code.
- The code states that member states should discourage the active recruitment of international health care professionals in countries with challenged health systems, unless there is a bi-lateral agreement between governments providing for it.
- Accordingly, Health Match BC does not assist with the recruitment of candidates when they have been actively recruited from a country covered by this agreement, including South Africa.
- Only individual candidates who approach Health Match BC directly and who have not paid a third party recruiter will be assisted.
- Health Match BC has assisted many South African physicians to relocate to BC, but only when they are seeking our unsolicited assistance and are not the clients of third parties charging fees.
- Medi-Kel entered into an agreement with a private recruiter based in South Africa.
- Despite this, Health Match BC and IHA did agree to facilitate Medi-Kel’s recruitment of a South African physician on the grounds that the physician was pursuing an appointment with Health match BC prior to being approached by the third party recruitment agent in South Africa.
- In addition, Medi-Kel assured Health Match BC that they no longer had a contractual relationship with the third party recruiter regarding the candidate.
- In relation to Mr. McLaughlin’s concern with the recruitment process, Medi-Kel failed to facilitate the timely assistance of Health Match BC and IHA by not initially registering their vacancies with Health Match BC, nor initially seek IHA sponsorship for the recruitment of the new physicians.
- In addition, Medi-Kel did not adequately account for the time it would take for the health authority to obtain a federal government Labour Market Opinion clearing Medi-Kel to

hire international candidates. This can take several months during which time national advertising must be arranged.

- CPSBC requires all international candidates to provide extensive, validated documentation before they will issue a license. Health Match BC works closely with CPSBC to help candidates understand the application process and with assembling their documentation. Medi-Kel did not refer any candidates to Health Match BC for assistance which would have expedited the candidate's application for licensure.

Recommended Response

- Ministry of Health Services urges Medi-Kel to continue working with Health Match BC, IHA and CPSBC.

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Will, Jordan HLTH:EX

From: Docs Processing HLTH:EX
Sent: Tuesday, February 22, 2011 10:25 AM
To: Wright, Jenn HLTH:EX
Cc: Randall, Fraser HLTH:EX; Delisle, Corrie HLTH:EX; Stearn, Anne HLTH:EX; Docs Processing HLTH:EX
Subject: URGENT***MLA Norm Letnick Meeting Feb 25th with Doctors - Medi-Kel Clinic(Cliff 871645/MLA Log #30)

HA Division has re-assessed this info and concluded that all of this information can be shared with the MLA as background for his conversations.

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- Ministry of Health Services urges Medi-Kel to continue working with Health Match BC, IHA and CPSBC.

Thanks,

Kathy Simonson
Program Coordinator, Executive Program Operations
Deputy Minister's Office, Ministry of Health Services

From: Grantham, Kim HLTH:EX
Sent: Tuesday, February 22, 2011 10:21 AM
To: Meier, Kristi HLTH:EX
Subject: FW: URGENT***MLA Norm Letnick Meeting Feb 25th with Doctors - Medi-Kel Clinic(Cliff 871645/MLA Log #30)

[All of this information can be shared with the MLA as background for his conversations.](#)

From: Docs Processing HLTH:EX
Sent: Tuesday, February 22, 2011 9:58 AM
To: Wright, Jenn HLTH:EX
Cc: Delisle, Corrie HLTH:EX; Randall, Fraser HLTH:EX; Docs Processing HLTH:EX; Stearn, Anne HLTH:EX
Subject: MLA Norm Letnick Meeting Feb 25th with Doctors - Medi-Kel Clinic(Cliff 871645/MLA Log #30)

The following information has been approved by Ann Marr, Executive Director, HA Division.

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- Ministry of Health Services urges Medi-Kel to continue working with Health Match BC, IHA and CPSBC.

Thanks so much,

Kathy Simonson
Program Coordinator, Executive Program Operations
Deputy Minister's Office, Ministry of Health Services
5-2 1515 Blanshard St
Victoria BC V8W 3C8
Telephone 250 952-1811 Fax 250 952-1909
kathy.simonson@gov.bc.ca

From: Wright, Jenn HLTH:EX
Sent: Tuesday, February 15, 2011 5:46 PM
To: Docs Processing HLTH:EX
Cc: Delisle, Corrie HLTH:EX; Randall, Fraser HLTH:EX
Subject: MLA Letnick - Doctors - Medi-Kel Clinic

Hi All,
Can HAD check in with IHA on the below and provide some informational bullets back in prep for the meeting on the 25th please?
Thanks,
Jenn

From: Hurlburt, Stephanie K [mailto:Stephanie.Hurlburt@leg.bc.ca]
Sent: Tuesday, February 15, 2011 03:09 PM
To: Wright, Jenn HLTH:EX
Subject: Doctors - Medi-Kel Clinic

Hey Jenn,

S22 so off to you!

We have a medical clinic in our riding, Medi-Kel. They are closed today because they do not have enough doctors. Apparently, they have 3 doctors (1 from Sask. And 2 from S. Africa) lined up that want to work for them but they are being held up in bureaucracy. They have 3 levels: College of Physicians and Surgeons, Health Match BC and IHA and Mike McLaughlin (owner) claims these are very slow processes to work through. Compounding on this is that when people go on vacation the entire process is halted. In this instance, it is S22

Norm will be meeting with the owner Mike McLaughlin on Feb. 25th. Is there any background or useful information I can provide to Norm so that he can be better prepared for this meeting?

Thanks,

Stephanie K. Hurlburt
Constituency Assistant to Norm Letnick, MLA
Kelowna - Lake Country
telephone: 250.765.8516 | fax: 250.765.7283
www.facebook.com/norm.letnick
www.twitter.com/normletnick

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