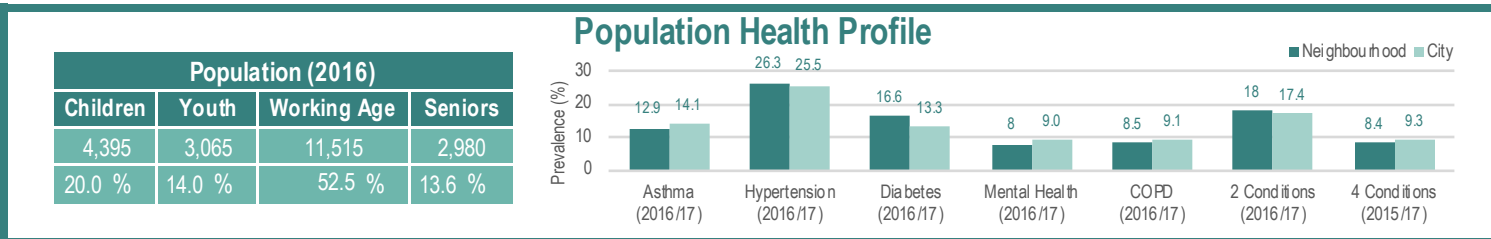
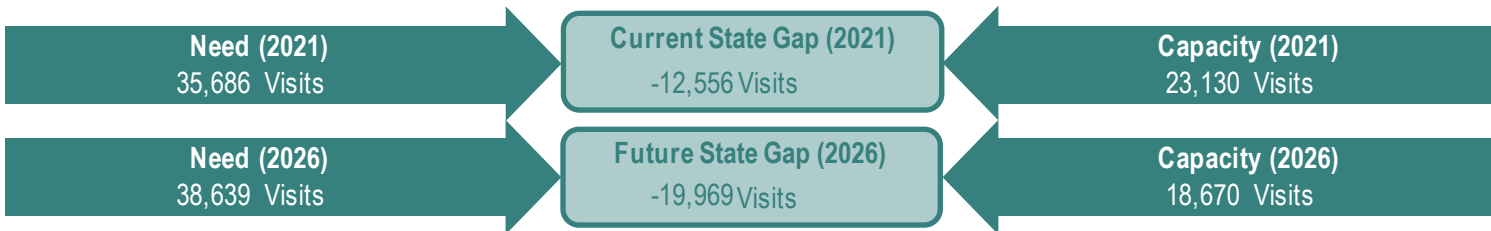
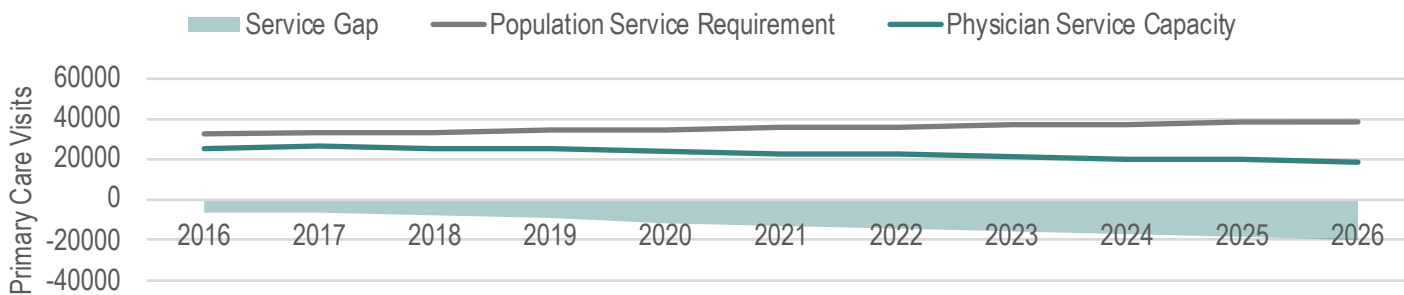




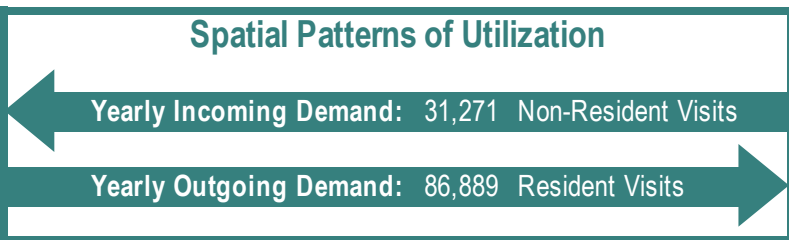
# Primary Care Workforce Planning

## Neighbourhood Profile: Flemingdon Park



Year	Population Estimates (Low-High)	Estimated Yearly Growth
2016	21,933	Neigh: 0.70 % - 1.17 % City: 1.60 % - 2.50 %
2021	23,000 - 23,219	
2026	24,068 - 24,505	

Indicator	Neigh. Quintile	City Quintile
Material Deprivation	5	4
Residential Instability	4	5
Dependency	4	1
Ethnic Concentration	5	5



Indicator	Neigh.	City
PEM Attachment (%)	74.7	71.6
ACSC Hospitalization / 100,000	252.8	244.4
Low Urgency ED (%)	71.5	81.5

Number of Comprehensive Primary Care Physicians	Average Weekly Hours Available	Year	Chiropractis	Dieticians	Midwives	NPs	OTs	Optometrists	Pharmacists	PTs	Psychologists	RNs	RPNs	RTs	SLPs
		2016	7	71	42	0	0	63	0	204	25	18	241	0	0
2017	(1-5)	28	49	0	8	9	25	155	16	18	224	0	0	0	
2018		29	11	0	9	11	12	59	5	21	218	0	0	24	



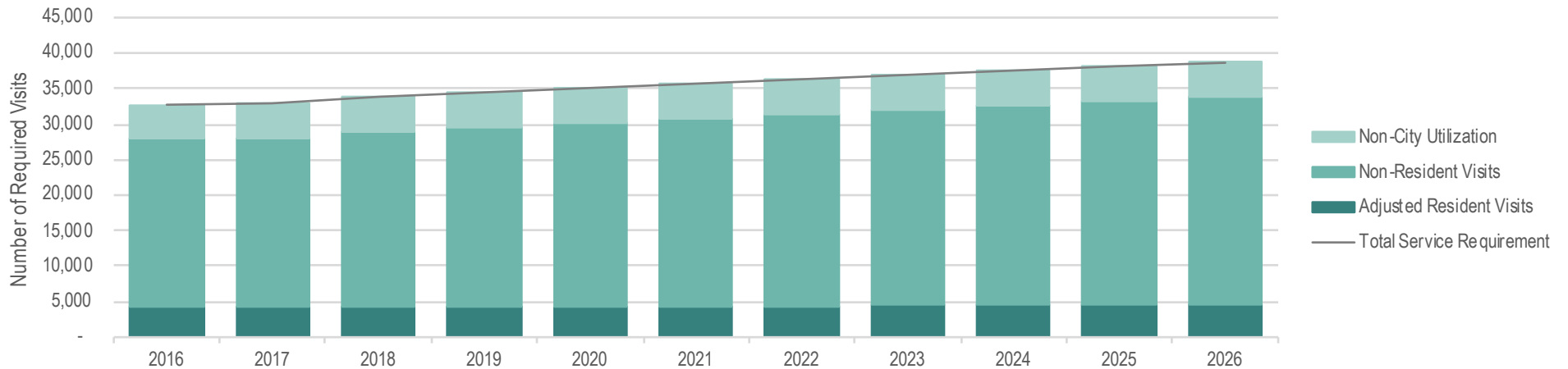
# Primary Care Workforce Planning

## Service Requirements Module: Flemingdon Park

### Examine the Sources of Service Requirements at a Neighbourhood Level

#### Total Service Requirements =

- 1 - **Resident Visits:** Number of resident visits expected to be accessed in their neighbourhood of residence based on baseline spatial patterns of utilization
- +
- 2 - **Non-Resident Visits:** Number of non-resident visits expected to be accessed in the neighbourhood based on baseline spatial patterns of utilization
- +
- 3 - **Non-City Utilization:** Number of visits expected to be utilized by non-city residents in the neighbourhood based on baseline spatial patterns of utilization



	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
<b>Number of Residents</b>	25,083	25,330	25,576	25,823	26,070	26,317	26,563	26,810	27,057	27,303	27,550
<b>Resident Visits</b>	87,015	87,609	88,727	89,582	90,438	91,294	92,150	93,006	93,862	94,717	95,573
<b>Proportion of Care Accessed Within Home Neighbourhood</b>	4.8%										
<b>Resident Visits Adjusted for Spatial Patterns of Utilization</b>	4,177	4,205	4,259	4,300	4,341	4,382	4,423	4,464	4,505	4,546	4,588
<b>Non-Resident Visits</b>	23,697	23,883	24,796	25,345	25,895	26,444	26,994	27,543	28,093	28,642	29,192
<b>Non-City Utilization</b>	4,860										
<b>Total Service Requirement</b>	32,733	32,948	33,915	34,505	35,096	35,686	36,277	36,867	37,458	38,048	38,639



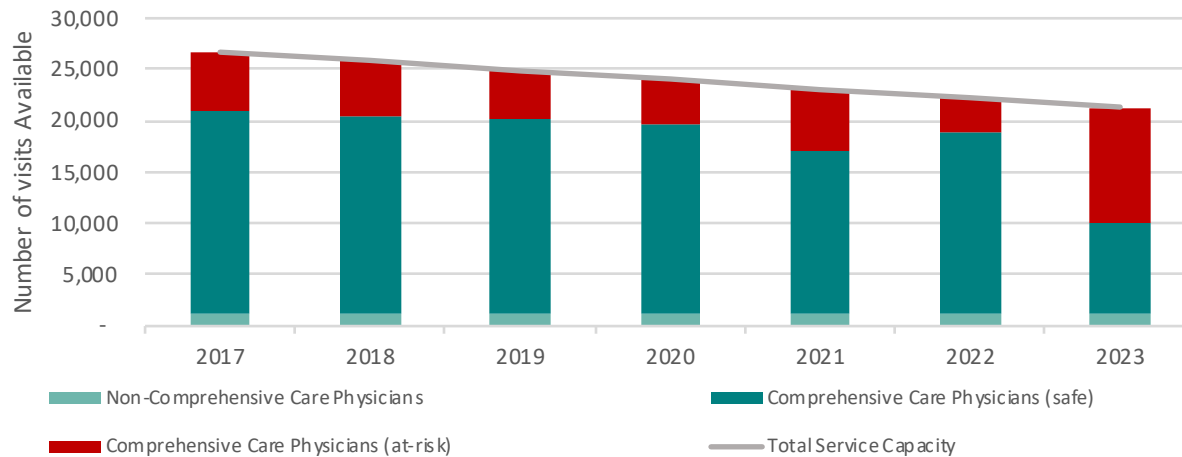
# Primary Care Workforce Planning

## Service Capacity Module: Flemingdon Park

### Examine the Sources of Service Capacity at a Neighbourhood Level

#### Total Service Capacity =

- Comprehensive Care Physicians' Safe Service Capacity:** Estimated number of services provided by comprehensive care physicians who are not expected to be at risk of exit from the workforce
- +
- Comprehensive Care Physicians' At-Risk Service Capacity:** Estimated number of services provided by comprehensive care physicians who are considered to be at risk of exit from the workforce
- +
- Service Capacity Generated by Non-Comprehensive Care Physicians:** Estimated number of services provided by non-comprehensive care physicians



Allied Health Professionals			
Average Weekly Hours Available			
Profession	2016	2017	2018
Chiroprodists	71	28	29
Dieticians	42	49	11
Midwives	0	0	0
NPs	0	8	9
OTs	63	9	11
Optometrists	0	25	12
Pharmacists	204	155	59
PTs	25	16	5
Psychologists	18	18	21
RNs	241	224	218
RPNs	0	0	0
RTs	0	0	0
SLPs	0	0	24

Number of Comprehensive Primary Care Physicians	
2016	7
2017	(1-5)

	2017	2018	2019	2020	2021	2022	2023
Comprehensive Care Physicians' Safe Service Capacity	19,853	19,450	19,047	18,644	15,899	17,838	9,024
Comprehensive Care Physicians' At-Risk Service Capacity	5,745	5,256	4,767	4,278	6,131	3,300	11,222
Non-Comprehensive Care Physicians' Service Capacity	1,100						
<b>Total Service Capacity</b>	<b>26,698</b>	<b>25,806</b>	<b>24,914</b>	<b>24,022</b>	<b>23,130</b>	<b>22,238</b>	<b>21,346</b>

# Toronto Region Primary Care Workforce Planning Toolkit

## Technical Notes – Neighbourhood & Subregion Packages

### Project Description

The Toronto Region Primary Care Workforce Planning Toolkit is a fit-for-purpose toolkit to support integrated primary care workforce planning in the Toronto Region. The toolkit is the result of a collaboration between the Health Analytics team at Ontario Health Toronto and consultants from the Canadian Health Workforce Network. A partnership with the City of Toronto, as well as extensive consultation with stakeholders, decision-makers, leaders, and frontline workers in Toronto, informed the development of the toolkit.

The toolkit provides a body of evidence around the current (and projected future) states of population health needs and primary care service provision at a neighbourhood level within the City of Toronto. The goal of the toolkit is to support evidence-based decision-making, particularly with regards to deployment of the primary care workforce and other health system resources. The toolkit looks at population needs and workforce capacity at the neighbourhood, sub-region, and whole city levels. It takes into account variations in population needs, workforce service capacity, and existing assets, and also addresses challenges specific to Toronto, such as patient mobility, anticipated rapid population growth, and physician retirement.

### Methodology

The toolkit is composed of a series of modules that assemble information about primary care in the City of Toronto:

- The **Population Health Profiles Module** captures characteristics of the population that impact the need for primary care services.
- The **Population Growth Module** captures neighbourhood-level population growth projections generated by the City of Toronto, allowing us to adjust service requirements to account for anticipated population growth.
- The **Spatial Patterns of Utilization Module** captures a snapshot of primary care utilization patterns and allows us to adjust service requirements to account for patients' care-seeking behaviours.
- The **Unmet Need Module** captures information related to neighbourhood-level unmet healthcare need, which can contribute to an adjustment of service requirements.
- The **Service Requirements Module** estimates primary care service requirements using the CIHI Population Grouping Methodology.
- The **Workforce Profiles Module** captures information about the primary care workforce – including physicians and chiropodists, dieticians, midwives, nurse practitioners, optometrists, occupational therapists, pharmacists, psychologists, physiotherapists, registered nurses, registered practical nurses, respiratory therapists, and speech-language pathologists – practicing in each neighbourhood.
- The **Service Capacity Module** estimates the capacity of the workforce to provide primary care services.

Outputs from these modules are synthesized and summarized in the three static dashboards – Neighbourhood Profiles, Service Requirements, and Service Capacity – that are included in the neighbourhood and subregion packages.

This information is a starting point for local stakeholders wishing to better understand the primary care landscape in their communities. Interpretation of these outputs should consider the local context (factors related to both the community and the local workforce). Engagement and consultation with local stakeholders and frontline healthcare providers are essential parts of the planning process.



## Definitions

**Sub-Regions:** Smaller geographic planning regions within Ontario Regions, developed to help better understand and address patient and population needs at the local level. There are 5 central and 6 peripheral sub-regions in the City of Toronto. One sub-region overlaps with a neighbouring Region and only the part of this sub-region located in Toronto has been included in these analyses. More information about sub-regions is available at <http://www.torontocentrallhin.on.ca/forhsps/subregions.aspx>.

**Neighbourhoods:** The 140 City of Toronto neighbourhoods were built by the Social Development, Finance & Administration department at the City of Toronto using Statistics Canada Census Tracts. More information about neighbourhoods is available at <https://www.toronto.ca/city-government/data-research-maps/neighbourhoods-communities/neighbourhood-profiles/>.

**Comprehensive care physician:** Primary care physicians who provide comprehensive care according to the algorithm developed at ICES (<https://www.cmajopen.ca/content/5/4/E856>).

**Non-comprehensive care physician:** Primary care physicians who practice less than 44 days per year or who otherwise do not meet the criteria to be characterized as providing comprehensive primary care according to the algorithm developed at ICES (<https://www.cmajopen.ca/content/5/4/E856>).

**Individual-level Service Requirements:** Predicted number of visits to a primary care physician based on clinical and demographic profiles generated by the CIHI Population Grouping Methodology ([https://www.cihi.ca/sites/default/files/document/infosheet\\_popgroupmethod\\_en\\_web\\_0.pdf](https://www.cihi.ca/sites/default/files/document/infosheet_popgroupmethod_en_web_0.pdf)).

**Neighbourhood-level Service Requirements:** Neighbourhood-level service requirements are a function of the number of visits to a primary care physician required by neighbourhood residents and by residents of other neighbourhoods in the City, adjusted for spatial patterns of utilization, along with the number of visits required by patients from outside the City of Toronto and an estimate of unmet need.

**Total Service Capacity:** Neighbourhood-level service capacity is a function of the estimated number of visits provided by comprehensive care physicians who are not expected to exit the workforce, plus the estimated number of visits provided by comprehensive care physicians who are considered to be at risk of retirement, plus the estimated number of visits provided by non-comprehensive care physicians.

**Physician Service Capacity:** Physician service capacity is estimated on an individual level (based on the total number of visits provided in 2017 (from IPDB)) with adjustment for age-based changes in workload (from <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6516703/>) and aggregated to the neighbourhood level.

**At-risk Service Capacity:** Visits associated with physicians whose age-based risk of retirement is at least 20%.

**Allied Health Provider:** Allied health providers include Chiropractors, Dietitians, Midwives, Nurse Practitioners, Optometrists, Occupational Therapists, Pharmacists, Psychologists, Physiotherapists, Registered Nurses, Registered Practical Nurses, Respiratory Therapists, and Speech-Language Pathologists.

**Primary Care Activities:** Activities relating directly to primary care include General Service Provision, Continuing Care, Comprehensive Primary Care, Chronic Disease Prevention and Management, Public Health, Mental Health and Addiction, Primary Maternity Care, Geriatric Care, Infectious Disease Prevention and Control, and Palliative Care.

**Average Weekly Hours Available:** The average weekly hours of direct professional services in activities identified as relating directly to primary care, estimated based on past hours worked. Note that this estimate represents normal hours of service that the workforce undertook, not "potential" or "extra" available hours. These are descriptive estimates, not projections, and may not represent future workforce service capacity.

## Sources of Data

- **Population Health Profiles:** Ontario Community Health Profiles Partnership (OCHPP)
- **Ontario Marginalization Index:** OCHPP
- **Population Growth:** City of Toronto Planning Department
- **Unmet Need:** OCHPP
- **Spatial Patterns of Utilization:** Utilization Matrix generated using data from ICES through an AHRQ request
- **Service Requirements:** CIHI Population Grouping Methodology outputs provided by the Ontario Ministry of Health
- **Primary Care Workforce Profile & Service Capacity (Physicians):** ICES Physician Database (IPDB) accessed through OCHPP
- **Primary Care Workforce Profile & Service Capacity (Other Health Professionals):** Health Professions Database (HPDB) outputs provided by the Ontario Ministry of Health

## Assumptions

Service requirements are estimated assuming a Medium population growth scenario and a 10-year horizon.

We assume linear residential development and population growth between the base year and the horizon year.

In our baseline scenario, we assume that new residents of a neighbourhood will have a similar profile and service requirements to those currently residing within the neighbourhood.

We adjust for population mobility using a snapshot of spatial patterns of utilization observed in FY 2017/18.

We assume that providers' age-based changes in workload and retirement probabilities will be consistent with those observed in comprehensive primary care physicians practicing in Ontario between 1992 and 2013 (from <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6516703/>).

## Limitations

Neighbourhood geographies are not specifically designed for primary care health workforce planning.

Some neighbourhoods are split between subregions. In these cases, neighbourhoods have been assigned to a single subregion as follows:

Neighbourhood Name (Number)	Split Between Sub-Regions	Assigned To
Kingsview Village-The Westway (6)	North Etobicoke Malton West Woodbridge & North York West	North Etobicoke Malton West Woodbridge
Willowridge-Martingrove-Richview (7)	North Etobicoke Malton West Woodbridge & North York West	North Etobicoke Malton West Woodbridge
Islington-City Centre West (14)	South Etobicoke & West Toronto	South Etobicoke
Victoria Village (43)	North York Central & East Toronto	East Toronto
Leaside-Bennington (56)	North Toronto & Mid-East Toronto	North Toronto
South Riverdale (70)	Mid-East Toronto & East Toronto	East Toronto
Waterfront Communities-The Island (77)	Mid-West Toronto & Mid-East Toronto	Mid-East Toronto
Yonge-St.Clair (97)	Mid-West Toronto & North Toronto	North Toronto
Clairlea-Birchmount (120)	East Toronto & Scarborough South	East Toronto
Birchcliffe-Cliffside (122)	East Toronto & Scarborough South	East Toronto

Sub-Region boundaries do not equate to Ontario Health Team (OHT) boundaries, but are used as a proxy to show the approximate catchment area served by OHTs.

Unmet need is currently not accounted for in the estimate of Service Requirements. A process to define quantitative estimates of unmet need through engagement with local stakeholders is in development for operationalization during the next phase of planning.

Estimates of service capacity for physicians are in *visits*, while estimates of service capacity for allied health providers are in *hours per week*.

The information in the HPDB was provided on an "as-is" basis. The data were originally obtained by the Ministry of Health directly from health regulatory Colleges. The Ministry therefore cannot and does not warrant or represent that the information is accurate, complete, reliable or current.

Spatial patterns of utilization and the primary care workforce are not independent; there is an interaction and observed patterns can change over time. For more information about the neighbourhood- and sub-region-level spatial patterns of utilization methodology, results, and visualizations, please contact Ontario Health Toronto.

Due to the data lags associated with the use of administrative data for planning, the most recent year of data input into this planning exercise is for FY 2018/19 and trends that have since emerged are not reflected in our analysis.

Our workforce model projects forward current capacity available within the system and does not model the impact of entry of new health care providers into the workforce. The neighbourhood-level gaps between service capacity and service requirements illustrated in our outputs can be used to identify neighbourhoods where additional resources are required to meet primary care needs.

## **Abbreviations**

ACSC – Ambulatory Care Sensitive Condition  
AHRQ – Applied Health Research Question  
CIHI – Canadian Institute for Health Information  
COPD – Chronic Obstructive Pulmonary Disease  
ED – Emergency Department  
FY – Fiscal Year  
NP – Nurse Practitioner  
OCHPP – Ontario Community Health Profiles Partnership  
OHT – Ontario Health Teams  
OT – Occupational Therapist  
PEM – Patient Enrolment Model  
PT – Physiotherapist  
RN – Registered Nurse  
RPN – Registered Practical Nurse  
RT – Respiratory Therapist  
SLP – Speech & Language Pathologist

## **Contact**

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