



### Medical Staff Retention and Recruitment

- Medical Staff includes – physicians, nurse practitioners and midwives
- The team consists of 4 recruiters - one for each HSDA (NW, NE, NI-Rural) and one for Prince George, one coordinator and one admin support. We also have a casual recruiter who assists when we are short staffed



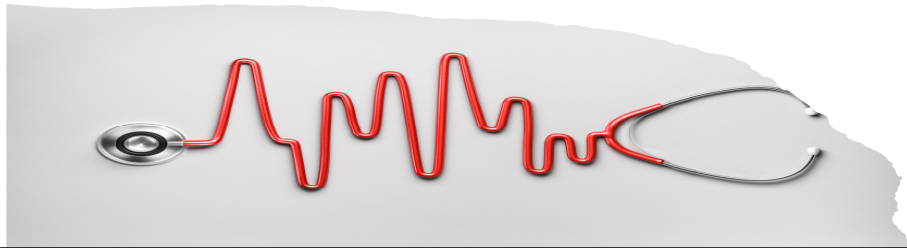
# Recruitment Challenges and Goals

## Challenges

- Increasingly competitive job market for physicians in urban and rural areas across Canada
  - Currently 811 Family Practitioner vacancies posted in BC as of today
- Differing lifestyles, work and practice expectations
- Difficulty attaining, supporting and maintaining the physician service levels
- Housing/childcare/negative social media
- Community amenities

## Goals

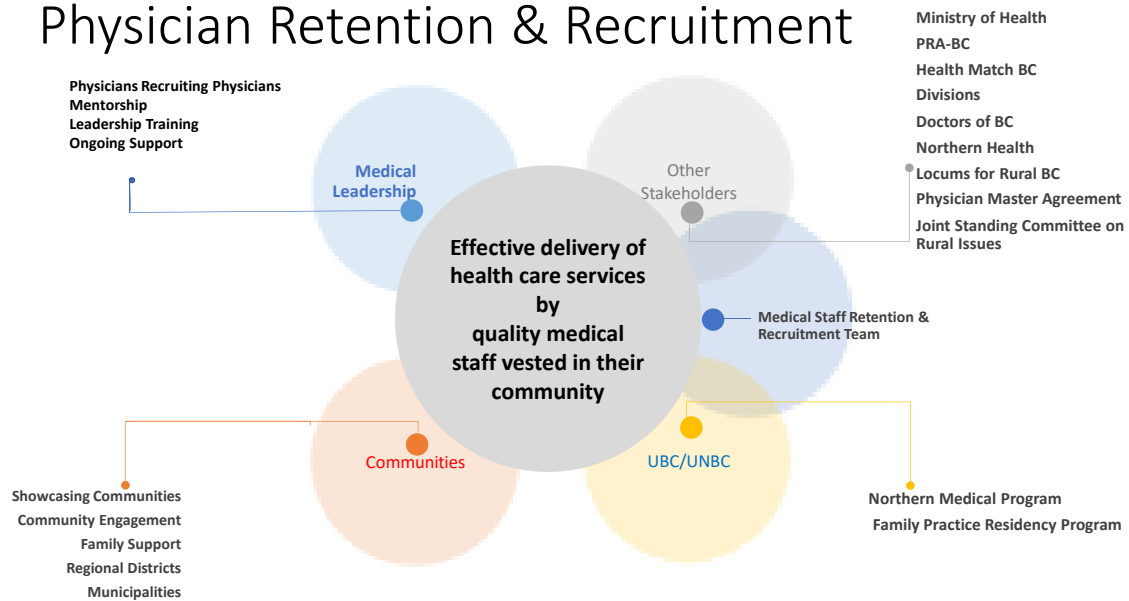
- Achieve a sustainable medical workforce
  - Be in a proactive recruitment environment instead of a reactive one
- Provide quality patient care
- Create a competitive recruitment environment
- Address different practice expectations
- Address the needs of a multi-generational workforce
- Work with all stakeholders to meet our common goal



## Recruitment and Retention Supports

- **Northern Medical Program and Family Practice Residency Program.**
- **Practice Ready Assessment Program (PRA).**
  - Nine spots each year
- **International Medical Graduates (IMG) (Residency Program).**
  - Six GP spots each year
  - Specialty spots are determined on a yearly basis
- **Referrals through Health Match BC and online applications via our website and CRM**
- **Advertising campaigns in many Canadian and international journals and websites**
- **Attendance at specialty conferences throughout BC, Canada and the U.S.**
- **Rural Incentives that exist through the Physician Master Agreement.** Governed by the Joint Standing Committee on Rural Issues
  - Percentage Premium, flat rate retention fees, recruitment incentives, relocation stipends, RCME Supports, other educational and mentorship supports through REAP and RccBC
- **Residency programs throughout Canada**
  - Promoting permanent opportunities and short term locum contracts.

# Physician Retention & Recruitment



Questions??