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Sent: Saturday, October 26, 2024 6:38 PM  
Subject: NH Thinktank early reflection on ideas offered in the Thought Exchange

Hi everyone

We are really looking forward to getting together with you all to brainstorm how we might better support retention and recruitment of physicians in the North.

Carrera has done an amazing job of wrangling the AI on thought exchange which went out to the wider NH physician group this week.

Thus far we have 195 different contributors just over 100 are actively practicing clinically and over 250 ideas offered.

Here are some reflections for you to digest on your plane flight:)

## **Retention and Recruitment Ideas**

**Based on the participants' responses, here are some comprehensive ideas to improve retention and recruitment in Northern Health:**

### **1. Community Integration**

- **Housing Support:** Provide quality free housing for new recruits when they first arrive, giving them time to find and settle into their own place. Implement a mortgage retention program to help staff put down roots.
- **Childcare Services:** Offer 24/7 onsite childcare services at the hospital and flexible childcare options to support working parents.
- **Spousal Employment:** Develop programs to help integrate the physician's family into the community, including employment opportunities for spouses and support for children's education.
- **Social Events and Networking:** Organize regular social events and networking opportunities to foster a sense of community and belonging.

### **2. Financial Incentives**

- **Competitive Salaries and Bonuses:** Ensure that salaries and bonuses are competitive with other regions, including additional financial incentives for taking on extra roles or responsibilities.
- **Loan Forgiveness Programs:** Work with federal and provincial governments to offer loan forgiveness programs for physicians who commit to working in Northern Health for a specified period.
- **Retention Premiums:** Implement a tiered retention premium system that increases based on years of service in Northern BC.

- **Relocation Expenses:** Cover moving expenses for new hires, including midwives and other healthcare professionals.

### 3. Supportive Leadership

- **Transparent Communication:** Ensure clear, timely, and transparent communication from leadership to build trust and improve morale.
- **Regular Check-ins:** Conduct intentional annual in-person check-ins with each working physician to document emerging problems and challenges with meaningful action and feedback.
- **Leadership Training:** Provide training for leaders to enhance their skills in supporting and engaging with their teams.
- **Recognition and Rewards:** Increase opportunities for sharing and recognition of improvement and leadership work, including nominations for awards and celebration events.

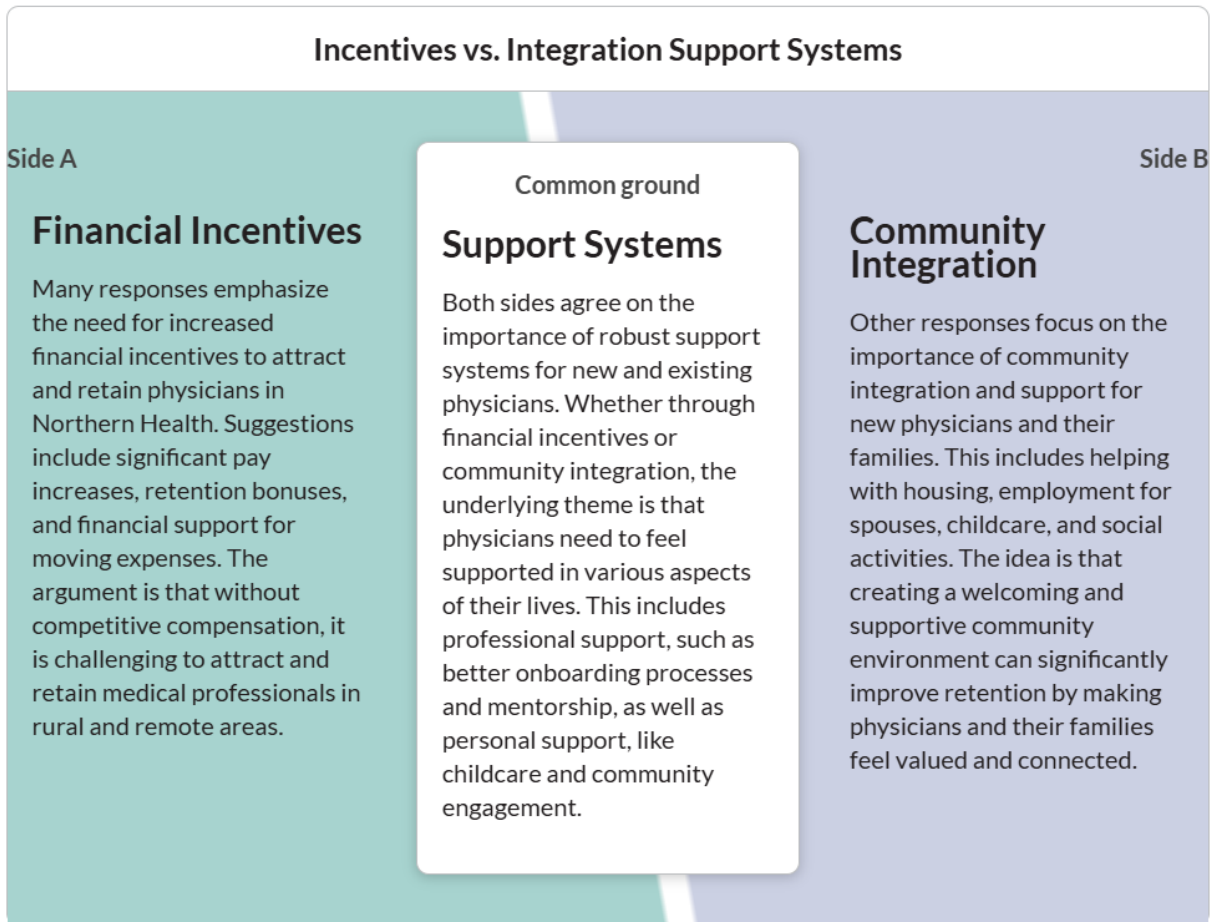
### 4. Professional Development

- **Formal Development Programs:** Provide paid development programs based on physician interests, including career development and CME credits.
- **Leadership Opportunities:** Create leadership opportunities that can promote tangible change and add to physicians' resumes.
- **Training and Conference Support:** Fund and support attendance at relevant training sessions, workshops, and conferences.
- **Mentorship Programs:** Implement a buddy system and mentorship program to help new recruits feel connected and supported.

### 5. Work-Life Balance

- **Flexible Schedules:** Promote work-life balance by offering flexible schedules, job sharing, and reduced on-call duties.
- **Mental Health Resources:** Provide access to mental health resources, wellness programs, and stress management workshops.
- **Recreational Activities:** Offer corporate memberships for fun activities like skiing and mountain biking to help healthcare professionals engage in local recreation and maintain a healthy work-life balance.

Common Ground and Differences in Themes: I find this view interesting as this looks where groups rank ideas differently (side A and B) and then looks for common ground between these groups, so may suggest some starting points.



Finally so far here are the top 3 themes

Based on the participants' responses, the top three areas that will significantly increase physician retention and recruitment in Northern Health in BC are:

**1. Competitive Compensation and Financial Incentives**

- **Competitive compensation:** "Competitive compensation It is expensive to move up North" (Rating: 4.2)
- **Retention remuneration:** "Provide financial incentives to stay in remote communities every 5 years" (Rating: 3.9)
- **Increase rural retention premiums:** "Seeing many more travel docs and nurses. Pay the ones you have better." (Rating: 4.0)

**2. Support for Families and Childcare**

- **Childcare:** "Lack of appropriate childcare for physicians is a barrier to retention. Childcare should be available 24 hours onsite at the hospital." (Rating: 3.8)
- **Supporting families to thrive:** "This includes having community involvement to find meaningful work for the spouse (if wanted) and childcare" (Rating: 4.2)
- **Creative child care options:** "Women in healthcare! They also have families!" (Rating: 4.1)

### 3. Community Integration and Support

- **Community wrap around:** "Keep clinicians feeling safe and valued and part of the community" (Rating: 3.5)
- **Community partnerships engagement:** "Supporting embedding of new Physicians and support in networking with employment opportunities for partners" (Rating: 3.9)
- **Red Carpet - Airport welcome, support for community integration:** "Important to help esp new to country physicians get settled" (Rating: 3.3)

These areas highlight the importance of financial incentives, family support, and community integration in improving physician retention and recruitment in Northern Health.

These may change but just wanting to provide you all with a bit of a snapshot of ideas being offered. If you have not contributed to this Thought Exchange, or have new ideas or innovations/examples, please do so when you have a minute.

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Cheers

Ray