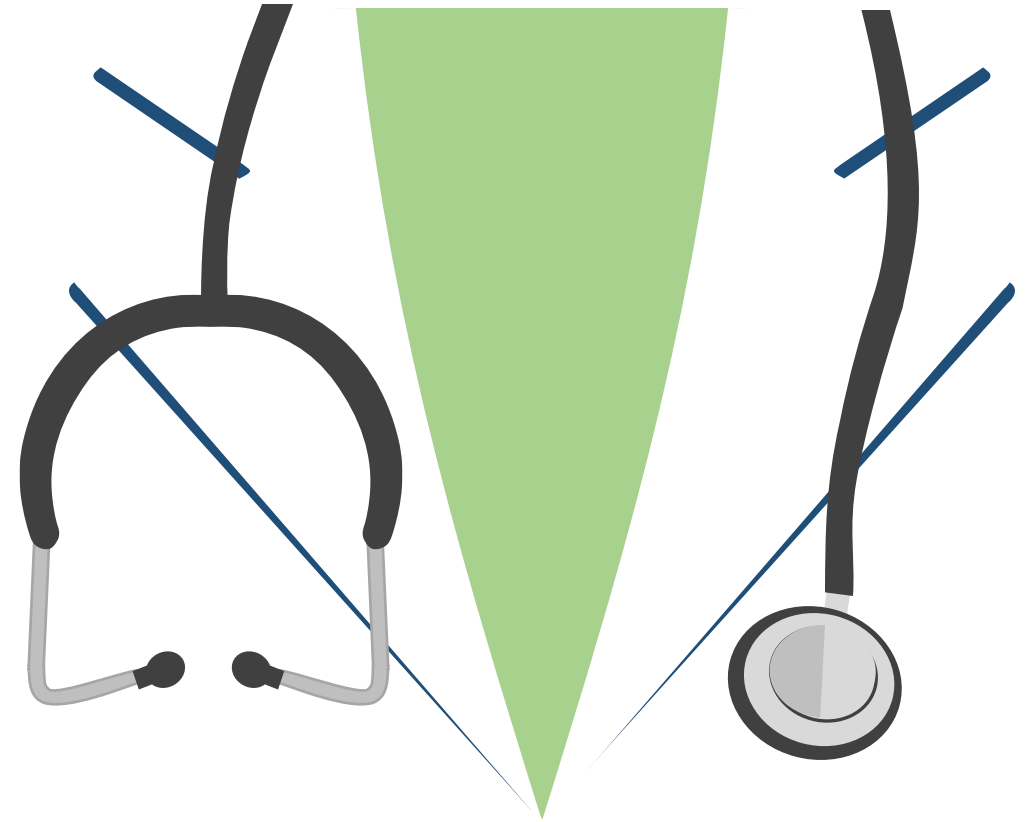


Physician Recruitment and Retention



Community Toolkit Recommendations



Agenda

01 Background

02 Recommendations

03 The Bigger Picture

04 Next Steps

**August 2021, Municipality
Engagement Committee formed...**

Ms. Sandra Badcock, Faculty of
Medicine

Mr. Dan Fitzgerald, Department of
Health & Community Services

Dr. Andrew Hunt, Faculty of Medicine

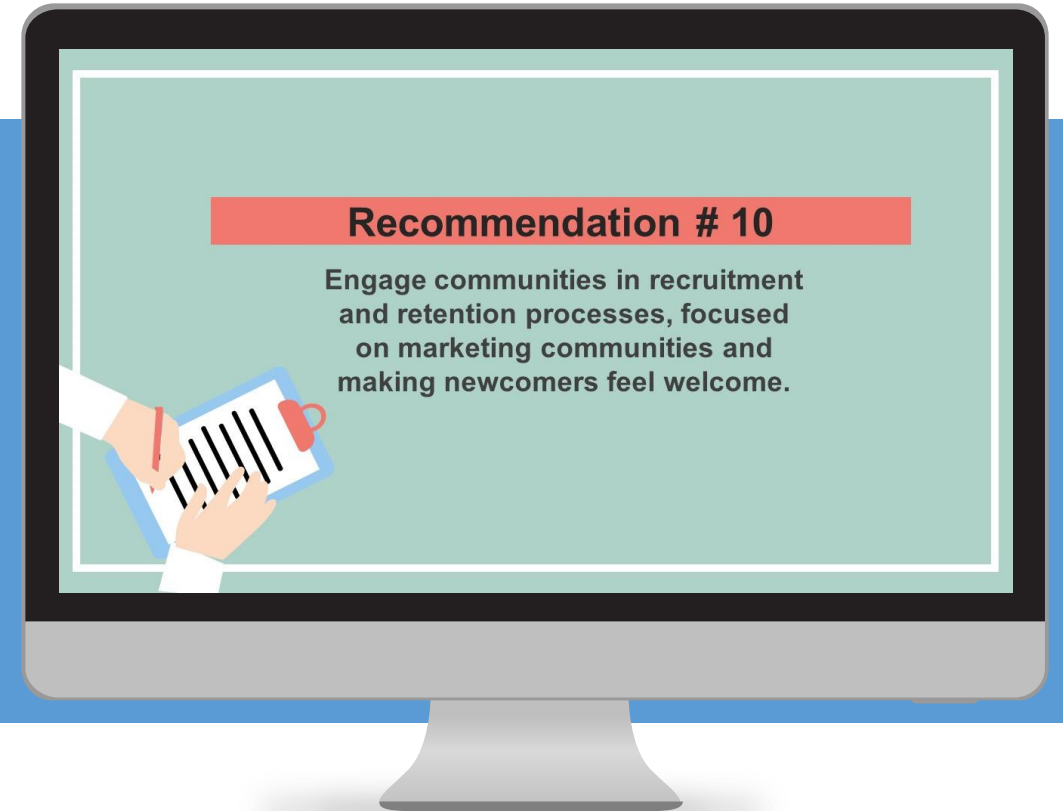
Ms. Gerona McGrath, Faculty of
Medicine

Mr. Bradley Power, MNL



Recommendations from Physician Recruitment and Retention Workshop

10 Recommendations
7 Organization Partners



Partners

Department of Health & Community Services	Regional Health Authorities	Memorial University	College of Physicians & Surgeons of Newfoundland & Labrador	Newfoundland & Labrador Medical Association	Department of Municipal Affairs & Environment	Municipalities Newfoundland & Labrador
---	-----------------------------	---------------------	---	---	---	--

**September 2022, Rural NL Physician
Recruitment and Retention Committee
formed...**

Partners: Department of HCS, MUN Faculty of
Medicine/Distributed Medical Education, MUN
Office of Admissions, Health Authorities, Family
Practice Networks, Student Representatives
(Undergrad, Postgrad, Indigenous, International),
College of Physicians and Surgeons, NLMA, Patient
Representative

Goal of the Committee

Address the 10 recommendations identified in Rural Newfoundland & Labrador Physician Recruitment and Retention Plan, from July 2021

10. Engage communities in physician recruitment and retention processes focused on marketing communities and making newcomers feel welcome and valued. This could include introducing cultural sensitivity and cultural safety training for citizens and school children, community tool-kits, and special accommodations or enticements for newcomers related to housing and taxes, for example.



“

**How can your community
engage in recruitment and
retention of physicians in
Newfoundland & Labrador?**

”

Community Toolkit Overview



COMMUNITY-BASED
RECOMMENDATIONS



TOOLS AND OTHER
SUPPORTS

Community Recommendations



10 Themes



Over 20 Recommended Actions

Regional Approach

It is recommended that municipalities work together in support of recruitment and retention of healthcare professionals

- Establish a committee of community representatives from your region, including members of council (and a lead), residents, businesses and others, who will be responsible for municipal efforts

Collaboration and Partnerships

It is recommended that municipalities work in partnership and collaborate with the new Provincial Health Authority , Community Advisory Councils and Family Practice Networks

- Establish direct connections with key organizations and groups that can support municipal efforts - list
- Be ready to offer advice and guidance where appropriate
- Become the “eyes and ears on the ground” for the partners regarding barriers and future needs – have the discussion...

Create a Welcoming Community

It is recommended that municipalities focus on developing a more welcoming community in all aspects of their planning and operations

- New and Enhanced Policies
- Improve Accessibility
- Increase Engagement

Community Events

It is recommended that municipalities coordinate community events to support integration

- Offer a community orientation
- Hold an open house/meet and greet at the town hall or community centre Host a multicultural night
- Offer invites/tickets to other community events

Engage Residents

It is recommended that municipalities increase engagement with residents

- Identify champions within your community to provide support for recruitment and retention efforts
- Engage local committees and groups
- Develop a mentorship program and spousal supports

Engage Local Businesses

It is recommended that municipalities increase engagement with local businesses

- Identify champions within your business community to provide support for municipal recruitment and retention efforts
- Engage local businesses to create welcome gifts/baskets
- Encourage purchasing discounts where possible
- Support access to childcare where possible (access to spaces and space)

Training and Education

It is recommended that municipalities work with local partners to undertake and offer new training and education opportunities

- Sensitivity Training
- Cultural Competency
- Anti-racism
- Respectful Language
- Reconciliation

Housing and Other Supports

It is recommended that municipalities improve access to housing and municipal supports and services

- Develop a housing inventory
- Distribute RFPs from DME/Faculty of Medicine for student accommodations
- Develop a policy inventory
- Develop a service inventory
- Develop a business listing
- Create a comprehensive community (regional) activity list

Taxation and Land

It is recommended that municipalities improve access to housing and municipal supports and services

- Offer tax relief to private clinics and health related business, per council's authority in the Municipalities Act
- Provide access to town assets (land), if available, for home construction and establishing a business, with Ministerial Approval

The Bigger Picture

Regionalization

Drinking Water

Community
Assets &
Infrastructure

Transportation

Broadband
Access

Funding

Next Steps



Final Consultation with Rural R&R Committee

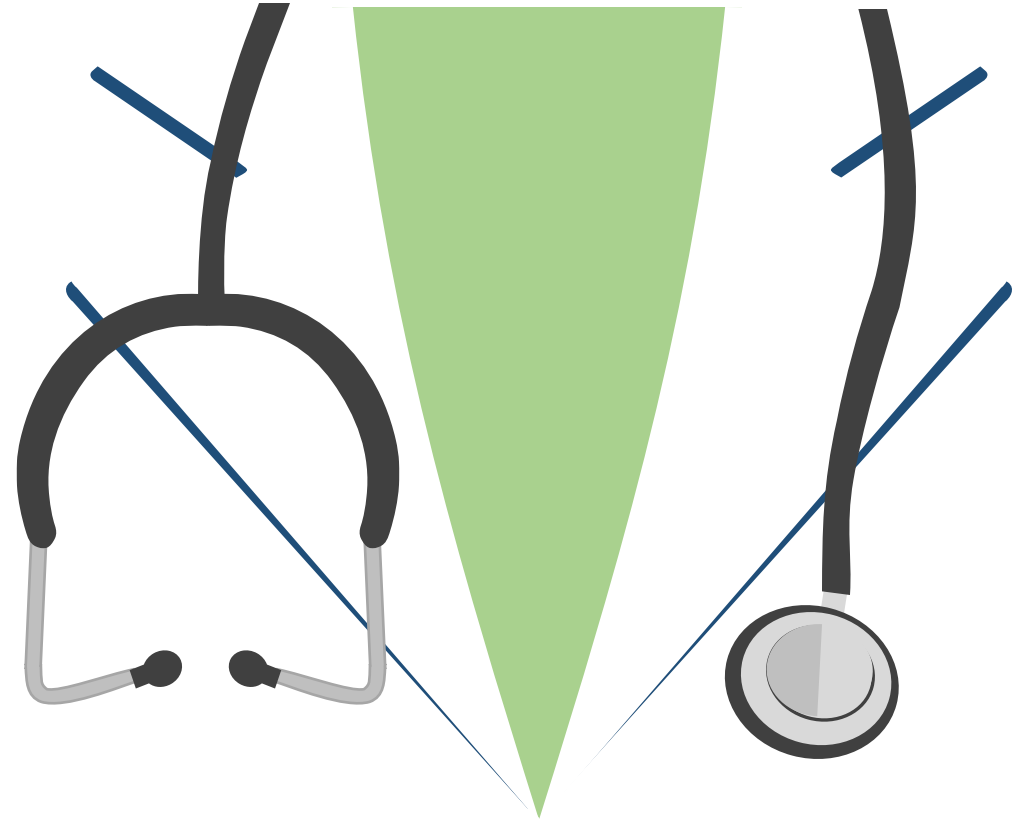


Development of Tools, Templates and Other Supports



Launch of Toolkit at MNL Symposium in May

Physician Recruitment and Retention



Thank You...