Municipalities
Newfoundland and Labrador

2021 Conference & Trade Show



ItStartsWithUs

Corner Brook | November 3-6, 2021

Engaging our Municipalities in Physician Recruitment and Retention



Land Acknowledgment

We acknowledge the province of Newfoundland and Labrador as the ancestral homelands of many diverse populations of Indigenous groups, and we acknowledge with respect the histories and cultures of the Beothuk, Mi’kmaq, Innu and Inuit of this province.



Agenda

01 Physician Recruitment & Retention Workshop

- Overview of June 2021 workshop

02 Recommendations

- Ten recommendations for Newfoundland & Labrador
- Recommendation number ten

03 Committee Work to Date

- Overview of committee work
- What each brings to the table

04 Community Engagement

- Questions for members
- Panel with speakers

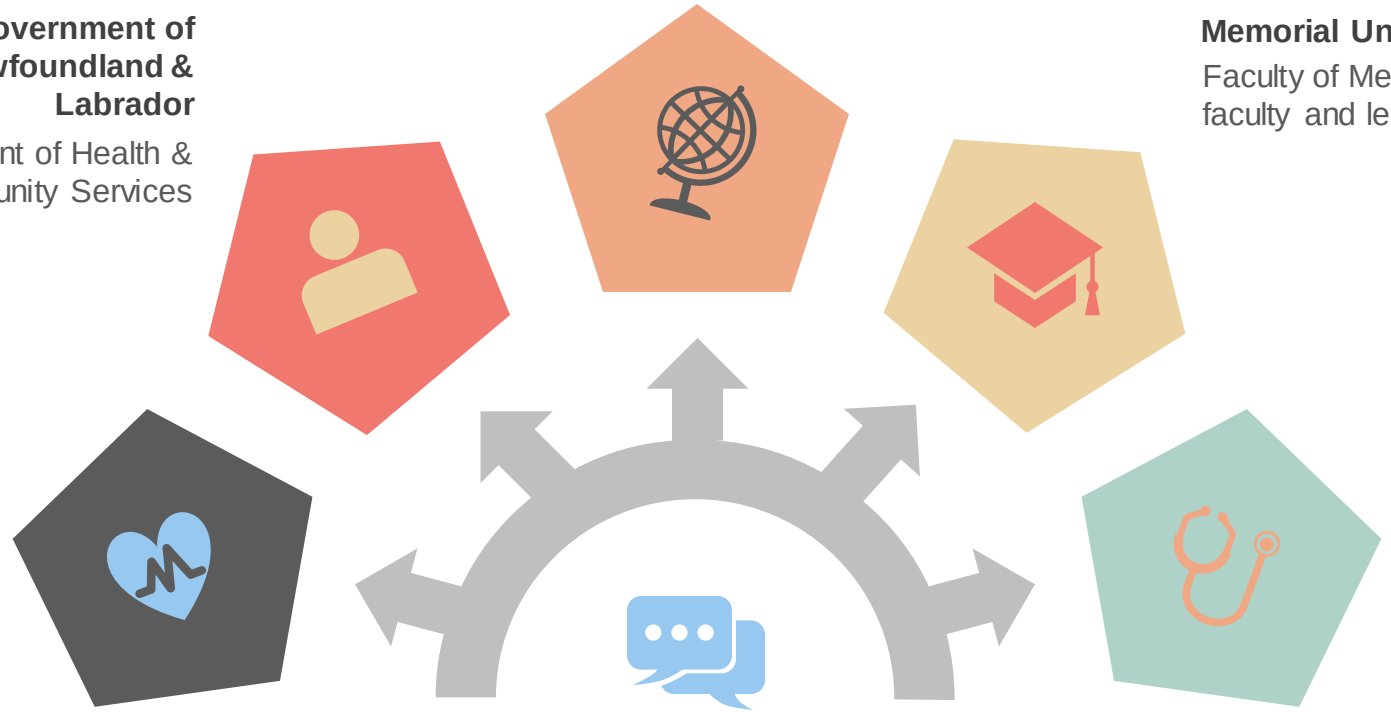
Physician Recruitment & Retention Workshop

June 2021

Communities
Municipal representatives

Government of Newfoundland & Labrador
Department of Health & Community Services

Memorial University
Faculty of Medicine staff, faculty and learners



Regional Health Authorities
Eastern Health
Central Health
Western Health
Labrador Grenfell Health

Regulatory Body & Physician Association
College of Physicians and Surgeons of Newfoundland and Labrador

Newfoundland & Labrador Medical Association

Physician Recruitment & Retention Workshop

01 **Session**



Opportunities, Challenges and Risks

Identifying opportunities, challenges and risks for topics related to medical training, person, practice and community.

02 **Session**



Compensation Model Redesign

Assessing the current fee-for-service model and conducting scans of other compensation models

03 **Session**

How to Better Recruit Physicians

Identifying how to better recruit physicians through admissions to medical school, medical school training, practice environment and roles of communities.

04 **Session**

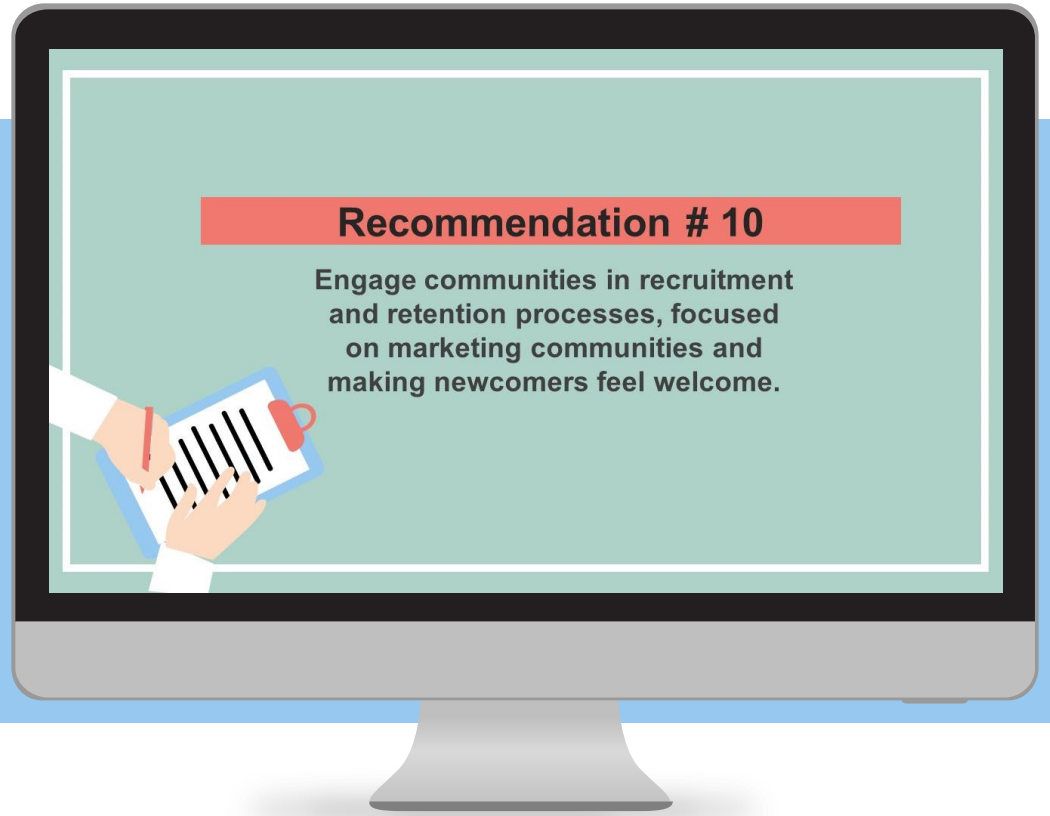


How to Retain Physicians

Identifying how to better retain physicians through regional health authorities and community leaders.

Recommendations from Physician Recruitment and Retention Workshop

10 recommendations
7 organization partners



Partners

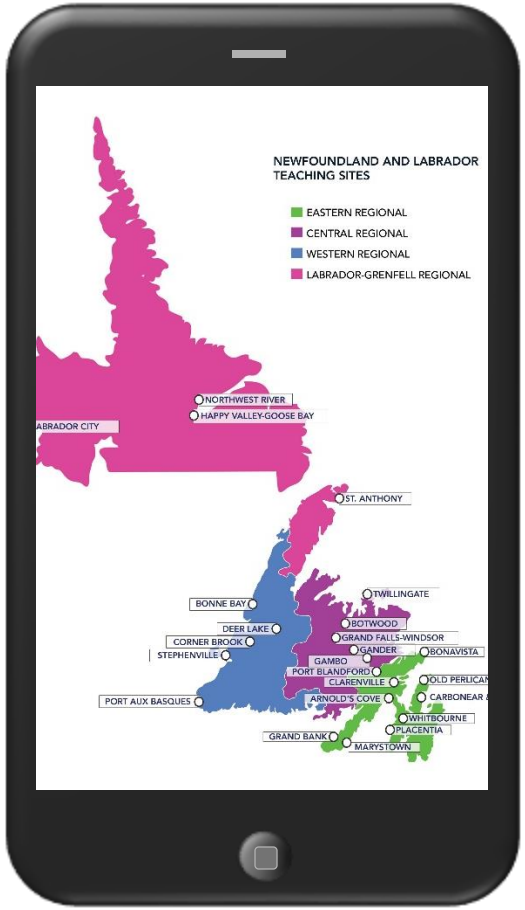
Department of Health & Community Services	Regional Health Authorities	Memorial University	College of Physicians & Surgeons of Newfoundland & Labrador	Newfoundland & Labrador Medical Association	Department of Municipal Affairs & Environment	Municipalities Newfoundland & Labrador

Our Team

August 2021, Municipality Engagement Committee formed. Each of our partners bring new ideas and areas of expertise with communities, physicians and medical learners

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, Municipalities Newfoundland & Labrador

Faculty of Medicine



What is Distributed Medical Education?

The Office of Distributed Medical Education (DME) is a unit within the Faculty of Medicine at Memorial University. DME provides support to both undergraduate and postgraduate medical programs, and works closely with family physicians and specialists in each of the Regional Health Authorities of Newfoundland and Labrador.

Benefits of DME

Shared Knowledge

Learners and physicians learn from each other to provide the best care to patients

New Technology

Learners bring current medical knowledge to healthcare teams and are comfortable with new technologies

Enhanced Skills

Learners develop and enhance their clinical and research skills through community and patient engagement

Economic Driver

Learners are important community and economic drivers

Learner exposure to communities during training is the first step toward physician recruitment

Department of Health and Community Services: Current Topics on Recruitment and Retention

Recruitment Office

- **Healthcare Professional Resource Plan (Physicians, Nurses, Allied Health, etc.)**
- **Healthcare Professional Recruitment Strategy**

Compensation

- **Recruitment Incentives**
- **Retention Bonuses**
- **Physician Compensation Models**

Health Accord

- **Recommendations for System Renewal**



Service Model Improvement

- **Family Practice Networks**
- **Multidisciplinary Teams**

Strategic Partnerships

- **Memorial University**
- **Municipalities Newfoundland and Labrador**
- **College of Physicians and Surgeons of Newfoundland and Labrador**

Regional Health Authorities and Your Communities

Eastern Health

Western Health

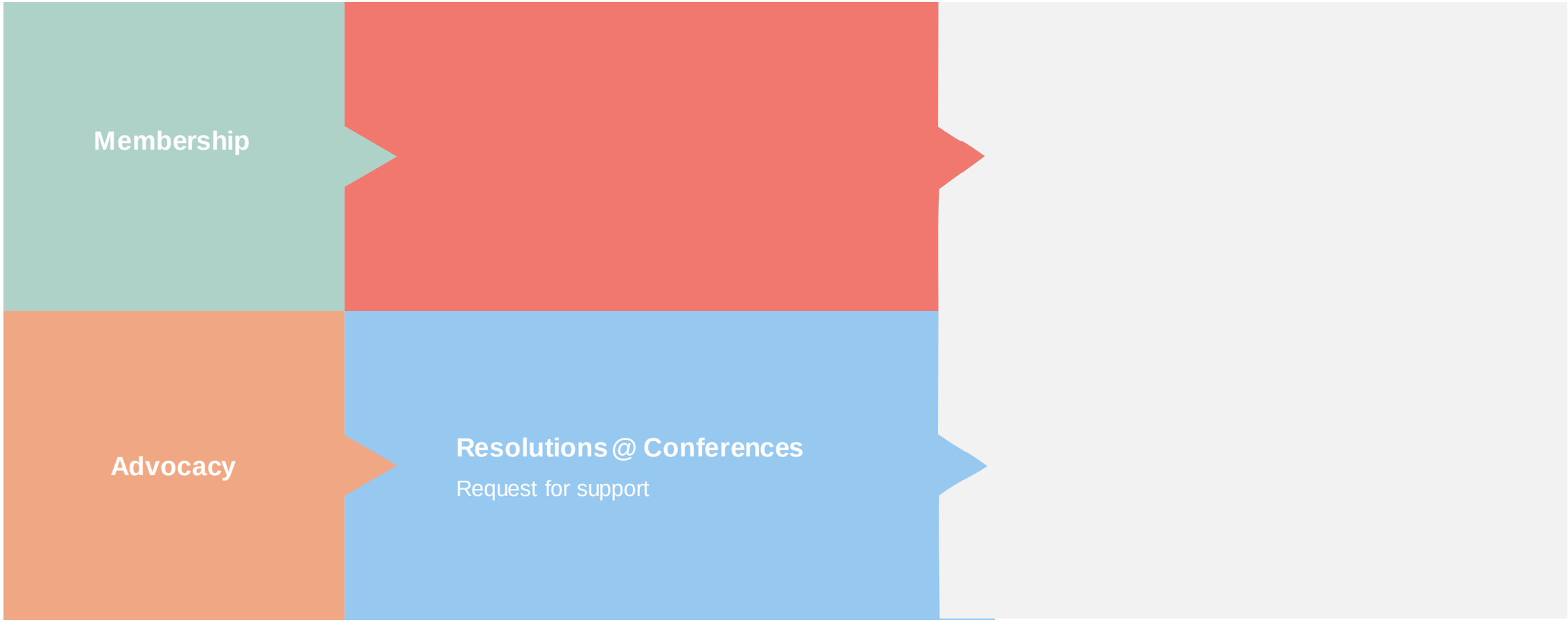


Central Health

Labrador-Grenfell Health

Let's work together!

Municipalities Newfoundland & Labrador



Committee Work to Date

Literature Review

Completed literature review on physician recruitment and retention

Jurisdictional Review

Assess what other regions are doing across Canada regarding physician recruitment & retention

Engagement with Physician Recruiters

Survey of engagement between physician recruiters and municipalities

Engagement with Municipalities

Presentation at MNL Conference and feedback for future discussion

Medical Learner Feedback

Assessment of medical learner feedback and community needs while completing clinical work



Guidance from our Partners

Doctors of BC Tooling for preparing local and regional recruitment activities, assessing physician candidate for their best fit, and supporting new and existing physicians in the community **British Columbia**	**Health Force ON** Online toolkit made by recruiters, focusing on marketing, recruitment, applicants, onboarding and retention, and succession planning **Ontario**	**NS Health** Share knowledge and resources about potential community roles, immigration and settlement requirements, what is working in Nova Scotia, opportunities to show case opportunities for physicians in a collaborative spirit **Nova Scotia**	**Collaborating together** Using previously developed toolkits, such as the Community Retention Toolkit from Practice NL to build a robust toolkit for municipalities in Newfoundland & Labrador **Newfoundland & Labrador**


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

Discussion

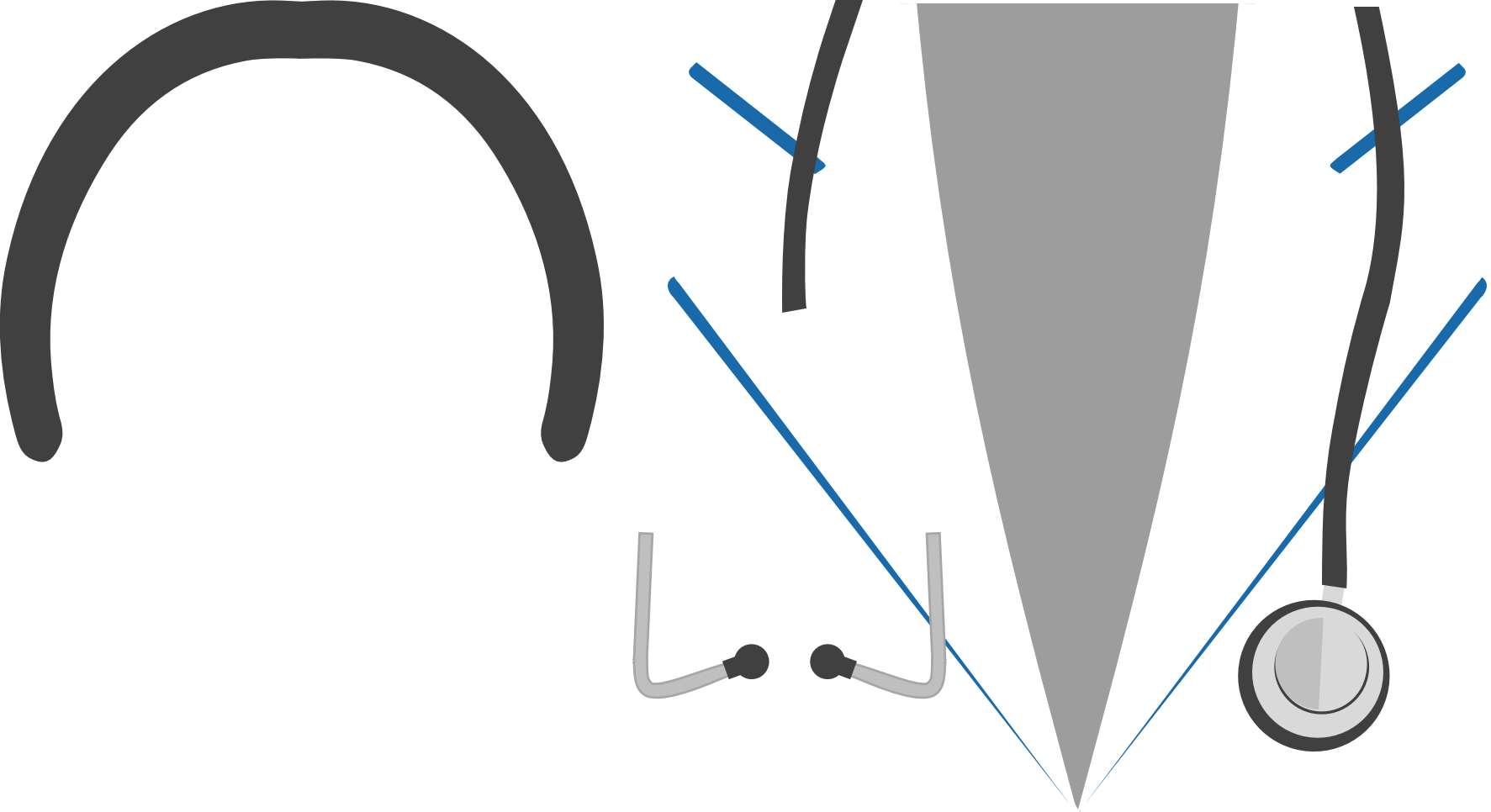
01 Tell us about examples of when you got involved in physician recruitment and retention efforts.

02 What worked? What didn't?

03 What have you heard about your community's needs?

04 What are the major sticking points recruitment of physicians to your community?

05 Are there other things you would like your community to support?



THANK YOU

References

Toolkits:
https://practiceinbc.ca/recruit-gps

https://www.healthforceontario.ca/UserFiles/file/PRC/recruitment-essentials-rr-en.pdf

https://recruitment.nshealth.ca/sites/default/files/docs/NSHealth-Toolkit-FULL-interactive.pdf

https://www.practicenl.ca/documents/CommunityRetentionToolkit.pdf

Template:
http://www.free-powerpoint-templates-design.com