



PHYSICIAN ORIENTATION AND ONBOARDING

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PRESENTER DISCLOSURE

- Relationships with commercial interests: n/a
- Grants/Research Support: n/a
- Speakers Bureau/Honoraria: n/a
- Consulting Fees: n/a
- Other: payment through FEI for the original project as well as preparation of the presentation and attending the summit

PROJECT ACTIVITY PURPOSE

- Onboarding involves engaging with many different groups and ensuring all important steps have been completed.
- To optimize physician orientation and onboarding at Saanich Peninsula Hospital (SPH).
- To create an onboarding document that serves as a central repository for information and the steps a physician needs to take before their first shift.
- To provide 1:1 on site tours around the hospital prior to the first day of work.

IMPACT ON PHYSICIANS

- Able to quickly integrate, reducing the time it takes to become fully productive.
- Feel welcomed, supported, and prepared for their first day which fosters positive engagement contributing to overall job satisfaction.
- More likely to understand and align with the organizational and facility culture. Fostering a sense of belonging and shared values, contributing to a cohesive work environment.
- Creates strong colleague connections, contributes to reduced turnover.

TWO LESSONS LEARNED

- Small projects can have a large impact.
- There are many steps in the onboarding process and a lot of information was being held by individuals that we now have in a document for knowledge translation and succession planning.

For any further questions please e-mail me at:
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