



# RECRUITMENT RETENTION RETIREMENT COMMITTEE

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# PRESENTER DISCLOSURE

Relationship with commercial interests:

- Grants/Research Support: N/A
- Speakers Bureau/ Honoraria: N/A
- Consulting Fees: N/A
- Other: N/A

## RRR COMMITTEE PURPOSE

- To have a small, representative group dealing with significant issues that affect physician retention
- To balance the needs of physician work life balance with the medical services needs of the town

# PARTICIPANTS

Meet every 2-3 months for 2 hours

8 people in total, one third out of town physicians

- Chief of staff
- FEI coordinator
- Town recruiter
- The same 1-2 physicians from each of the three clinics in town

## BENEFITS OF THE SMALL GROUP

- Delve deep into topics
- Further division of labour with subgroups of 1 or 2 physicians
- Have conversations about difficult, sensitive and complicated topics
- Reach a consensus and maintain cohesiveness of a diverse group of practicing physicians

# IMPACT

- Improved recruitment and physician placement process
- Formation of hospitalist groups
- Better ER shifts and handovers
- ER APP contract negotiations
- Valuable semi-retirement of physicians

## TWO LESSONS LEARNED

- Small group representation can be very effective and save valuable time
- Need to find effective ways to communicate discussions and conclusions of the smaller group to the larger group