

How are we engaging for Physician Recruitment, Onboarding, and Retention?

Explore and adopt engagement strategies from across BC

Below are a few of [many examples](#) of how Facility Engagement is supporting Medical Staff Association (MSA) initiatives for physician recruitment across BC, including partnerships with health authorities, divisions of family practice, and community partners. Reach out to your Engagement Partner to learn more and connect with other MSAs.



[More examples](#)



RECRUITMENT

Identifying needs and overcoming barriers to attract new physicians

KELOWNA: Hiring associate physicians to increase the physician workforce and capacity.

- Gaining provincial accreditation to hire physician associates at Kelowna General Hospital.
- Hiring four new associate physicians into the hospitalist service, with plans for other specialities to follow. [Learn more](#) →

ABBOTSFORD: Engaging medical students at the outset of their career for future career potential.

- Hosting *National Future Physicians' Forum* conference.
- Building relationships between medical students and Abbotsford Regional Hospital and Cancer Centre physicians.
- Showcasing the site as a future practice choice. [Learn more](#) →

GRAND FORKS: Defining the role of the rural physician to outline scope of work.

- Clarifying physician responsibilities at Boundary District Hospital for existing physicians and potential new recruits.
- Setting guiding principles for medical staff on decision-making, leave/absences, shifts coverage, and communication. [Learn more](#) →

CHILLIWACK: Creating community partnerships to address lack of housing for physicians.

- Collaborating with divisions of family practice, the health authority, community/economic development organizations, local businesses, and municipal partners to secure an apartment for new, visiting, and on call doctors. [Learn more](#) →

KOOTENAY BOUNDARY RECRUITMENT AND RETENTION HUB: Promoting recruitment through multi-MSA and division collaboration.

- Partnering to pool funds for recruitment activities.
- Creating a website and social media channels with physician input into promotional campaigns/recruitment tactics for the region.
- Dedicating administrator time to manage accommodation rental listing for locums, residents, potential recruits.

BELLA BELLA: Recruiting doctors through an MSA, division, and health authority collaboration.

- Working to combine efforts, leading to recent hiring of four new doctors to work in the hospital and community.
- Holding personalized meetings with potential recruits and visiting locums.
- Creating a recruitment website, a physician 'wiki' online orientation, and Slack communication.
- Collaborating with the health authority to improve the clinical care environment. [Learn more](#) →

PRINCE GEORGE: Securing childcare seats for medical staff to overcome barriers to working in the community.

- Creating an MSA and Northern Health collaboration with the YMCA.
- Securing several priority childcare seats to support medical staff with young children working at the University Hospital of Northern BC.



WELCOME & ONBOARDING

Orienting new doctors for easing transitions and increasing time for patient care

FERNIE: Mentoring new and locum doctors through the Buddy Program.

- Establishing “buddy shifts” for mentor physicians to welcome and orient new physicians and locums to Elk Valley Hospital.
- Orienting staff to facility policies and procedures, referral pathways, and staff introductions. [Learn more →](#)

SAANICH: Creating a custom, local onboarding guide for easing physicians’ transition to the workplace.

- Organizing comprehensive, relevant information in one place.
- Ensuring new medical staff at Saanich Peninsula Hospital are well-integrated into the workplace when they start, for both retention and team performance. [Learn more →](#)

PRINCE GEORGE: Partnering to better support physician onboarding.

- Establishing a partnership of the MSA, Northern Health, and University Hospital of Northern BC for physician recruitment, onboarding, and orientation.
- Creating a practical, useful orientation guide for newly hired physicians led by doctors with first-hand experiences as new medical staff. [Learn more →](#)



RETENTION

Creating a positive work environment to retain physicians

CRESTON: Supporting the physician career continuum through the Triple “R” Committee.

- Establishing a collaborative committee of physicians, the health authority Chief of Staff, and a municipality-funded recruiter.
- Identifying flexible, semi-retirement options to extend the length of time a physician works “happily” without fully stopping practice.
- Exploring alternative approaches to rural physician roles such as hiring ER physicians, permanent locums, and a hospitalist model trial. [Learn more →](#)

BC CENTRE FOR DISEASE CONTROL: Improving the physician experience in the Tuberculosis Service Line.

- Engaging physicians to identify changes to improve the workplace and reduce the departure of existing physicians.
- Developing recommendations to improve clinical flow, efficiency, and system level issues, for both health authority and MSA action. [Learn more →](#)

VERNON: Improving the health care workplace through Civility Matters.

- Launching a Vernon Jubilee Hospital-wide initiative to develop awareness around the negative impacts of incivility on teamwork and patient care.
- Equipping physicians and staff with skills to reduce uncivil behaviour. [Learn more →](#)

QUESNEL: Forging provider connections for doctors to work together effectively.

- Holding social dinners for providers working at GR Baker Memorial Hospital and within the community.
- Helping build relationships and connections across the medical community, creating a sense of belonging for new and existing physicians.

THE KOOTENAY BOUNDARY PHYSICIANS ASSOCIATION: Understanding retention to inform planning to prevent physician departures.

- Conducting a literature review to identify core aspects of physician retention and resilience, with a physician survey to map results against these themes.
- Using data to formulate a project to address the reasons why physicians leave.

LEARN MORE!

See MSA Facility Engagement activities: knowledge.facilityengagement.ca

Connect with other MSAs through your Engagement Partner or e-mail: engagement@facilityengagement.ca



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