

Nanaimo Division of Family Practice

Ethical Recruitment Principles

By participating in the Division's recruitment program, recruiting clinics, physician candidates, and the Nanaimo Division agree to abide by the principles detailed below.

Recruitment Principles

1. Be respectful of those with whom you are engaging; includes providing timely responses and arriving at meetings on time.
2. Provide all communication, including any changes, accurately, fully, and in a timely manner.
3. Ensure personal information, clinic details, interactions, and outcomes are kept confidential.
4. Maintain regular communication between all parties regarding the recruitment status.
5. The Division will:
 - a. provide contact information and candidate CVs to recruiting clinics upon consent from the candidate;
 - b. treat all recruiting clinics and candidates in a professional and fair manner; collect feedback to make informed decisions;
 - c. promote cooperation between recruiting clinics, communities, candidates, and divisions for mutual benefit;
 - d. Maintain confidentiality with recruiting clinics, communities, candidates.
6. The recruiting clinic will:
 - a. ensure their advert accurately reflects their clinic, including both positive and negative aspects;
 - b. share remuneration and special compensation arrangements accurately, fully, and in a timely manner, for mutual understanding of expectations and commitments;
 - c. be responsible for verification of a candidate's license, qualifications, references, and general "fit" for the clinic. *NOTE: Health Match BC verifies licensure of applications that have been processed by Health Match BC.*
7. The candidate will:
 - a. disclose experience, education, qualifications, licensure status, clinic intentions, and anything else that could impact the recruitment decision;
 - b. inform all parties of pending or active complaints registered with the College of Physicians and Surgeons of BC;
 - c. disclose if they are considering other opportunities or have commitments with other clinics within or outside the community (high-level only, no details).