

## Overview: Recruitment and Retention Steering Committee

Individual physicians, divisions of family practice, community partners, health authorities, and other related organizations all have a role to play in helping to recruit and keep family doctors in BC so that patients receive quality care.

**What:** The Divisions of Family Practice Recruitment and Retention Steering Committee is a physician-led initiative that works at a provincial level to support recruitment, retention, and practice coverage efforts across the province. It is funded by the General Practice Services Committee (GPSC), a partnership of Doctors of BC and the Government of BC

The committee's key responsibilities are to:

- Act on recommendations from the March 2015 Physician Recruitment and Retention Stakeholder Summit that brought multiple stakeholders together for the first time to discuss concerted recruitment and retention efforts.
- Build on work and learnings from divisions' A GP for Me recruitment and retention strategies.
- Integrate divisions' learnings and approaches to recruitment, retention and practice coverage, and thereby support collective sharing of solutions at local levels.

**How:** The committee's activities are guided by its 365-day plan created in response to the recommendations from the Stakeholder Summit. It has four focal points.

1. Improve access to recruitment and retention information tools and resources, such as the new online Physician Recruitment and Retention toolkit ([www.divisionsbc.ca/provincial/recruitmentretention](http://www.divisionsbc.ca/provincial/recruitmentretention)) that includes extensive templates, tools, and resources in one central, easy-to-access location.
2. Strengthen engagement of UBC medical students and residents.
3. Enhance recruitment and retention of Canadian medical graduates, international medical graduates, and Canadians studying abroad.
4. Improve practice coverage strategies.

**Who:** In addition to practising doctors from regions across BC, committee members include senior representatives from the GPSC, the Ministry of Health, the Joint Standing Committee on Rural Issues, health authorities, and Health Match BC. Participating partners include representatives from the A GP for Me Working Group, the College of Physicians and Surgeons of BC, the BC College of Family Physicians, the UBC Faculty of Medicine (undergrad and postgrad), the Society of General Practitioners of BC, the First Nations Health Authority, and the Union of BC Municipalities.

For more information visit [divisionsbc.ca/provincial/recruitmentretention](http://divisionsbc.ca/provincial/recruitmentretention), or email the committee at [RandRCommittee@doctorsofbc.ca](mailto:RandRCommittee@doctorsofbc.ca).