

Recruitment and Retention Program Impact 2018/19

BASED ON WORK FROM APRIL 2018 – MARCH 2019

This year the Vancouver Division's Recruitment and Retention efforts have been the most effective since program inception in 2015. Our work is focused on supporting physicians transitioning into retirement.

New-to-Practice Support

Our team works to recruit and support family physicians interested in practicing in Vancouver. We engage with local residents and new-to-practice physicians, attend family medicine conferences, match physicians to work opportunities, and create and share resources and events. We support physicians as they explore practicing in Vancouver and provide them with the resources and information to settle into practice permanently.

Retirement Support

Our goal is to support physicians as they approach retirement for the benefit of our members, patients and community. We help physicians plan a smooth retirement transition and provide options for their patients to become attached to a new family physician. We provide individualized support as well as offer resources and information at our annual retirement event and in our recently updated *How to Retire Guide*.

Physician Success

New-to-Practice Family Physicians

84 Locums placed

22 Physicians matched to permanent practice

97 Resident and new-to-practice physicians engaged

4 Practice takeovers facilitated



Retiring Family Physicians

28 Retiring physicians engaged to plan or transition to retirement

8 Retiring physician patient panels transitioned to other physicians in the community

Patient Success

18,009 New attachments from permanent family physician placement

4,400 Patients avoided unattachment through practice takeovers

31,486

Patients impacted by Recruitment & Retention work

5,754 Vancouver patients offered a new family physician to avoid unattachment

3,323 Out-of-Vancouver patients given option to avoid unattachment

Partner Organizations

- BC College of Family Physicians
- BC Ministry of Health
- Canadian Residency Programs (9 total)
- City of Vancouver
- College of Physicians and Surgeons of BC
- Doctors of BC
- Financial Literacy Counsel Inc.
- First Nations Health Authority
- General Practice Services Committee
- Health Match BC
- Locums.ca
- Practice Support Program
- Providence Health Care
- Provincial Health Services Authority
- Resident Doctors of BC
- Sister Divisions of Family Practice
- Society of General Practitioners of BC
- UBC Faculty of Medicine
- Vancouver Coastal Health

Events and Engagement

Conferences

Our team attended 11 family medicine conferences across Canada, with the goal to recruit family physicians to work in Vancouver and educate physicians about the Divisions by sharing resources that support all stages of their career.

Resident Presentations

Our team held 4 resident presentations conducted at Royal Columbian Hospital and St. Paul's Hospital to educate residents on Division resources and help them prepare for practice.

Events

Our team hosted 4 events to share information and provide networking opportunities:

- 3rd Annual How to Retire Event – May 2018
- Personal Finance Workshop: Incorporation – April 2018
- Personal Finance Workshop: Savings/Investing/Debt – May 2018
- 2nd Annual Career Fair & Networking Event – January 2019