

## Clinic Opportunity Check List

*Suggestions for a prospective Family Physician to help determine if the opportunity is a fit.*

**Pre-meeting action:** Search the CPSBC website for any disciplinary actions.

### Meeting questions:

#### About the clinic:

1. How long has the clinic been open & tell me a little about its history.
2. How would you describe the culture of the clinic?
3. What are the long-term & short-term plans for the clinic?
4. What is currently the biggest challenge for the clinic?
5. What is the clinic ownership model and building occupancy model? I.e. solo, partnership buy-in, building strata/lease/ownership etc.
6. What EMR is used?

#### About physicians/care providers/support staff in the clinic:

7. How many physicians work here?
  - Full time & part time
  - Locums – if yes, are they long-term and since when?
8. Any known or planned changes?
9. What is the physician turnover rate over the past 5 years? Why did physicians leave the clinic?
10. What locum coverage is in place? I.e. permanent internal locum, internal colleague coverage, available external locum?
11. How many clinic support staff and what are their roles?
12. Does the clinic support team-based care? Which allied health professionals are part of the team (in the clinic or virtually)?
13. Are there any legal actions against the clinic or any of the current or former physicians?

#### About joining the clinic:

14. What are the expected work hours – is the schedule flexible?
15. What payment/compensation model is used? i.e. Fee for Service, contract
  - Can you provide me with a copy for my review?
  - What is the billing split? What percentage fixed and variable?
16. What is the process for bringing a new physician on board? I.e. orientation.
17. If there is an existing patient panel, how large, what is the demographic?
18. If a patient panel is to be built, what mechanism and assistance exist to help a new physician build a patient panel?
19. Can/must I participate in hospital and/or residential care work?
  - Is there a Call schedule? If yes, what does it look like?

#### About the Comox Valley physician culture:

20. Are all clinic physicians members of the Division?
21. CME Opportunities?
22. Do the clinic's physicians participate in the broader physician community?  
Examples?
23. What opportunities are there for my participation in the broader physician community?
24. What socials/get togethers take place?