

Comox Valley Division of Family Practice Ethical Recruitment Principles

Ethics is an integral part of Comox Valley Division of Family Practice's (the Division) recruitment process. The Division's recruitment program is available to Division Members and is committed to supporting recruitment to our community in an equitable and ethical manner that is mutually beneficial to all parties involved.

By participating in the Division's recruitment program, recruiting practices, and physician candidates (the candidate) are agreeing to abide by the Principles 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, practice details, interactions, and outcomes are kept confidential.
4. Maintain regular communication between all parties regarding the recruitment status.
5. The Division will:
 - provide contact information and candidate CVs to recruiting physicians upon consent from the candidate;
 - treat all recruiting practices and candidates in a professional and fair manner;
 - collect feedback to make informed decisions;
 - promote cooperation between recruiting practices, communities, candidates, and divisions for mutual benefit.
6. The recruiting practice will:
 - ensure their advert accurately reflects their practice, including both positive and negative aspects;
 - share remuneration and special compensation arrangements accurately, fully, in a timely manner for mutual understanding of expectations and commitments;
 - be responsible for verification of a candidate's license, qualifications, references, and general "fit" for the practice. *NOTE: Health Match BC verifies licensure of applications that have been processed by Health Match BC.*
7. The candidate will:
 - disclose experience, education, qualifications, licensure status, practice intentions, and anything else that could impact the recruitment decision;
 - inform all parties of pending or active complaints registered with the College of Physicians and Surgeons of BC;
 - disclose if they are considering other opportunities or have commitments with other practices within or outside the community (high-level only, no details).