

Medical Staff Retention & Recruitment

October 2023

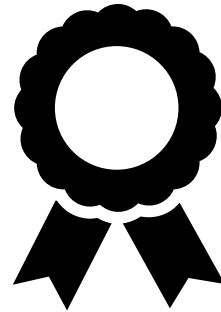


northern health

the northern way of caring

Overview

- 600+ permanent medical staff
- 1300+ privileged medical staff
- 370 Family Physicians
- 230 Specialist Physicians
- 40 Nurse Practitioners
- 11 Recruitment & Retention staff



Northern Interior Health Service Delivery Area

Northern Interior Medical Staff Recruitment Summary (As of August 31, 2023)

NP = Nurse Practitioner, SP = Specialist Physician,

FP = Family Physician/Family Physician with enhanced specialist skill set (Eg. FPA, FP-ER, FPO)

| | Current in Practice | | | Current Postings | | | Arrivals | Departures |
|----------------|---------------------|------------|------------|------------------|-----------|-----------|-----------|--------------|
| | (FTE) | | | (FTE) | | | (FTE) | |
| | NP | FP | SP | NP | FP | SP | All | All |
| Burns Lake | 0 | 6 | N/A | 1 | 4 | N/A | 0 | 0 |
| Fort St. James | 1 | 5.5 | N/A | 1 | 2.5 | N/A | 2.5 | 0 |
| Fraser Lake | 0.8 | 3.6 | N/A | 1 | 0.5 | N/A | 0.5 | 0 |
| Mackenzie | 1 | 7.6 | N/A | 0 | 1.5 | N/A | 0 | 0 |
| McBride | 0 | 1.75 | N/A | 0 | 0 | N/A | 0 | 0 |
| Prince George | 8.8 | 82 | 114 | 3 | 4 | 28 | 15 | 12.75 |
| Quesnel | 3.6 | 19.3 | 7 | 0 | 7.5 | 0 | 1 | 3 |
| Valemount | N/A | 3.25 | N/A | 0 | 0 | N/A | 0 | 0 |
| Vanderhoof | 0 | 8 | N/A | 0 | 6 | N/A | 0 | 0.5 |
| Totals | 15.2 | 137 | 121 | 6 | 26 | 28 | 19 | 16.25 |

Northeast Health Service Delivery Area

Northeast Medical Staff Recruitment Summary (As of August 31, 2023)

NP = Nurse Practitioner, SP = Specialist Physician,

FP = Family Physician/Family Physician with enhanced specialist skill set (Eg. FPA, FP-ER, FPO)

| | Current in Practice | | | Current Postings | | | Arrivals | Departures |
|---------------|---------------------|-------------|-----------|------------------|-----------|----------|----------|------------|
| | (FTE) | | | (FTE) | | | (FTE) | |
| | NP | FP | SP | NP | FP | SP | All | All |
| Chetwynd | 1 | 4 | N/A | 1 | 0 | N/A | 0 | 0 |
| Dawson Creek | 1 | 23 | 6 | 0 | 5 | 3 | 0 | 1 |
| Fort Nelson | N/A | 4 | N/A | N/A | 0 | N/A | 0 | 0 |
| Fort St. John | 1.2 | 26 | 8 | 1 | 7 | 4 | 1 | 1 |
| Hudsons Hope | N/A | 1.3 | N/A | N/A | 0 | N/A | 0 | 0 |
| Tumbler Ridge | N/A | 3.2 | N/A | N/A | 0 | N/A | 0 | 0 |
| Totals | 3.2 | 61.5 | 14 | 2 | 12 | 7 | 1 | 2 |

Northwest Health Service Delivery Area

Northwest Medical Staff Recruitment Summary (As of August 31, 2023)

NP = Nurse Practitioner, SP = Specialist Physician,

FP = Family Physician/Family Physician with enhanced specialist skill set (Eg. FPA, FP-ER, FPO)

| | Current in Practice | | | Current Postings | | | Arrivals | Departures |
|---------------|---------------------|-------------|-------------|------------------|-------------|-----------|-------------|------------|
| | (FTE) | | | (FTE) | | | (FTE) | |
| | NP | FP | SP | NP | FP | SP | All | All |
| Daajing Giids | N/A | 3.5 | N/A | N/A | 0.5 | N/A | 0 | 0 |
| Dease Lake | N/A | 3.2 | N/A | N/A | 0 | N/A | 1 | 0 |
| Hazelton | 1 | 6.3 | N/A | 1 | 1 | N/A | 0.75 | 0.5 |
| Houston | 1.52 | 1.6 | N/A | 0 | 1 | N/A | 0 | 0 |
| Kitimat | N/A | 7 | 1 | N/A | 3 | 0 | 0 | 0 |
| Masset | 0 | 1.5 | N/A | 0.5 | 2.8 | N/A | 0 | 1.5 |
| Prince Rupert | 0.6 | 17 | 6 | 1 | 4 | 5 | 0 | 2 |
| Terrace | 0.4 | 20.25 | 20.2 | 0.5 | 8 | 15 | 2 | 3 |
| Smithers | 0.4 | 16.75 | 2 | 0 | 2 | 1 | 1 | 0 |
| Stewart | N/A | 1 | N/A | N/A | 0 | N/A | 0 | 0 |
| Totals | 3.92 | 78.1 | 29.2 | 3 | 22.3 | 21 | 4.75 | 7 |

Primary Recruitment Sources

Northern Medical Program (NMP) and
Family Practice Residency Program

Practice Ready Assessment Program
(PRA)

International Medical Graduates (IMG)
Residency Program

Medical Staff Peer Recruitment

Recruitment & Retention Strategies

Referrals through Health Match BC and online applications via the Northern Health website and CRM

Advertising campaigns in many Canadian and international journals and websites

Attendance at specialty conferences throughout BC, Canada and the U.S.

Residency programs across Canada

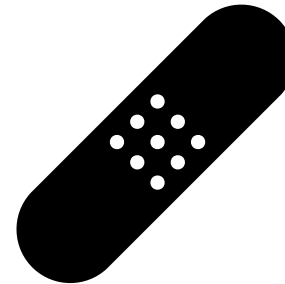
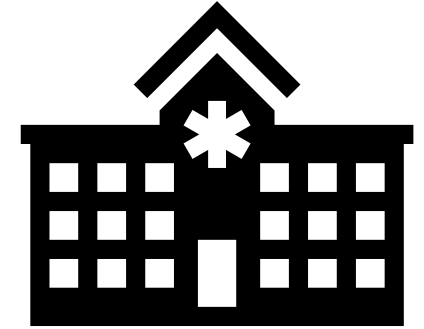
Rural incentives that exist through the Physician Master Agreement

Transitions to Alternative Compensation Models

Physician Extenders – Associate Physicians & Physician Assistants

Vulnerable communities

- Burns Lake – FP (Family Physician)
- Fort St. James - FP
- Quesnel – FP, FPA (Anesthesia)
- Vanderhoof - FP
- Dawson Creek - FPA
- Fort St. John – FP, FP-EM (Emergency)
- Terrace – FP, FP-EM
- Kitimat – FP, FP-EM
- Prince Rupert – FP Maternity
- Masset - FP



Thank you!



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