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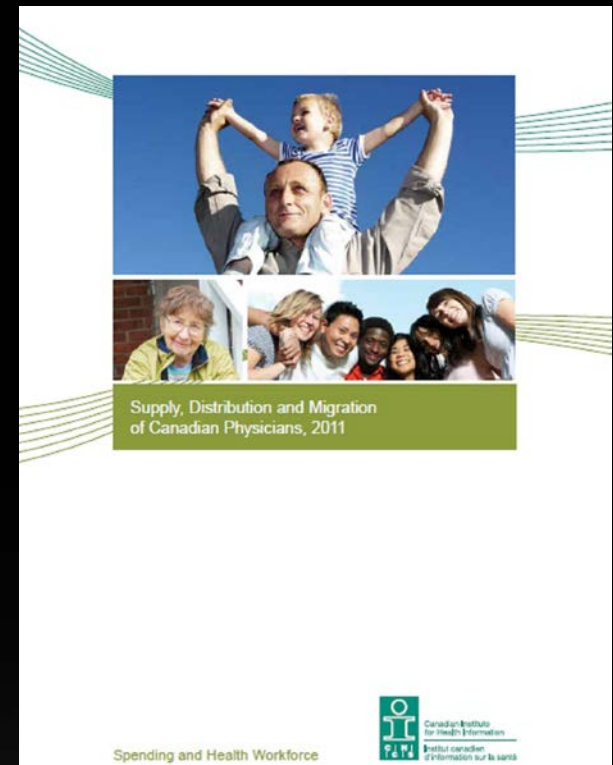
SARM Convention  
March 14, 2013



# Current Situation

- 2<sup>nd</sup> fastest physician growth (8.4%) in Canada
  - 2007 = 1,644 physicians
  - 2011 = 1,928\*
- Rate more than twice Canadian average
- Rural physicians (family) 243 to 256
- “Canadian trained” increase of 14.3%
- IMG decrease of 4.7%

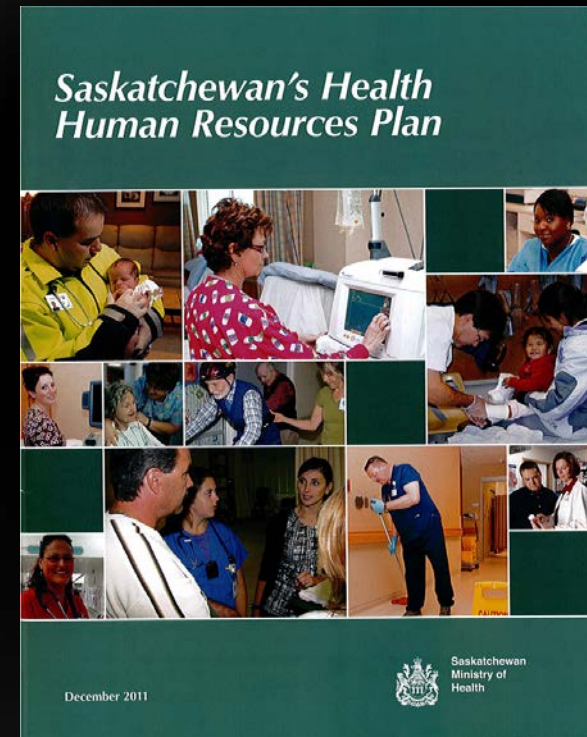
*\*CIHI Report Released November 16, 2012\**



# Recruitment Needs to 2020

## Family Physicians

Add: To keep up with population demand	79
Add: Equalize access	17
Add: Unmet need adjustment	45
Add: Projected retirements	74
Turnover from, less retirements	<u>734</u>
Total recruitment needed	949
Source: U of S medical residents	<u>332</u>
Out of province recruitment needed	617
Annual out of province recruitment needed	56



# Saskatchewan Recruitment

- Engaged via:
  - Student and Medical Resident representation on Board
  - Canadians Studying Abroad
  - Presentations to academic half-days
  - Hosting provincial career fairs
  - Established Regional Recruiter Network
  - Student loan interest relief program
  - Rural externship program and bus tours



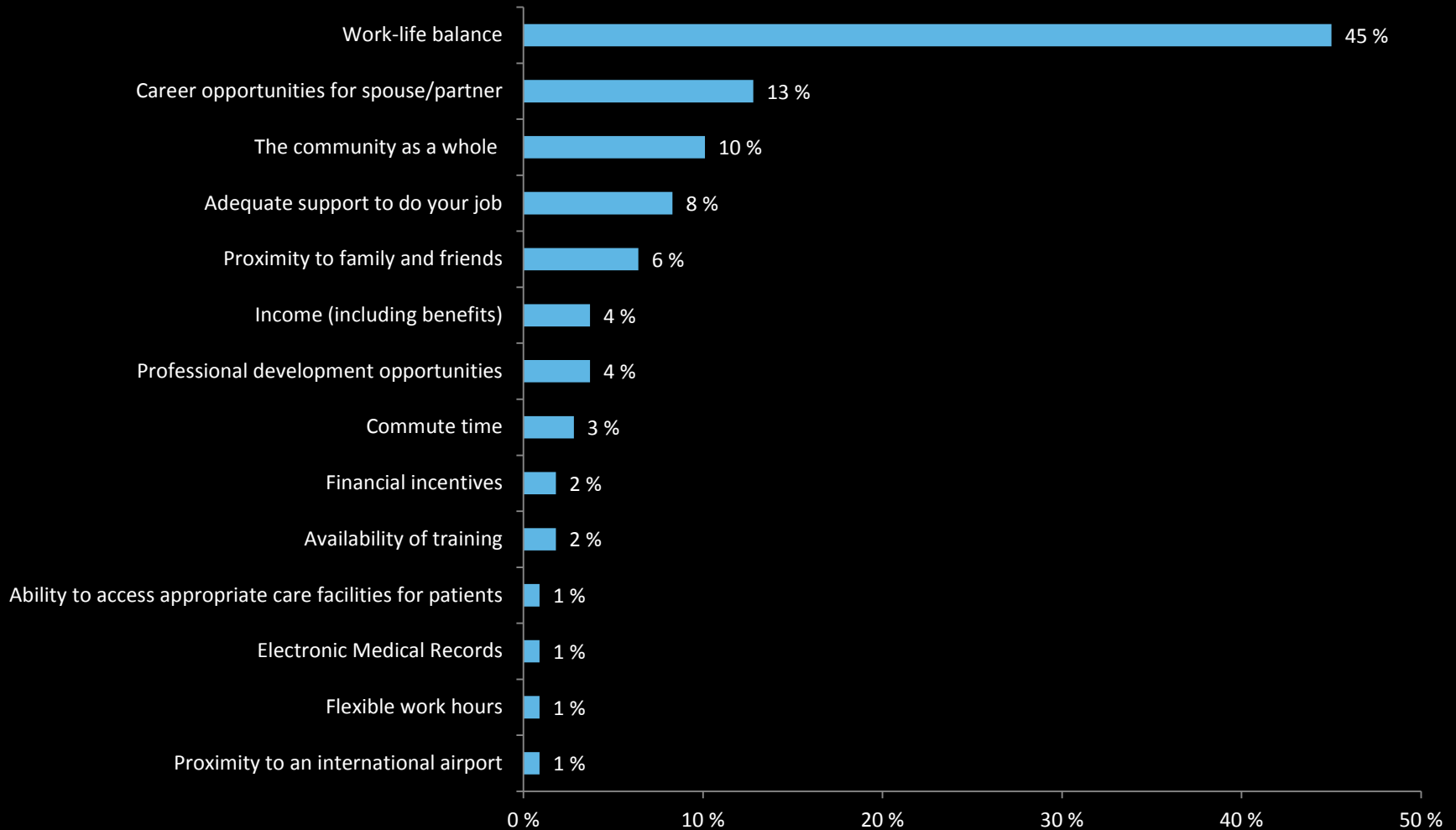
# Recruitment

- Canadian conferences and events
- Select United States
- England
- Ireland
- SIPPA targeted recruitment



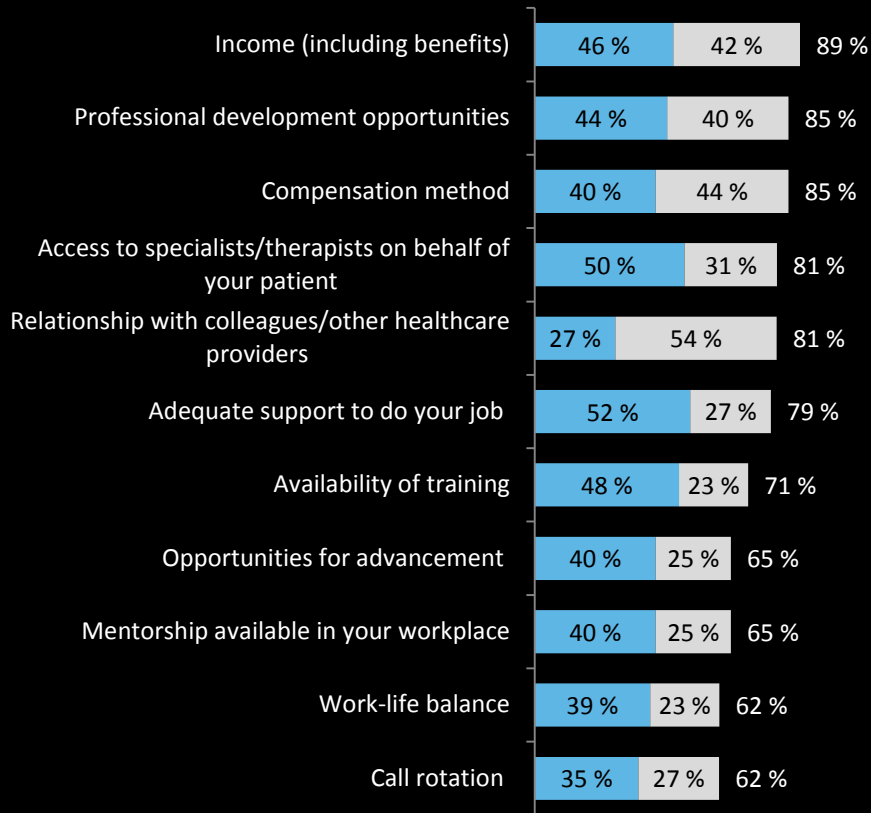
# Medical Learner Survey

## Single Most Important Factor

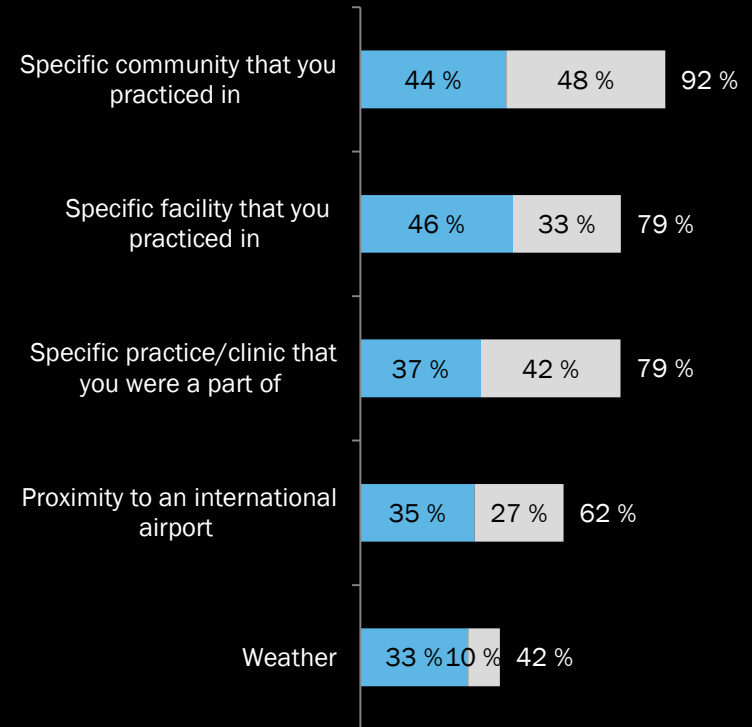


# Exit Survey

## Working Conditions Specific

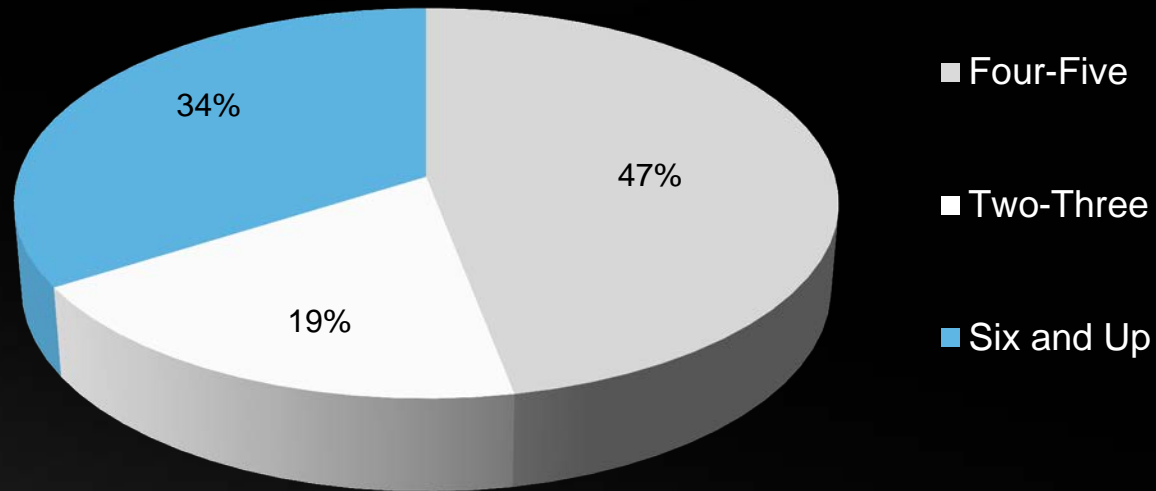


## Location Specific



# Medical Learners Survey Preferences

## Group Practice

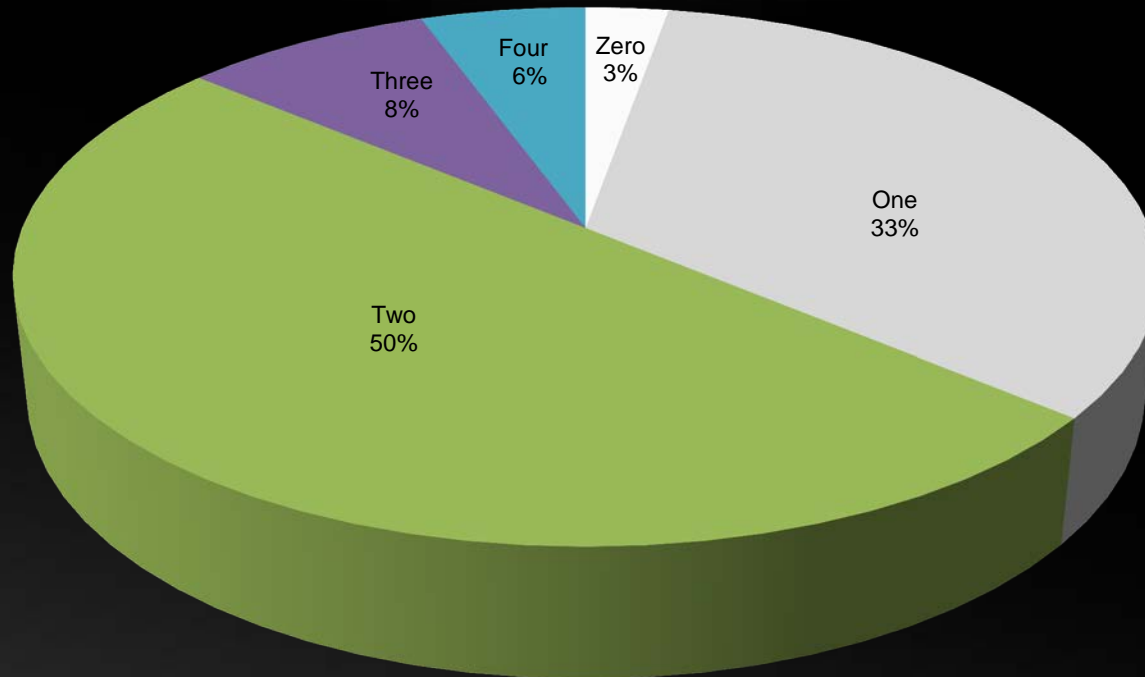


Source: saskdocs - SMA (Insightrix) Medical Learners Survey, April 2012.



# Medical Learners Survey Call Preferences

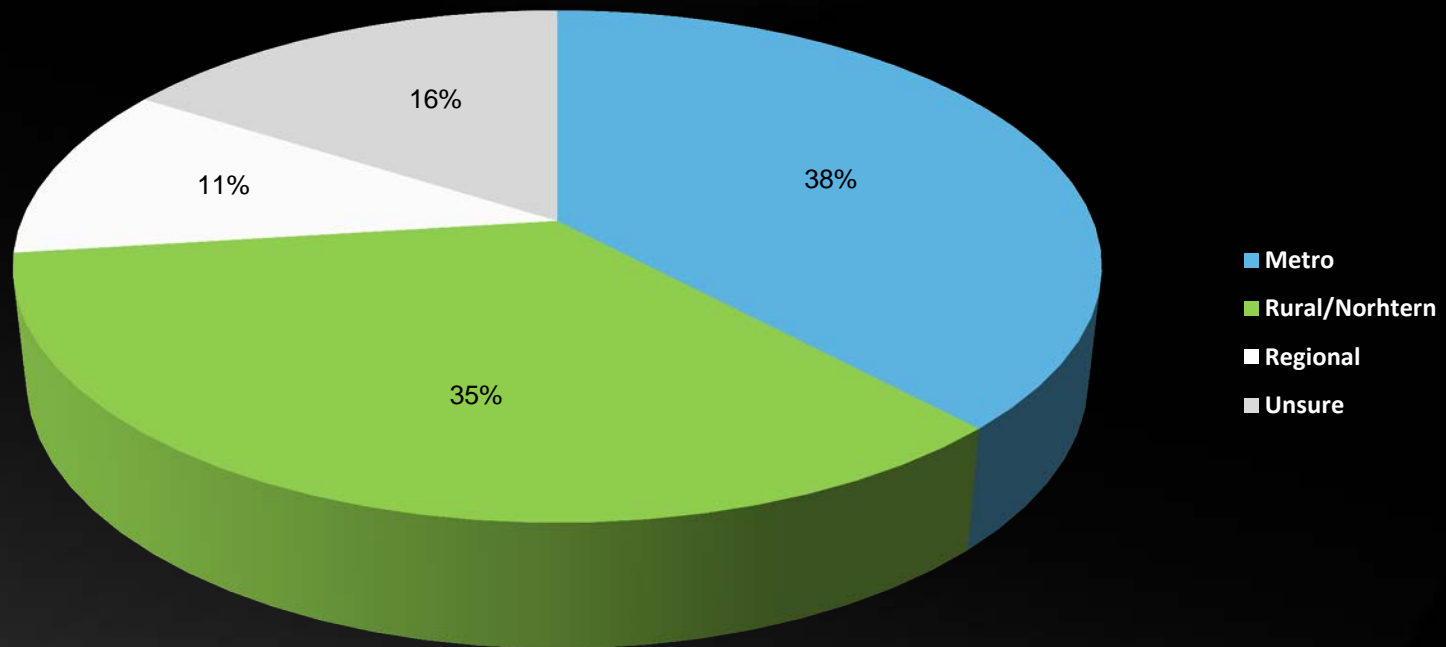
Saskatchewan Residents/Medical Students Evenings



Source: saskdocs - SMA (Insightrix) Medical Learner Survey, April 2012.

# Medical Learner Survey Community Preference

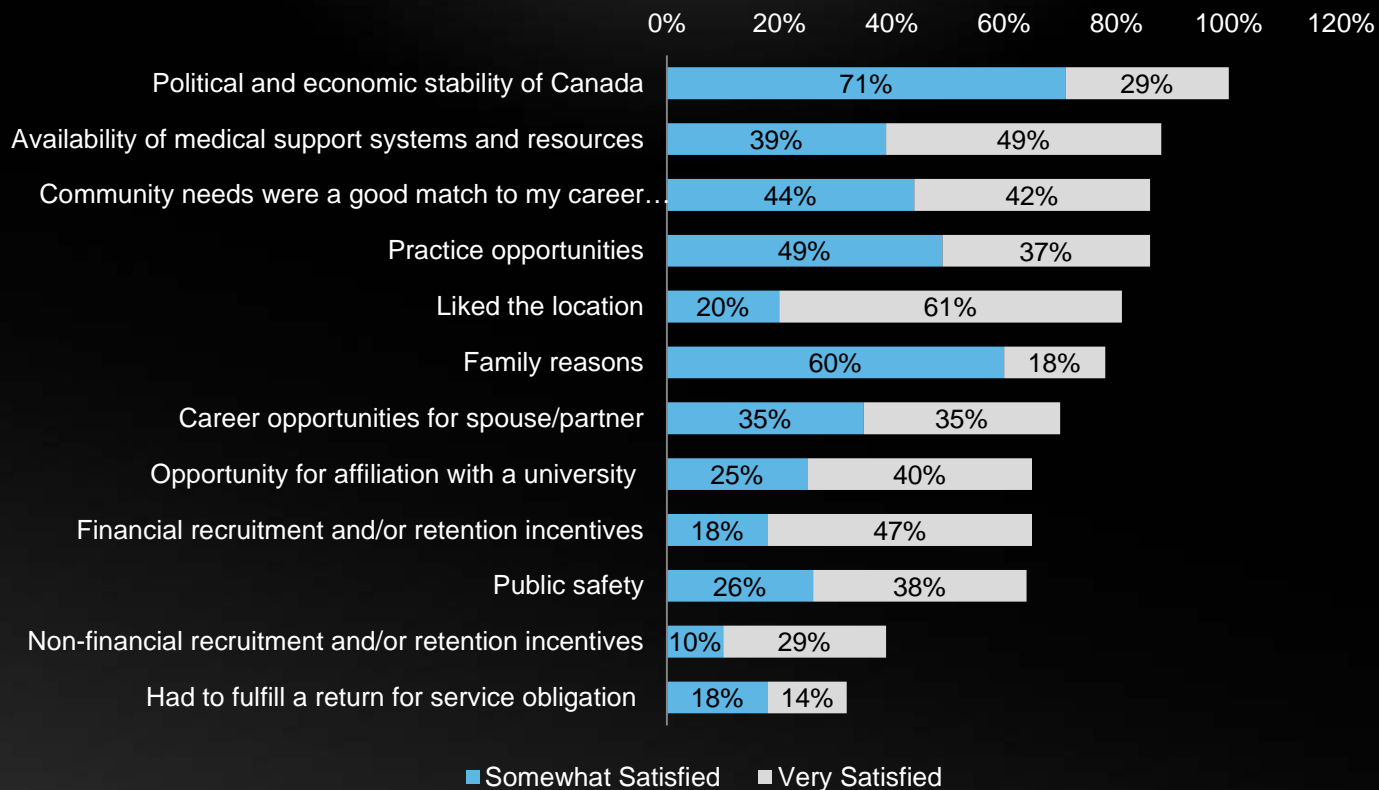
Among Family Medicine Residents



Source: saskdocs - SMA (Insightrix) Medical Learner Survey, April 2012.

# Settlement Survey

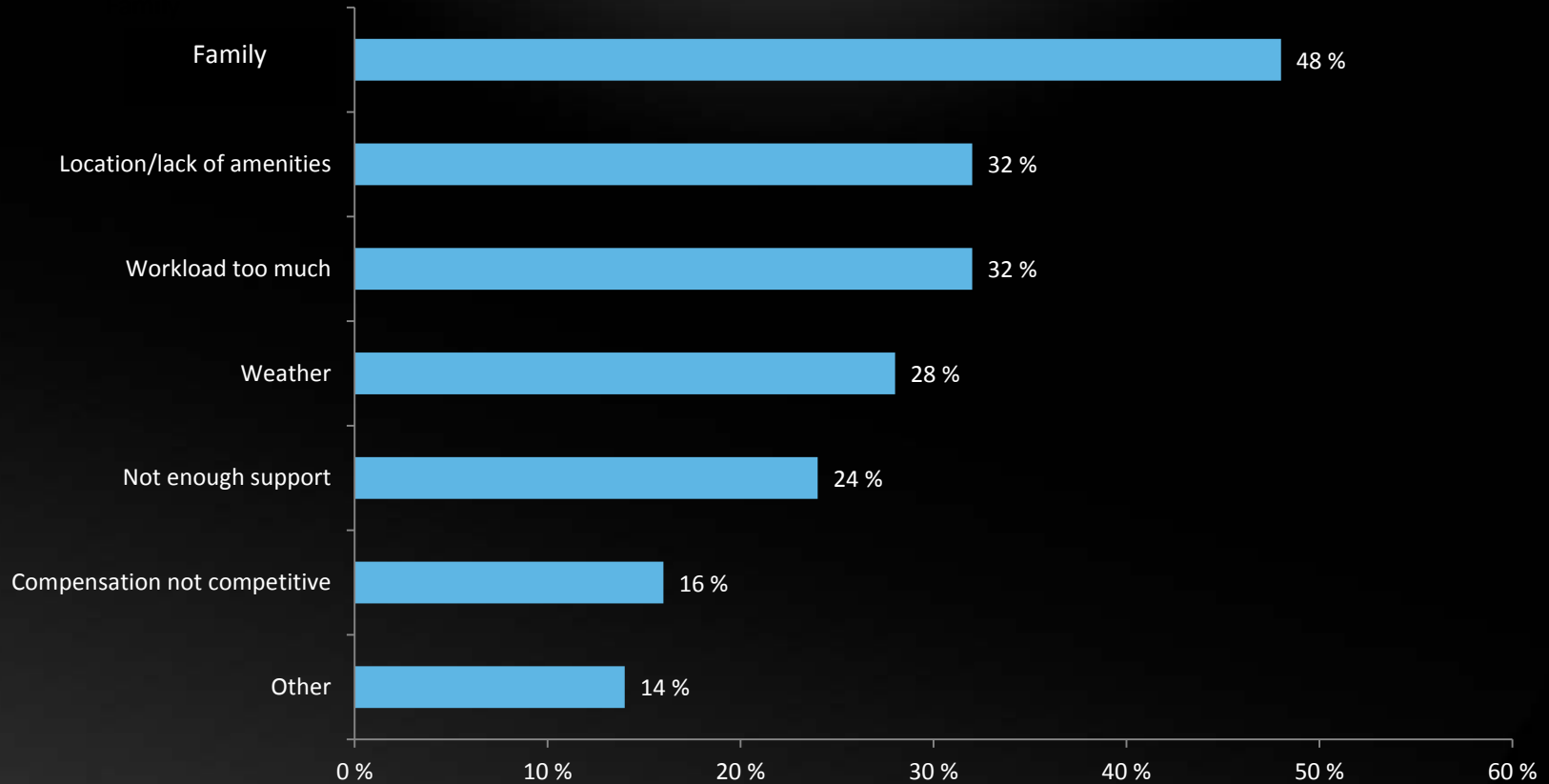
## Choosing Saskatchewan



Source: saskdocs - SMA (Insightrix) Physician Settlement Survey, April 2012.

# Exit Survey

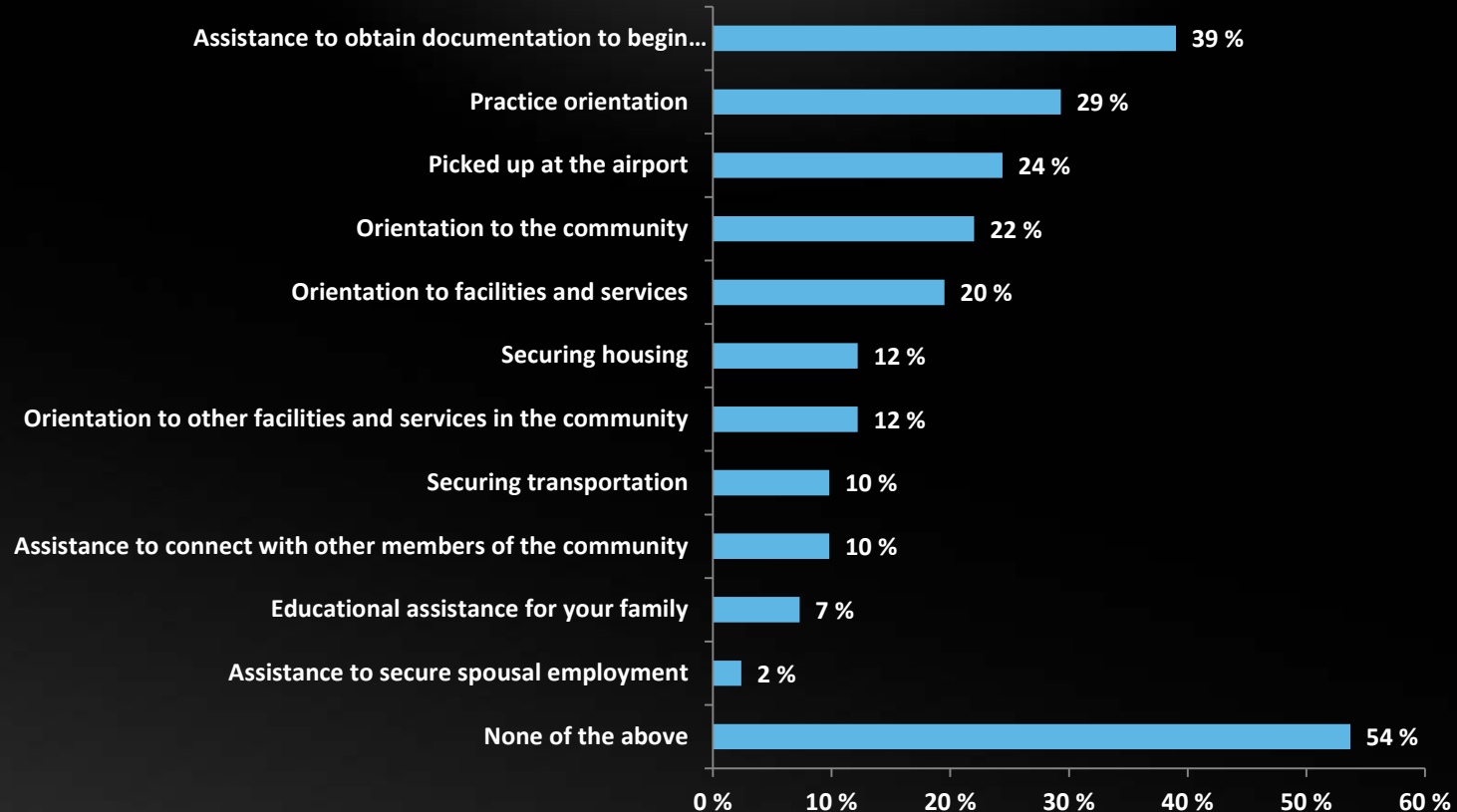
## Primary Reasons for Leaving



Source: saskdocs - SMA (Insightrix) Physician Exit Survey, April 2012.

# Settlement Survey

## “Soft Landing”







Source: saskdocs - SMA (Insightrix) Physician Settlement Survey, April 2012.

# Incentive Framework

- Community consultations April and May 2011
- 180 participants (30%) in several communities and all RHAs
- SUMA & SARM
- Also engaged Ministry, SMA, SMSS and PAIRS
- Results analyzed/synthesized
- Extensive literature review



# Highlights

	Recruitment	Retention
Financial Incentives		
Practice Establishment/Relocation Assistance		
Student / Resident Bursaries		
Rural Experience		
Work – Life Balance		
Family Engagement		
Collegial Relationships		

- Work life balance is a common theme
- Family is a large driver
- Money appears to have a “minor” role

# Summary

- Saskatchewan is not alone
- Physician shortages in every province
- Around the world
- “Quick Fix” solutions don’t work
- Multi-faceted solution required
- Each partner (communities, municipalities, government, doctors) all play a role



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