



## Physician Opportunities in Canada

Both students and residents have repeatedly called attention to the dearth of timely information with respect to which specialties will be in high demand by the time they have completed their education and training. While physician supply projection models can estimate what volume of physicians will be available in future years, full needs-based planning is required to project what services Canadians will require from physicians in the future. Some provincial governments use these kinds of models to help make funding decisions with respect to medical education.

Also of interest to students and residents is the annual number of retiring physicians by specialty; recent figures can be viewed within the specialty profiles at <https://www.cma.ca/En/Pages/specialty-profiles.aspx>. However, semi-retirement is difficult to measure and excluded from the data so the retirement figures shown may actually understate the need for replacement physicians.

Another tool is tracking, at a point in time, available opportunities posted on the various provincial/territorial government funded career websites. These sites are used to advertise physician positions available in communities and organizations such as health science centres (see attached links).

The information attached was compiled by visiting the various websites during a two week period in **November 2016**. Some sites contained very old postings that may or may not still be valid. Please see notes at the end of the table for the decisions made with respect to older listings.

The postings compiled are for **full-time permanent positions** so exclude locums and part-time positions (including those that may lead to full-time work) so it is an understatement of actual opportunities. Given that the target audience for this research was new physicians looking for a full-time practice, it was decided to restrict the counts to full-time permanent positions.

As with any profession, not all available positions are advertised. Often established networks among medical colleagues result in new physicians being offered full-time work based on their years of experience providing services as residents or fellows within a community or hospital.

As an indicator of how the available opportunities align with the number and specialty of new physicians, the information attached includes the number and percent distribution of recent postgraduate exits from Canadian training programs. Note for instance that the number of pediatric opportunities in Canada in 2016 (including subspecialties) was 83 whereas the output from the training programs (based on most recent data available) was 206.



**Physician Opportunities by Province/Territory and Specialty, compiled as of November 2016  
including posts still valid from January 2016\***  
**Excludes locums, part time and postings prior to Jan 2016**

Specialty	NF	PEI	NS	NB	QC	ON	MB	SK	AB	BC	TERR	CAN	% distn of positions	# of 2015 postgrad exits	% distn 2015 postgrad exits
Family Medicine	54	3	39	34	529	325	39	128	54	363	10	1,543	57.6%	1,334	41.7%
<b>MEDICAL SPECIALISTS</b>	32	6	18	9	451	148	21	54	45	115	5	889	33.2%	1,294	40.4%
Anesthesiology	3	1	1	6	29	10	4	2	2	8		65	2.4%	137	4.3%
Critical Care Medicine						3						3	0.1%	41	1.3%
Dermatology			1	1	37	4		1		19		63	2.4%	29	0.9%
Diagnostic Radiology	2	1	2	3	22	3		8	3	7	1	47	1.8%	116	3.6%
Emergency Medicine	6		1	4	11	18	2	10	3	15		69	2.6%	50	1.6%
Internal Medicine & GIM	6		1	2	24	24	1	6	1	28	2	95	3.5%	94	2.9%
Cardiology	1		2	1	16	7	2	1	4			33	1.2%	66	2.1%
Clinical Immunology/Allergy					11	2						13	0.5%	7	0.2%
Endocrinology/Metabolism	1			2	7	3						13	0.5%	31	1.0%
Gastroenterology		1			7	1			2		1	12	0.4%	39	1.2%
Geriatric Medicine			1	3	52		1					59	2.2%	14	0.4%
Haematology					8	2			2	1		13	0.5%	22	0.7%
Infectious Diseases			1					1	1			3	0.1%	18	0.6%
Medical Oncology		1				1		2	4	2		10	0.4%	36	1.1%
Nephrology					22	2						24	0.9%	30	0.9%
Respirology	1		1		17	3		1	4			27	1.0%	34	1.1%
Rheumatology					16	1	1	3	2			23	0.9%	28	0.9%
Medical Genetics					10					2		12	0.4%	12	0.4%
Neurology	1			1	16	5		1	4	10		37	1.4%	55	1.7%
Nuclear Medicine					3		1					4	0.1%	8	0.2%
Paediatrics (incl subspec)	4		2	2	27	18	7	7	4	13		83	3.1%	206	6.4%
Physical Medicine/Rehabilitation			1	2	23	4		3		7		39	1.5%	26	0.8%
Psychiatry	6	2	3	8	84	36	1	8	7	2	1	152	5.7%	147	4.6%
Public Health & Preventive Med					6	1			2	1		10	0.4%	25	0.8%
Radiation Oncology	1		1		3		1					6	0.2%	23	0.7%
<b>Laboratory Medicine Specialists</b>	4	0	2	5	35	0	0	3	3	6	0	56	2.1%	75	2.3%

Anatomical Pathology	2		2	2	17				1	3		27	1.0%	46	1.4%
General/Clinical Pathology	2							3	1			4	0.1%	7	0.2%
Haematologic Pathology												0	0.0%	6	0.2%
Medical Biochemistry					11					1		12	0.4%	4	0.1%
Medical Microbiology					7					2		9	0.3%	10	0.3%
Neuropathology									1			1	0.0%	2	0.1%
<b>SURGICAL SPECIALISTS</b>	<b>9</b>	<b>1</b>	<b>3</b>	<b>20</b>	<b>98</b>	<b>26</b>	<b>8</b>	<b>11</b>	<b>7</b>	<b>12</b>	<b>0</b>	<b>190</b>	<b>7.1%</b>	<b>476</b>	<b>14.9%</b>
Cardiac Surgery				2	1		1					4	0.1%	9	0.3%
Thoracic Surgery				1	3		2					6	0.2%	3	0.1%
General Surgery	2			2	13	1		2	1	3		22	0.8%	93	2.9%
Vascular Surgery				5	5	1	2		2	1		16	0.6%	9	0.3%
Neurosurgery				5	6			1	1			12	0.4%	20	0.6%
Obstetrics/Gynecology	4		2	3	6	6		5	2	5		32	1.2%	102	3.2%
Ophthalmology	1			1	12	4		1	1			19	0.7%	46	1.4%
Otolaryngology	1	1	1		7	9		1		2		22	0.8%	39	1.2%
Orthopaedic Surgery				1	5	1						7	0.3%	95	3.0%
Plastic Surgery					19	3						22	0.8%	31	1.0%
Urology	1				21	1	3	1		1		28	1.0%	29	0.9%
<b>ALL SPECIALISTS</b>	<b>45</b>	<b>7</b>	<b>23</b>	<b>34</b>	<b>584</b>	<b>174</b>	<b>29</b>	<b>68</b>	<b>55</b>	<b>133</b>	<b>5</b>	<b>1,135</b>	<b>42.4%</b>	<b>1,845</b>	<b>57.6%</b>
Administration		1				4	2	2	2				0.0%	0	0.0%
Hospitalists	3	1							1				0.0%	0	0.0%
Palliative													0.0%	22	0.7%
<b>TOTAL ALL PHYSICIANS</b>	<b>102</b>	<b>12</b>	<b>62</b>	<b>68</b>	<b>1,113</b>	<b>503</b>	<b>70</b>	<b>198</b>	<b>112</b>	<b>496</b>	<b>15</b>	<b>2,734</b>	<b>100.0%</b>	<b>3,201</b>	<b>100.0%</b>

Sources: Provincial/territorial government websites; 2015 CAPER Census

\* Excluding Ontario. See notes below.

## Notes:

1. Excludes locums and part-time positions
2. It is assumed that many opportunities are never posted since they are filled through personal networks of colleagues known to be seeking employment. Therefore the total number of opportunities in the table are no doubt an understatement of positions available to new physicians
3. For websites that include a posting date, those posted prior to January 2016 have been excluded. In Ontario only those within the last 6 months have been included since many positions are routinely re-posted each month, probably so they appear near the top of a search list. Duplicates were removed.
4. In Quebec, a provincial plan for positions is compiled on an annual basis. The 2017 family medicine positions are available Dec 1, 2016 so have been used in this table.
5. In Nova Scotia, 7 of the family physicians postings had more than one position available but it was not possible to tell from the website how many were in each posting. Email inquiries have not yet been answered. For the purposes of this table it is assumed 2 positions were available in each of the 7 sites which may be an understatement.

**Links to career sites:**

NL

<http://www.practicenl.ca/?/jobs/default.asp#2>

PEI

<http://www.healthjobspei.ca/index.php?number=1024780&lang=E>

NS

<http://physicians.novascotia.ca/opportunities.html>

NB

[http://www2.gnb.ca/content/gnb/en/corporate/promo/careers\\_in\\_healthcare.html](http://www2.gnb.ca/content/gnb/en/corporate/promo/careers_in_healthcare.html)

QC

[http://www.msss.gouv.qc.ca/sujets/organisation/medecine/prem/index.php?postes\\_disponibles\\_prem\\_specialiste](http://www.msss.gouv.qc.ca/sujets/organisation/medecine/prem/index.php?postes_disponibles_prem_specialiste)

[http://www.msss.gouv.qc.ca/sujets/organisation/medecine/prem/index.php?postes\\_disponibles\\_omnipratique](http://www.msss.gouv.qc.ca/sujets/organisation/medecine/prem/index.php?postes_disponibles_omnipratique)

ON

<http://www.healthforceontario.ca/en/Home/Physicians>

MB

<http://web16.gov.mb.ca/healthcareers/main.jsp?portal=1>

SK

<http://www.saskdocs.ca/work/opportunities/>

AB

<http://apljobs.ca/jobs>

BC

<https://www.healthmatchbc.org/Jobs-in-BC/Find-a-Job>

Yuk

<http://www.yukonmd.ca/>

NU

<http://www.gov.nu.ca/http%3A/www.nunavut-physicians.gov.nu.ca/jobs.shtml>

NWT

<http://www.practicenorth.ca/index.php?page=physicians>