

**Resident
Doctors
of Canada**



**Médecins
résidents
du Canada**



ROYAL COLLEGE
OF PHYSICIANS AND SURGEONS OF CANADA
COLLÈGE ROYAL
DES MÉDECINS ET CHIRURGIENS DU CANADA

Physician Employment Perspectives and Challenges for the New-in-Practice Physician

November 5, 2015

Natasha Snelgrove, MD
Co-Chair, Training Committee

Framing Physician Employment

- ▶ Canada needs a better way to anticipate future supply and demand of physicians
- ▶ A national HHR plan is critical and work is underway
- ▶ However, as this work continues, many communities face shortages of family doctors and specialists, while some new-in-practice physicians cannot find employment



Framing Physician Employment

- ▶ This leads to
 - ▶ unemployment
 - ▶ underemployment
 - ▶ credential creep
 - ▶ loss of physicians to other countries



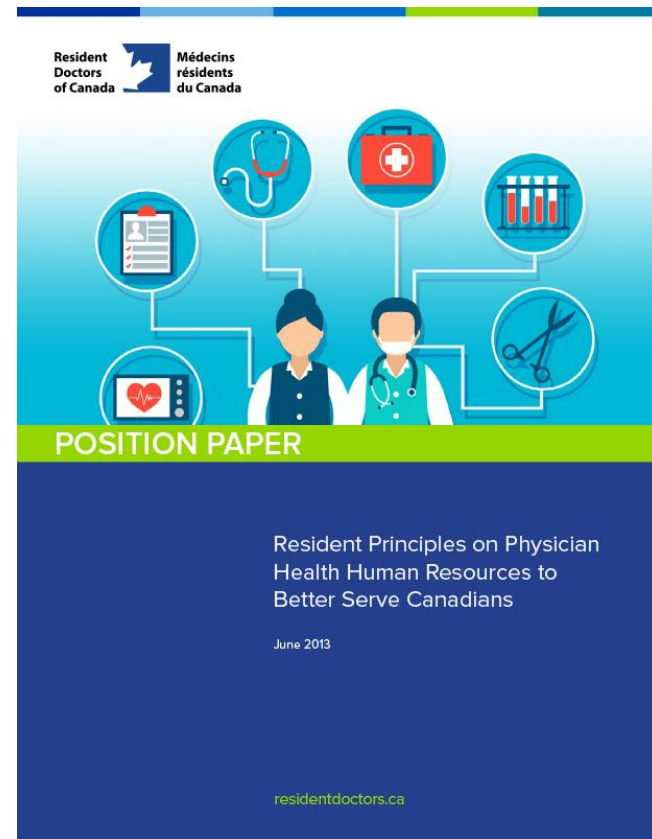
Resident Doctors of Canada is helping

- ▶ August 2012 Standing Committee on HHR created
- ▶ April 2013 National Resident Survey focuses on Physician Employment issues
- ▶ August 2013 RDoC's principles on HHR released
- ▶ April 2015 National Resident Survey focuses again on Physician Employment



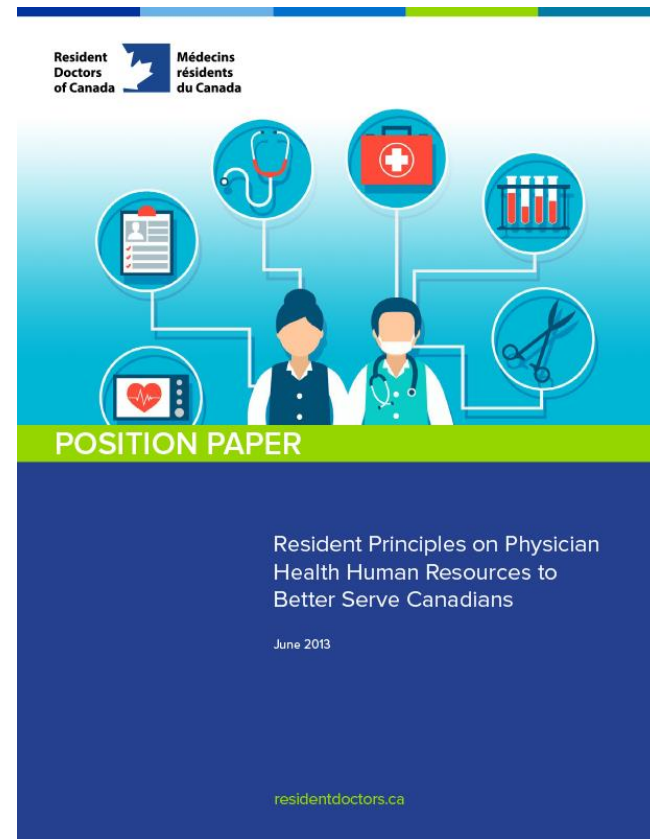
RDoC's 6 Principles on HHR

1. Effective, evidence-based workforce planning for Canadian patients and physicians
2. Distribution/allocation of residency training positions that accords with population needs and job availability
3. Recruitment and retention of graduating physicians



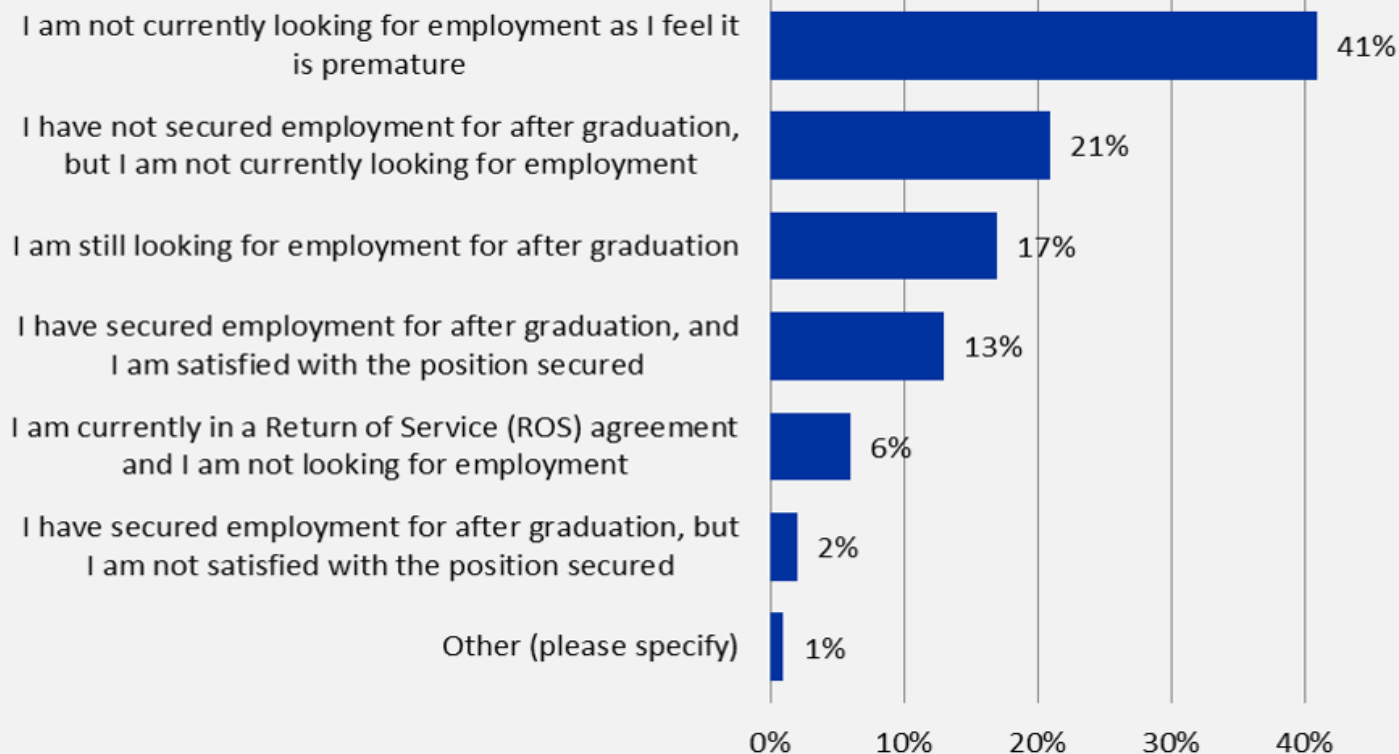
RDoC's 6 Principles on HHR

4. Career counselling throughout medical training
5. Promotion of social accountability via changes to the formal curriculum and culture building
6. Succession planning and transition of retiring physicians' practices



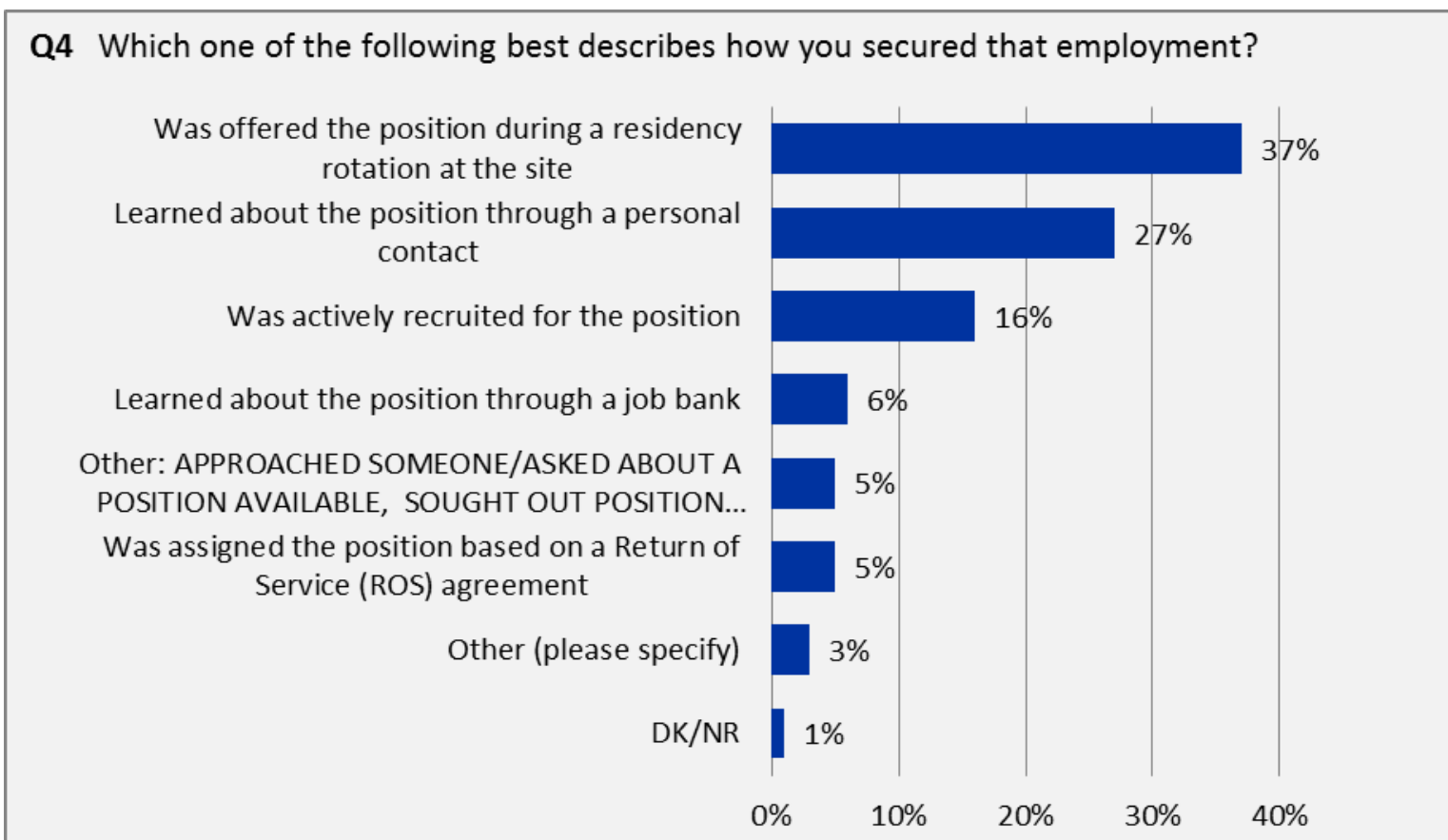
Physician Employment in Canada

Q3 Which of the following statements best describes your current situation:



Source: 2015 National Resident Survey, Resident Doctors of Canada.

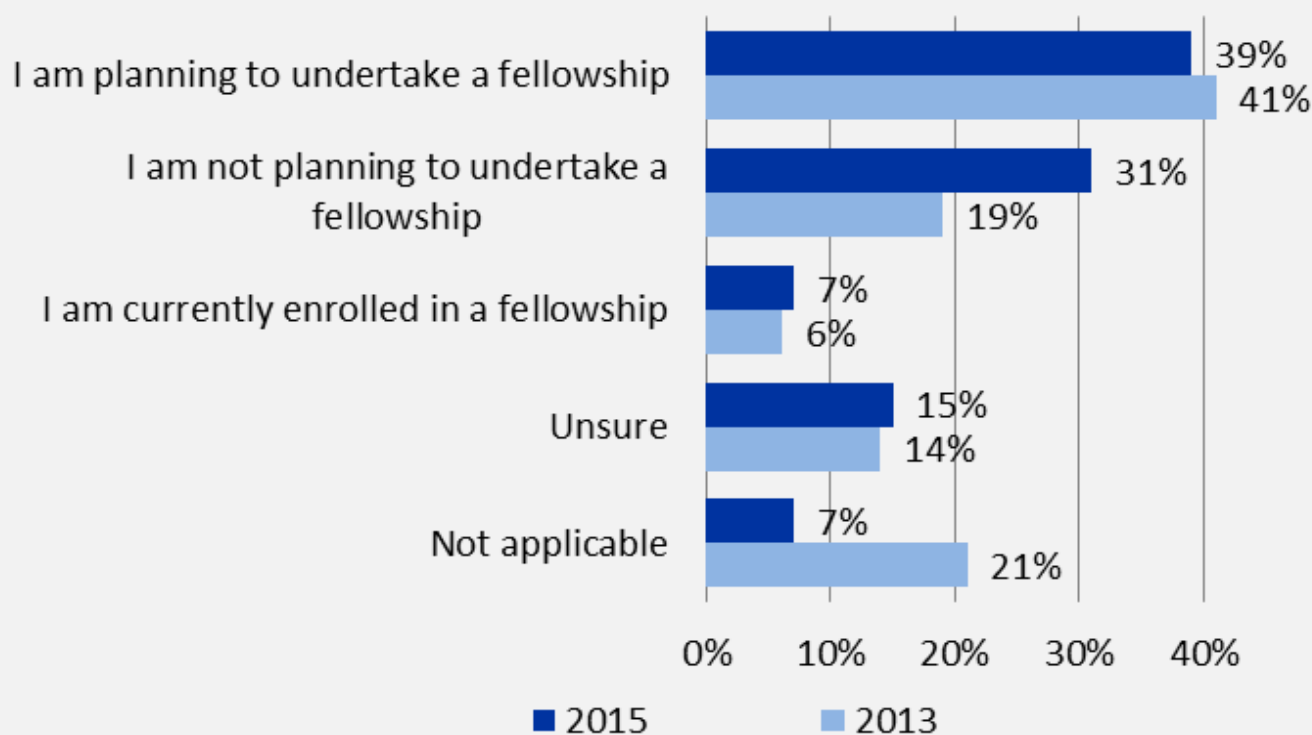
Physician Employment in Canada



Source: 2015 National Resident Survey, Resident Doctors of Canada.

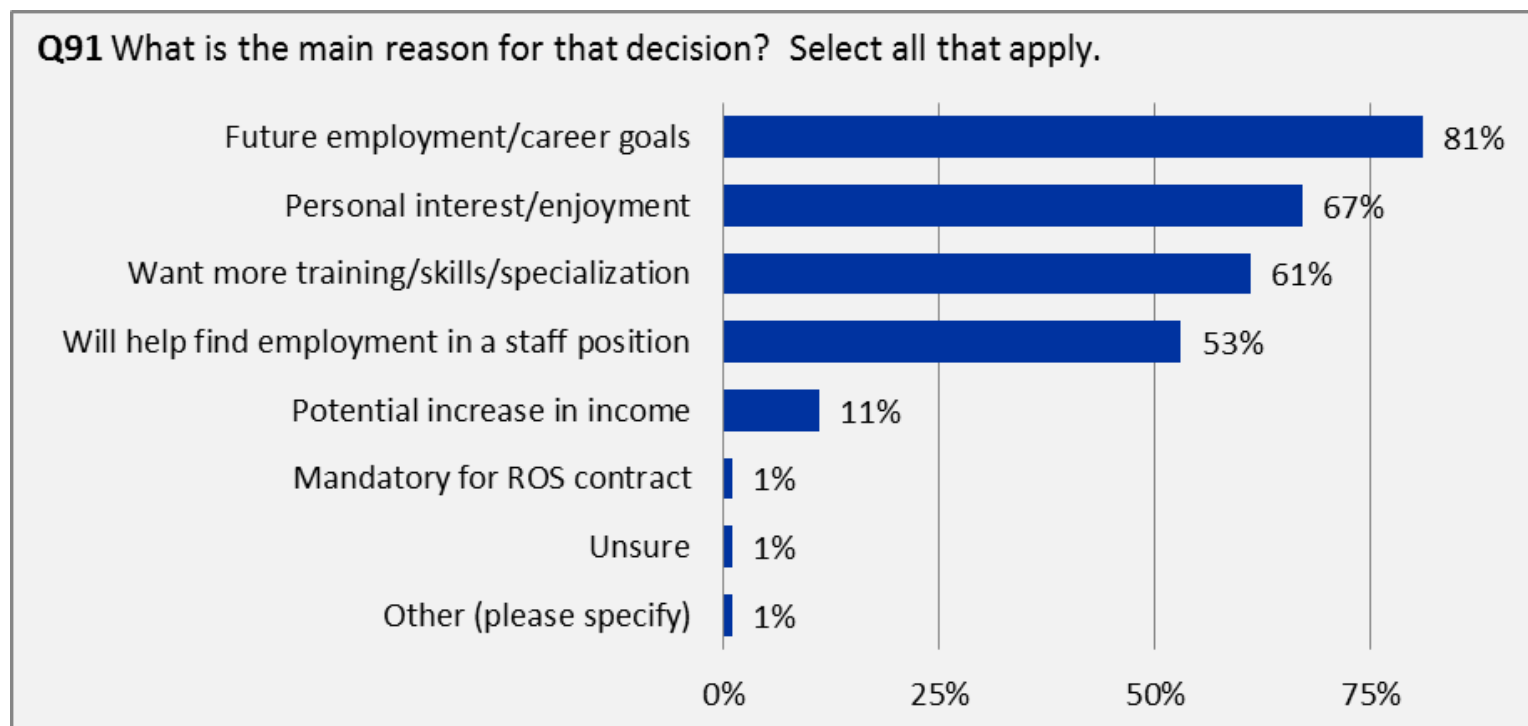
Physician Employment - Fellowships

Q90 Which one of the following statements best describes you:



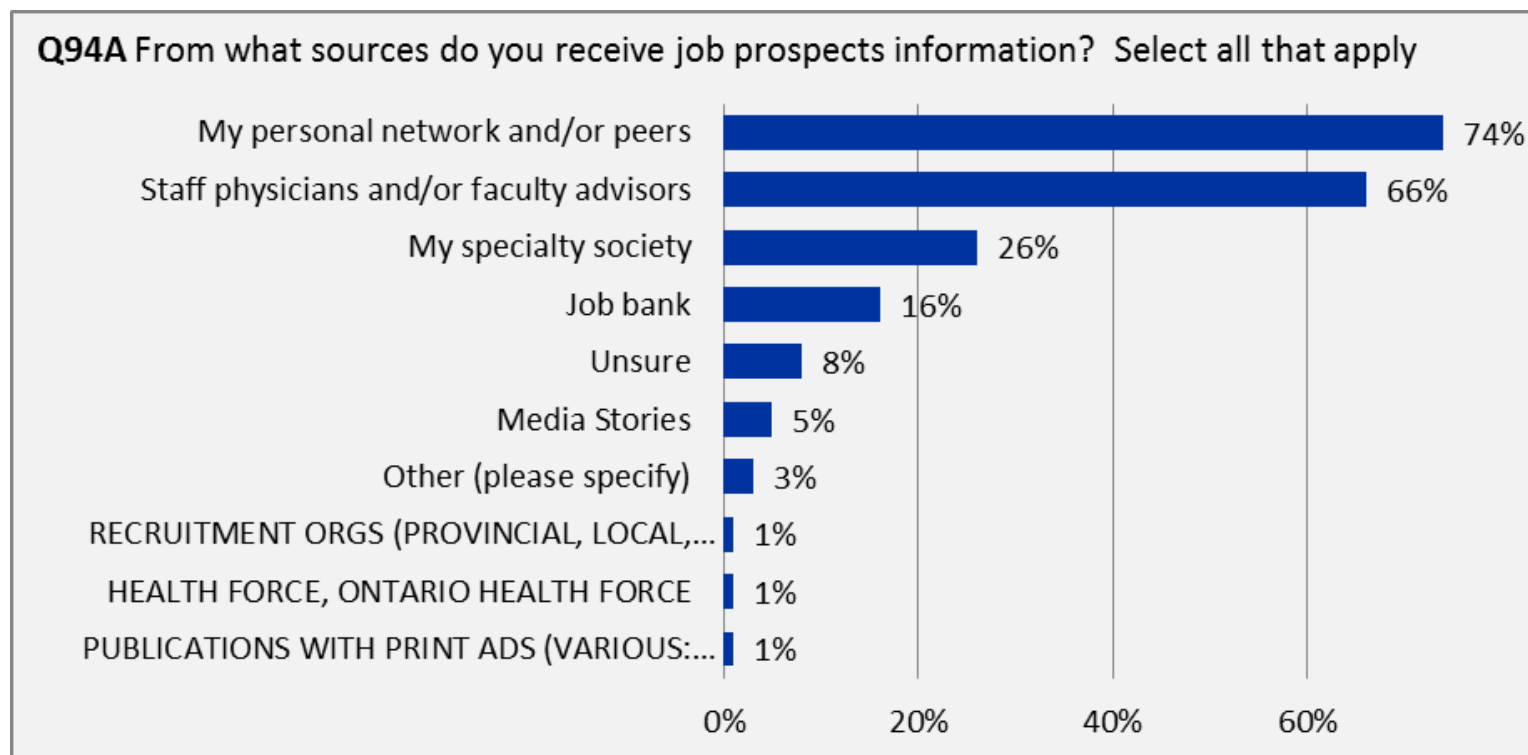
Source: 2015 National Resident Survey, Resident Doctors of Canada.

Physician Employment - Fellowships



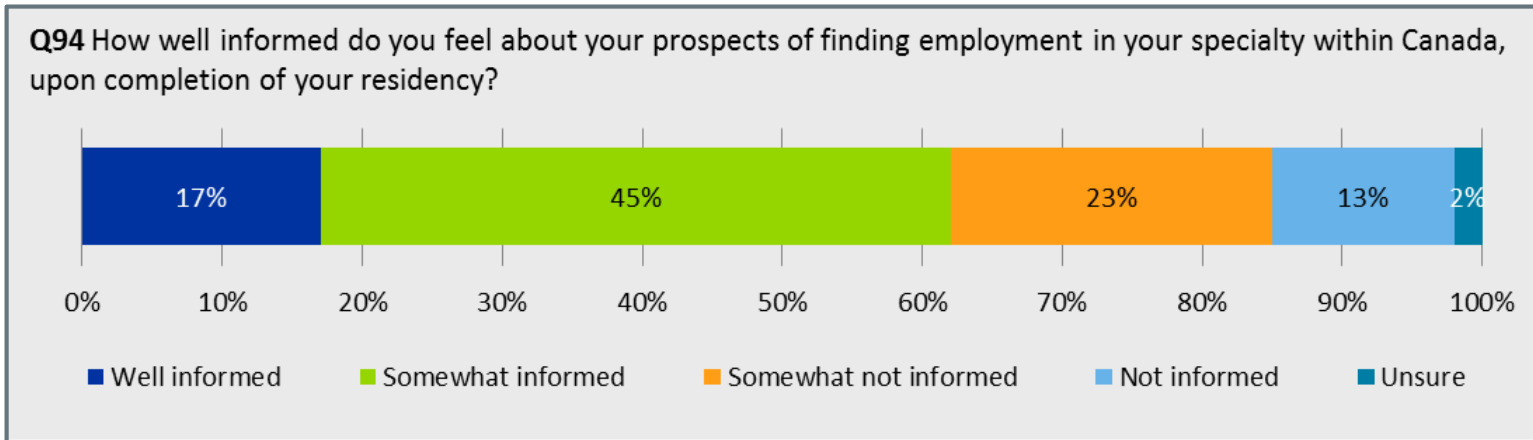
Source: 2015 National Resident Survey, Resident Doctors of Canada.

Physician Employment - Finding the Jobs Available



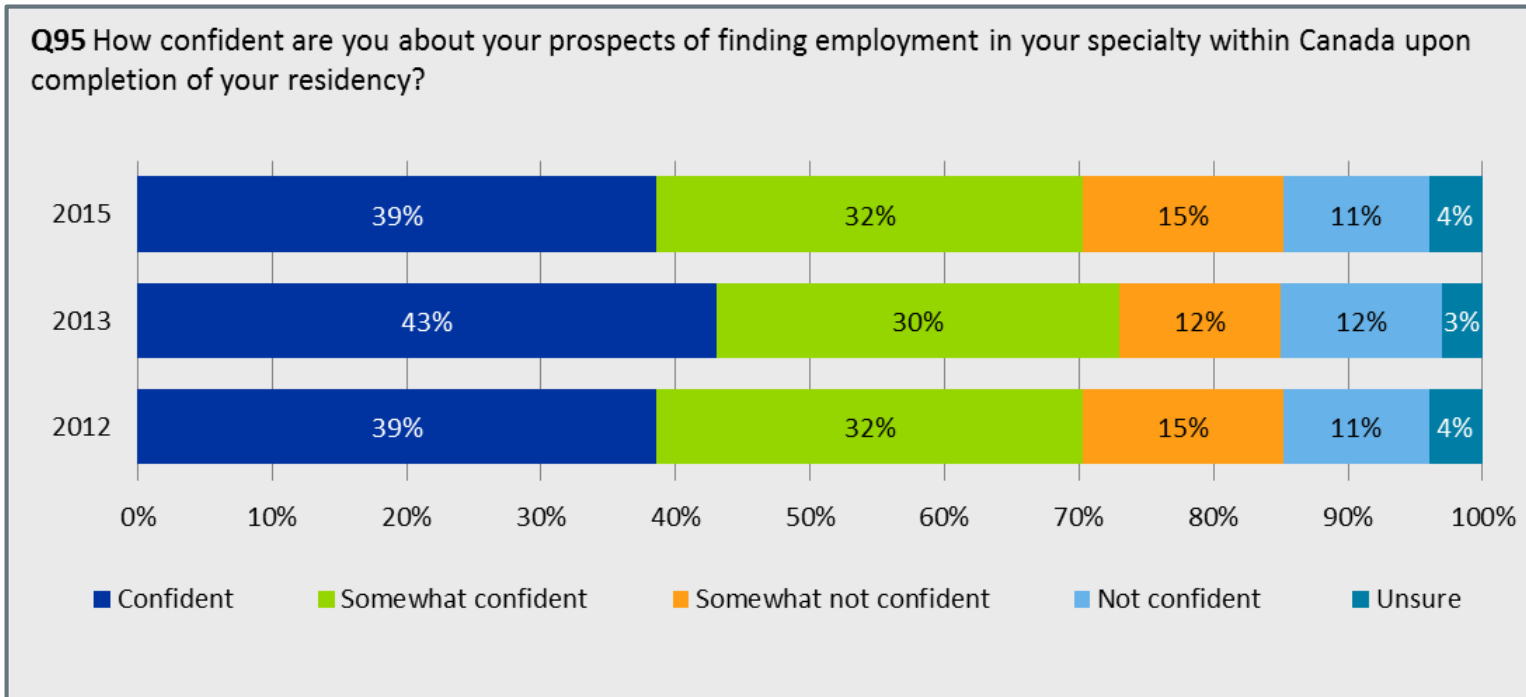
Source: 2015 National Resident Survey, Resident Doctors of Canada.

Physician Employment - Knowing about Job Prospects



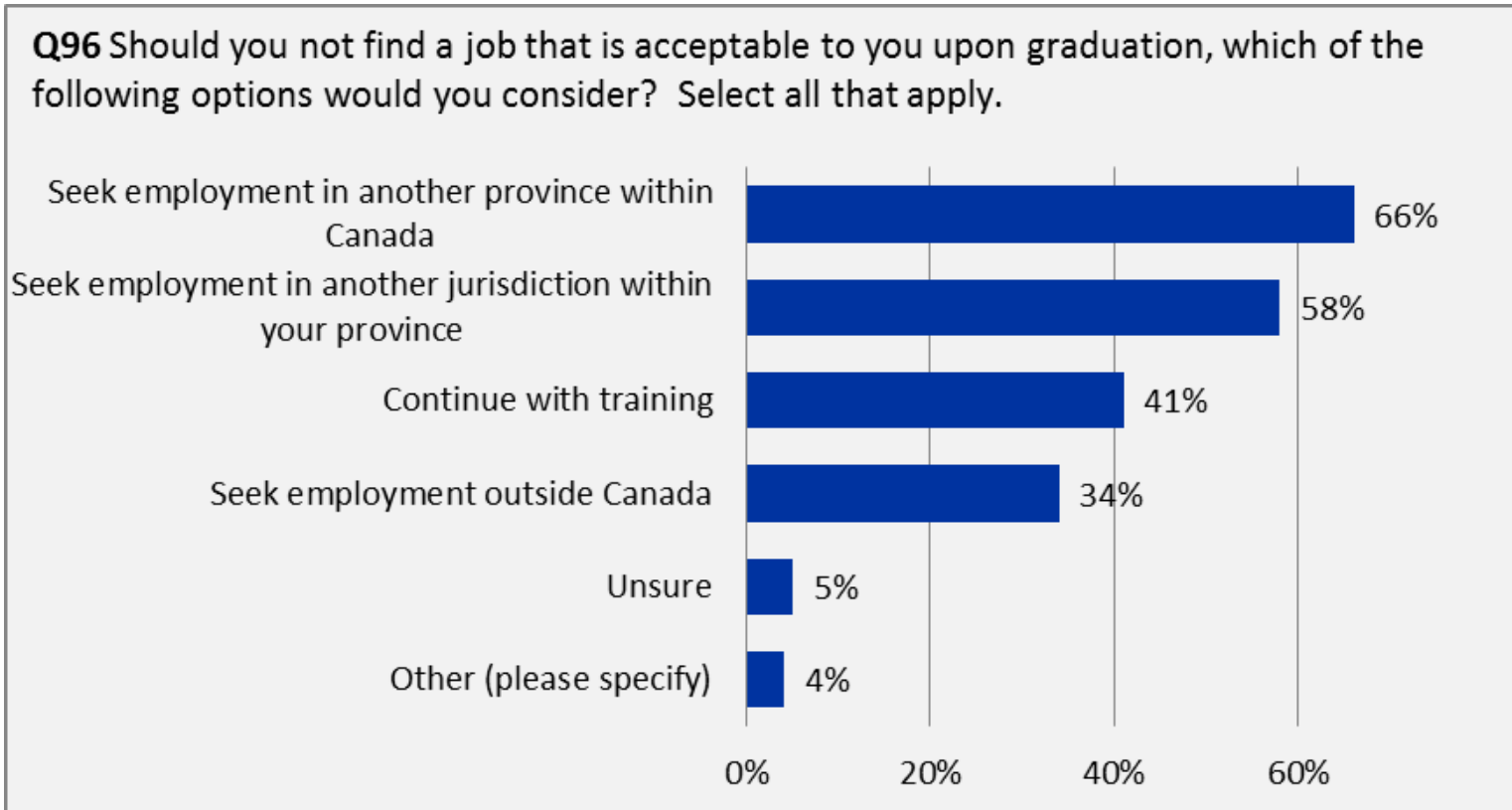
Source: 2015 National Resident Survey, Resident Doctors of Canada.

Physician Employment - Confidence Finding a Job



Source: 2015 National Resident Survey, Resident Doctors of Canada.

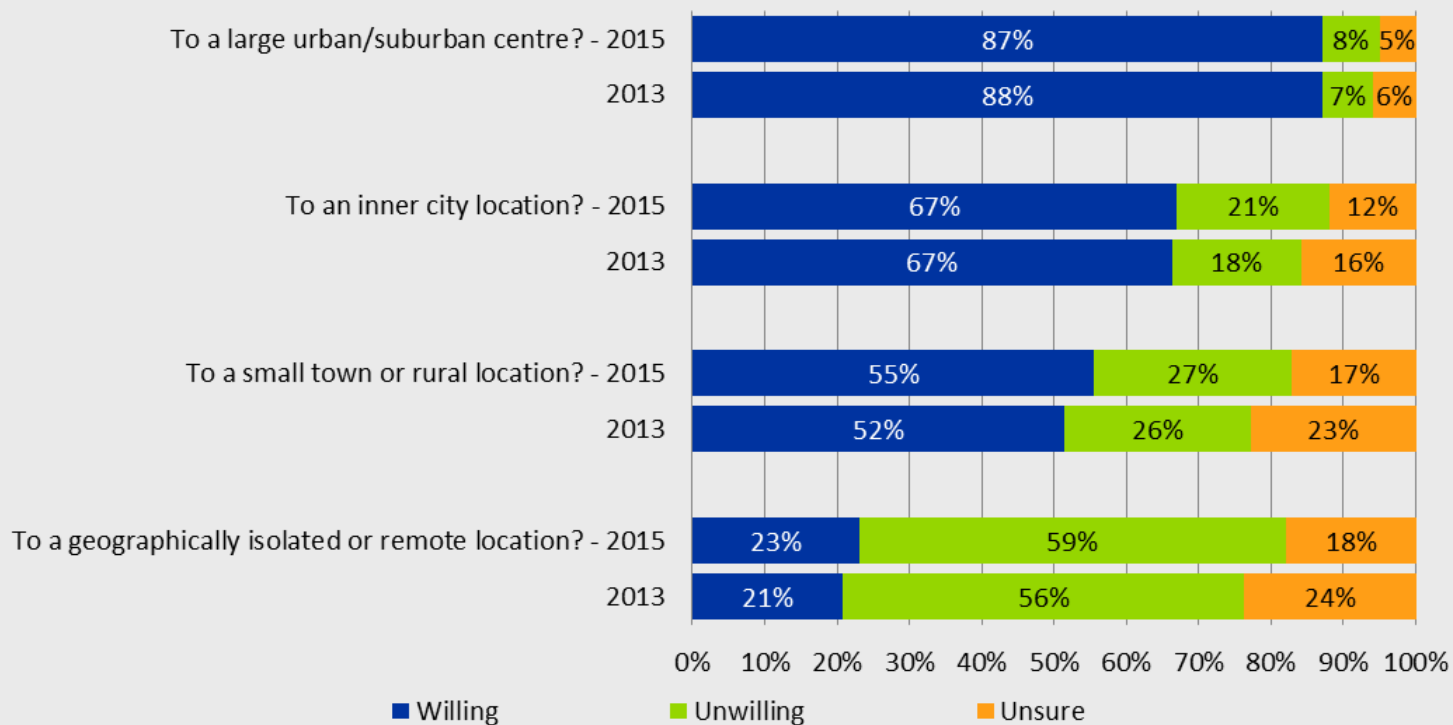
Physician Employment - Finding a Job Somewhere



Source: 2015 National Resident Survey, Resident Doctors of Canada.

Physician Employment - Finding a Job Somewhere

Q97 If you knew there were jobs available in each of the following locations within Canada, would you be willing to move...



Source: 2015 National Resident Survey, Resident Doctors of Canada.

Case #1

- ▶ Final year Cardiac Surgery resident
- ▶ Completing an unaccredited fellowship to gain additional training and experience in order to try and find a job
- ▶ Already aware that he will likely need to do a second fellowship in order to find a position



Case #2

- ▶ Final year Orthopedics resident
- ▶ Single, highly mobile
- ▶ Can't find a position at her institution or anywhere
- ▶ Moves to USA to do fellowship
- ▶ Is doing her second fellowship and is planning to be on staff at major cancer centre there
- ▶ Never coming back



Case #3

- ▶ Final year ICU Fellow
- ▶ Married to ER doctor with good job in an AHSC
- ▶ Graduates and can't find a job in that centre or one nearby - there are several commutable centres
- ▶ Decides to do a Masters to increase opportunity
- ▶ Will find work eventually?



So what can the Royal College do?

- ▶ **Recruitment** and retention of graduating physicians
- ▶ **Career counselling** throughout medical training
- ▶ Promotion of social accountability via changes to the **formal curriculum** and culture building
- ▶ **Succession planning** and transition of retiring physicians' practices



Our Asks of the Royal College

- ▶ An Employment Database
- ▶ Mentorship
- ▶ New-in-Practice/Exiting-Practice Pairings



ROYAL COLLEGE
OF PHYSICIANS AND SURGEONS OF CANADA

**Resident
Doctors
of Canada**



**Médecins
résidents
du Canada**

info@residentdoctors.ca | residentdoctors.ca