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

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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:

- I am not currently looking for employment as I feel it is premature: 41%
- I have not secured employment for after graduation, but I am not currently looking for employment: 21%
- I am still looking for employment for after graduation: 17%
- I have secured employment for after graduation, and I am satisfied with the position secured: 13%
- I am currently in a Return of Service (ROS) agreement and I am not looking for employment: 6%
- I have secured employment for after graduation, but I am not satisfied with the position secured: 2%
- Other (please specify): 1%

Physician Employment in Canada

Q4 Which one of the following best describes how you secured that employment?

- Was offered the position during a residency rotation at the site: 37%
- Learned about the position through a personal contact: 27%
- Was actively recruited for the position: 16%
- Learned about the position through a job bank: 6%
- Other: APPROACHED SOMEONE/ASKED ABOUT A POSITION AVAILABLE, SOUGHT OUT POSITION...
- Was assigned the position based on a Return of Service (ROS) agreement: 5%
- Other (please specify): 3%
- DK/NR: 1%

Physician Employment - Fellowships

Q90 Which one of the following statements best describes you:

- I am planning to undertake a fellowship: 39% (2015), 41% (2013)
- I am not planning to undertake a fellowship: 31% (2015), 19% (2013)
- I am currently enrolled in a fellowship: 6% (2015), 7% (2013)
- Unsure: 15% (2015), 14% (2013)
- Not applicable: 21% (2015), 7% (2013)

Physician Employment - Fellowships

Q91 What is the main reason for that decision? Select all that apply.

- Future employment/career goals: 81%
- Personal interest/enjoyment: 67%
- Want more training/skills/specialization: 61%
- Will help find employment in a staff position: 53%
- Potential increase in income: 11%
- Mandatory for ROS contract: 1%
- Unsure: 1%
- Other (please specify): 1%

Physician Employment - Finding the Jobs Available

Q94A From what sources do you receive job prospects information? Select all that apply

- My personal network and/or peers: 74%
- Staff physicians and/or faculty advisors: 66%
- My specialty society: 26%
- Job bank: 16%
- Unsure: 8%
- Media Stories: 5%
- Other (please specify): 3%
- Recruitment Orgs (Provincial, Local, ...): 1%
- Health Force, Ontario Health Force: 1%
- Publications with Print Ads (Various): 1%

Physician Employment – Knowing about Job Prospects

Q94 How well informed do you feel about your prospects of finding employment in your specialty within Canada, upon completion of your residency?

Physician Employment - Confidence Finding a Job

Q95 How confident are you about your prospects of finding employment in your specialty within Canada upon completion of your residency?

Physician Employment - Finding a Job Somewhere

Q96 Should you not find a job that is acceptable to you upon graduation, which of the following options would you consider? Select all that apply.

- Seek employment in another province within Canada: 66%
- Seek employment in another jurisdiction within your province: 58%
- Continue with training: 41%
- Seek employment outside Canada: 34%
- Unsure: 5%
- Other (please specify): 4%

### 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...**

<table>
<thead>
<tr>
<th>Location</th>
<th>2015</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>To a large urban/suburban centre?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- 2015</td>
<td>87%</td>
<td>88%</td>
</tr>
<tr>
<td>- 2013</td>
<td>8%</td>
<td>7%</td>
</tr>
<tr>
<td>To an inner city location?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- 2015</td>
<td>67%</td>
<td>67%</td>
</tr>
<tr>
<td>- 2013</td>
<td>21%</td>
<td>18%</td>
</tr>
<tr>
<td>To a small town or rural location?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- 2015</td>
<td>55%</td>
<td>52%</td>
</tr>
<tr>
<td>- 2013</td>
<td>27%</td>
<td>26%</td>
</tr>
<tr>
<td>To a geographically isolated or remote location?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- 2015</td>
<td>23%</td>
<td>21%</td>
</tr>
<tr>
<td>- 2013</td>
<td>59%</td>
<td>56%</td>
</tr>
</tbody>
</table>

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