

East Kootenay Division of Family Practice Society  
#200 – 201 14<sup>th</sup> Ave N, PO Box 742  
Cranbrook, BC V1C4J5

May 26, 2022

**RE: East Kootenay Physician Recruitment and Retention**

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To Whom It May Concern;

The East Kootenay Division of Family Practice continues to support individual communities and clinics in recruitment of family physicians. We are grateful for the funding and support we receive from the RDEK as we continue to assist clinics in identifying gaps and needs, posting vacancies, and helping coordinate visits of potential physicians with a red-carpet style greeting.

Recruitment of family physicians in BC is challenging. There are currently 836 family physician vacancies in our province and this number is predicted to increase by over 100 during this year. Primary Care providers are at capacity and the number of people without access to a family physician is increasing. Despite these challenges, the East Kootenay welcomed 24 new family physicians to our region over the last 2 years.

Our robust recruitment program and inclusive recruitment strategy has helped position the East Kootenay as a desirable location for potential recruits. We draw on physician leadership, collaboration between our communities and support from community partners.

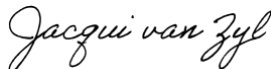
Support from the RDEK has enabled the development of a regional recruitment strategy that provides a connective thread and enhances recruitment in all our communities. We are grateful for the funding you have provided us over the years.

Spending was lower than anticipated due to the COVID-19 pandemic and lower than anticipated in-person activities, we request to carry forward the amount of \$7190.86 (please see detailed report).

We have already begun to see demand for more in-person recruitment activities, and we would appreciate ongoing support of \$10,000/year to support community integration activities for new family physicians.

Thank you for considering these requests. Your continued support for the work of the East Kootenay Division of Family Practice is greatly appreciated.

Sincerely,



Jacqui van Zyl

Program Manager, East Kootenay Division of Family Practice

# status report

## Recruitment and Retention

May 31, 2022

East Kootenay Vacancies	<p>A special thank you to the Regional District of East Kootenay for continuing to be our funding partner in the Recruitment and Retention program.</p> <p>Over the past two years, the EK Division has welcomed and supported the recruitment of <b>24 new family physician</b> members. We are pleased with the success of our regional recruitment strategy that focuses on funding the right fit for the physician, the clinic, and the community.</p>
Recruitment per community between April 1, 2020 and May, 2022	<p>Recruitment successes:</p> <p>Golden: 4 Invermere: 2 Cranbrook: 8 Creston: 4 Kimberley: 1 Ferne: 1 Sparwood and Elkford: 0</p>
Vacancies per community	<p>Ongoing retirements and re-locations and the opening of the Urgent and Primary Care Centre in Cranbrook have resulted in the following vacancies</p> <p>Golden: 1 Invermere: 0 Cranbrook: 9 Creston: 1 Kimberley: 2 Ferne: 1 Sparwood and Elkford: 1</p>
Recruitment Efforts April 2020-May 2022	<ul style="list-style-type: none"> <li>Articles in e-know.ca and Cranbrook Townsman creating public awareness</li> <li>Radio interviews</li> <li>Meeting with Health Match BC and IH to align resources</li> <li>Strengthening relationships with community recruiters</li> <li>Revamping and redistributing printed advertisements</li> <li>Physician Photo contest for pics of doctors enjoying our area for use in recruiting</li> <li>Video production and sharing</li> <li>Advertising in Alberta Medical Journal via IH</li> <li>IH and Health Match BC marketing (Family Medicine Forum)</li> <li>Social media exposure on Health Match/IH</li> <li>Including medical students and residents in local Continuing Medical Education activities</li> <li>Coordinating locum opportunities for physicians interested in relocating to Cranbrook</li> <li>Assisting locum physicians with housing and community activities</li> <li>Assisting clinics with developing contracts for new hires</li> <li>Delivering Chamber Welcome Packages to new recruits</li> <li>Welcome baskets for new recruits</li> <li>Supporting resident training programs in the East Kootenay</li> <li>Advocating for recruitment funding from the General Practice Services Committee to hire a full-time recruiter</li> <li>Presenting East Kootenay as a place to work to family medicine residents</li> <li>Connecting Health Match BC candidates to physicians from across the region.</li> </ul>

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<p>Interior Physician Recruitment and Retention Committee</p>	<p>The Interior Physician Recruitment and Retention Committee (IPRR) was established 2020. It's a collaborative network of physician leads and recruiters from across the Interior Health region who come together to:</p> <ul style="list-style-type: none"> <li>• Increase capacity to manage recruitment and retention efforts</li> <li>• Advocate for recruitment supports in "hard to recruit" areas and raise the profile of the East Kootenay amongst medical student and resident physicians</li> <li>• Understand and access important recruitment support tools, such as access to international medical graduate candidates and Health Match BC</li> </ul> <p>The IPRR Network can:</p> <ul style="list-style-type: none"> <li>• See the power of our collaboration and networking</li> <li>• Identify recruitment and retention needs and developed toolboxes to use individually or as a group</li> <li>• Connect programs and/or stakeholders to optimize function at division level</li> <li>• Provided physician leadership from rural and remote to urban centres</li> <li>• Provide solutions to problems that can be instituted at the division level</li> <li>• Build relationships to connect with partners and programs so they work optimally</li> <li>• Provide a physician lead to Divisions that do not have an active physician lead supporting local recruitment</li> <li>• Developed and strengthened our working relationships with Interior Health Authority</li> <li>• Continue to view and advocate for Recruitment and Retention as top health care priorities so that unattached patients can access family doctor for longitudinal care</li> </ul> <p>Through the work of IPRR Network the EK Division has been able to hire a recruiter to focus on strengthening recruitment in the EK region.</p>
<p>Future plans for recruitment</p>	<p>Recruitment, retention, and succession planning is ongoing in all of our communities. During the COVID-19 pandemic, we paused all in-person recruitment activities and recruitment and community integration were done virtually.</p> <p>We are excited to reintroduce in-person recruitment and community integration, and look forward to working with community partners and elected officials to welcome new physicians to our communities.</p> <p><u>Some of the activities we have planned include:</u></p> <ul style="list-style-type: none"> <li>• Enhance advertising of East Kootenay family physician vacancies</li> <li>• Profile the lifestyle of family physicians in our region to illustrate work/life balance</li> <li>• Encourage potential candidates to visit East Kootenay communities and provide candidates with the opportunity to explore and experience the region</li> <li>• Establish a reliable locum network for physicians so they can take vacation</li> <li>• Develop a robust evaluation strategy for recruitment</li> <li>• Develop a succession planning model that supports physicians as they retire</li> <li>• Strengthen local relationships with community partners and elected officials</li> <li>• Continue to work closely with Interior Health Authority recruiters</li> <li>• Participate in the Interior Physician Recruitment and Retention Committee and support East Kootenay physician leadership on this committee</li> <li>• Advocate for provincial licensure for out of province and out of country medical graduates</li> <li>• Continue to support local recruitment teams in East Kootenay communities</li> </ul>
<p>Retention</p>	<ul style="list-style-type: none"> <li>• Many physician leadership opportunities including recruitment, clinic leadership, regional representation, Board membership etc.</li> <li>• East Kootenay Continuing Medical Education Program (delivers relevant medical education close to home)</li> <li>• The East Kootenay Primary Care Network creating supportive interprofessional primary care teams</li> <li>• Physician Wellness Program (peer support and mentorship)</li> <li>• Interprofessional Development Workshops (building strong and resilient primary care clinics)</li> <li>• Clinic Business Supports (Medical Office Assistant Network, Human Resources Workshops)</li> </ul>

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# status report

Financial  
Information

**EK Division of Family Practice Society of BC**  
**Fund Income Summary Apr 01, 2020 to Mar 31,2022**

Ac...	Account Name	Revenue	Expense
<b>RDEK</b>			
4020	Division Funding	13,750.00	
4036	Funding from RDEK	25,000.00	
4100	Deferred Revenue - Revenue Off...	16,188.28	
5008	Physician - Committee		1,423.85
5014	Project Coordinator		3,561.42
5019	Project Manager		11,064.69
5022	Communications Lead		193.88
5027	CPP Expense		559.04
5028	EI Expense		246.49
5035	WCB Expense		38.13
5036	Vacation Expense		791.27
5038	Contractors' Non-refundable GST		3.44
5040	Contracted Fees		9,990.00
5042	Consulting Fees		700.00
5070	Employee Extended Benefits		560.95
5072	Employee Wellness Benefits		2.56
5254	Project Administration		3,650.00
5255	Advertising & Promotions		352.76
5257	Recruitment		400.00
5264	Meeting Supplies and Facilitation		27.67
5645	Office Supplies and Expense		25.00
5700	Printing		138.77
5715	Gifts and Vouchers		<u>267.50</u>
		54,938.28	33,997.42
	<b>REVENUE minus EXPENSE</b>	20,940.86	

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