

Physician Recruitment, Training and Retention

- Everyone in this room knows the importance of having physicians in their community.
- While health care is not a municipal issue we all know when there is a problem, people come to us to deal with it.
- Municipalities are becoming more and more involved in the recruitment of physicians.
- Local RHAs are asking municipalities to provide incentives to attract physicians to local areas.
- We have been raising concerns with municipal involvement with the Province and will continue to do so.
- The AMM also participates on a committee with the Physician Resource Coordination Office to provide municipal input into the process.
- The AMM will also be raising this issue with the Minister at our annual meeting and will be advocating for expanding the list of accredited universities to facilitate the licensing process.
- While recruitment of physicians is important, training of local students is also an issue the AMM has been pushing.
- There is evidence that rural students entering medical school are more likely to return to rural areas to work.

- We have been pushing to have more spaces at the U of M dedicated for rural students and have also been advocating for a more understanding admittance policy that better suits rural students. Most rural students do not have the same experiences as urban students and should not be penalized because of this.
- We have also been working with the Province on how municipalities can do more to retain doctors once they are in the community.
- Things like working with the community to make the physician feel comfortable, accepting them into the community and not overburdening them are all aspects of helping to retain a physician.
- It is also important to note that the problem is not just with physicians. It is really an issue of health care professionals, as communities also struggle to attract and retain nurses and other specialists.
- The AMM will continue to work on this issue and continue to push the Province to improve the process so municipalities do not have to become overly involved.