

# The Physician Resource Coordination Office (PRCO)

*Workforce Policy and Planning,  
Manitoba Health and Healthy  
Living*

# What is the PRCO?

- **Physician Resource Coordination Office (PRCO)** is within the Workforce Policy and Planning branch – MB Health & Healthy Living
- Provides a single window of access to physician licensing within Manitoba
- Supports a balanced and effective physician recruitment and retention strategy by facilitating and coordinating stakeholder efforts

# Why is the PRCO in place?

- Contextual factors leading to the creation of the PRCO include;
  - the need for a centralized body to assist in identifying systemic barriers and facilitating solutions
  - the need for a coordinating body to administer/ inform current licensure processes leading to recruitment and retention of physicians

# Physician Services in Manitoba

- In 2001, there were 993 Specialists licensed in Manitoba and 1081 GPs
- In 2008, that number has climbed to 1129 Specialists and 1196 GPs

*While there has been an increase in physician numbers- work to recruit and retain physicians and complimentary services in Manitoba is a primary focus for the unit and system stakeholders.*

# Major Lines of Business-PRCO

- PRCO is in place to help identify/advance the physician resource needs of the province, the individual RHAs and clinics
- PRCO Policy Committee guides PRCO work as well as regional representatives from key stakeholder groups
- PRCO administers the pre-screening interviews for entrance to the Family Practice Assessment program and provides guidance for other routes to licensure in Manitoba
- PRCO developed and maintains a standardized database, containing information on physician vacancies, to assist in guiding policy decisions

# Routes to Licensure for IMGs

- CaRMs (Canadian Residency Matching Services)
- 4 month Family Practice Assessment (FPA) process - *assessment*
- 1 year Medical Licensure Program for International Medical Graduates (MLPIMG)-*training*
- Non-Registered Specialist Assessment Process (NRSAP)

*IMGs are conditionally licensed and must practice in rural/northern Manitoba with the exception of NRSAP*

# What does the PRCO do for employers/ candidates?

- Assists employers to provide the best possible match between the job and the candidate and supports candidates in navigating the licensure system
- Builds on the employers proven successful practices to assist in expanding the pool of physicians
- Continues to be a “ONE STOP” service, to assist with immigration, licensure and employment

# The PRCO connection to Stakeholders

- Success in the over-all ability to recruit and retain physicians will only be realized through the cooperation and mutual support of system stakeholders
- The PRCO is ideally positioned to “gather” the collective wisdom of stakeholders and “operationalize” solutions to physician recruitment and retention

# Next Steps

- The current strategies for addressing recruitment and retention are IMG focused
  - There is a recognition of the need to diversify the approach to recruitment and retention;
- opportunities for recruiting expatriate Canadian physicians
  - facilitating elective opportunities for Canadians studying abroad
  - improving the IMG assessment/ training processes to ensure the highest skilled individuals are identified
  - improving incentives/ flexibility in incentives

# Successes to Date

- Improved communication between the parties;
  - Regular meetings with regional recruiters to share ideas/ solve arising issues
  - Twice yearly stakeholder meetings including employer representation, University of Manitoba Faculty of Medicine, College of Physicians and Surgeons of Manitoba, others
- A “group” approach to identifying/ solving issues resulting in creative ideas including;
  - rural/northern physician placement initiative/ improvements to MSRFAP/ improvements to current assessment processes

# The PRCO and AMM

- The PRCO encourages feedback/ opportunity to dialogue with the AMM to ensure that their concerns/ ideas are part of this on-going stakeholder dialogue
- This currently occurs through the PRCO Policy Committee/ other opportunities?

# PRCO

- For more information log on to our web-site at [www.healthemployment.ca](http://www.healthemployment.ca)

- IMG Resource Guide may be found at

[http://www.gov.mb.ca/labour/immigrate/asset\\_library/en/work/pdf/medgradGuide/207.pdf](http://www.gov.mb.ca/labour/immigrate/asset_library/en/work/pdf/medgradGuide/207.pdf)