

Recruiting and Retaining Physicians and Nurses in Rural Manitoba

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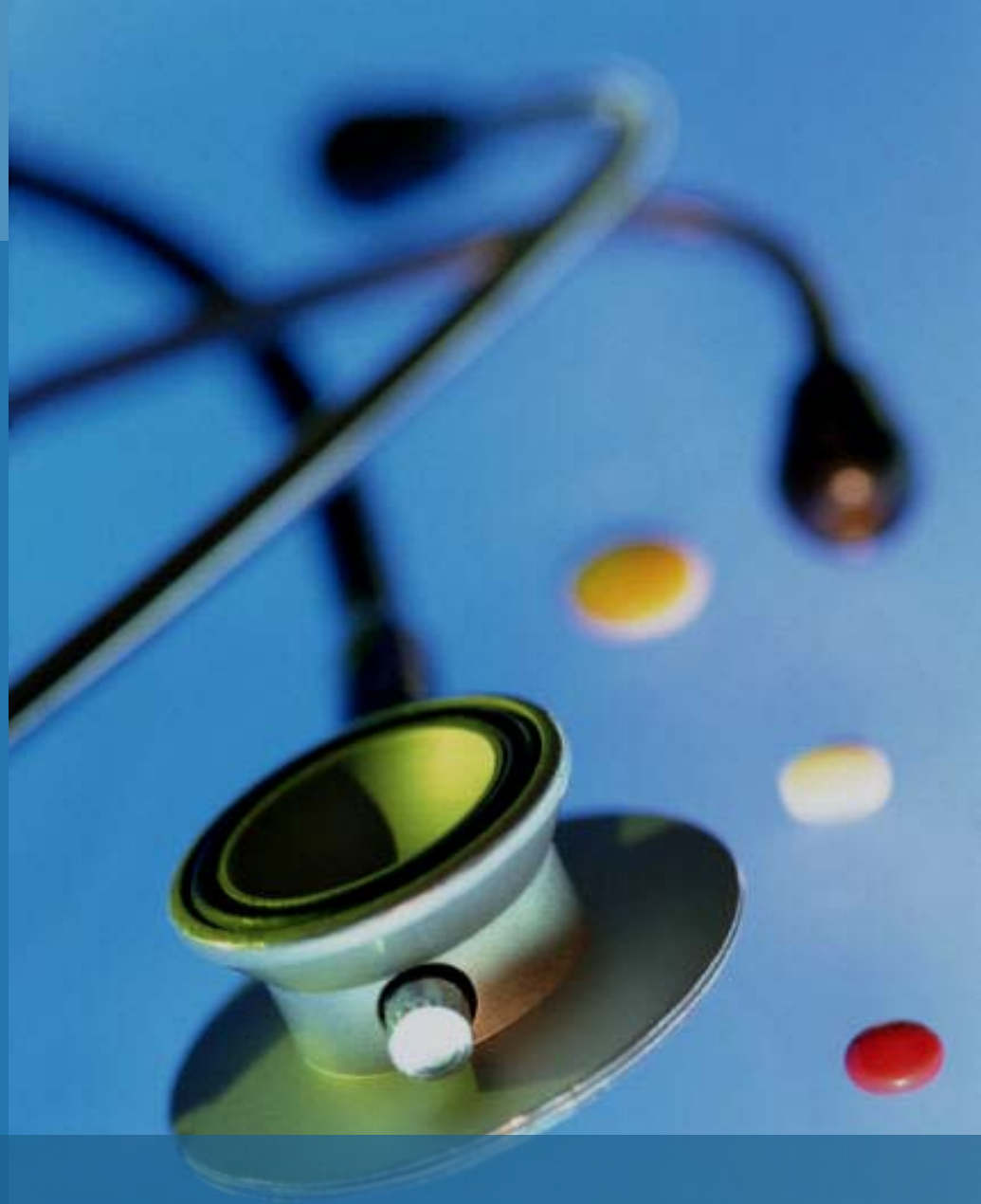
An overview of
Manitoba Health initiatives

Overview

- RHAs work with facilities and the community to recruit health professionals
- Manitoba Health assists with recruitment and retention through programs that offer financial support and incentives



Physicians



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- In 2001, first-year medical school positions were increased from 70-85.
- A corresponding increase in the number of residency positions was also made.
- An additional increase of 15 positions will be made over the next two years.



Rural Physician Action Plan



- Increased undergraduate and resident exposure to rural practice
- Introduction of Rural Week
- Infrastructure - Office of Rural and Northern Health





- The MSRFAP offers undergraduates, residents, and graduates grants of \$15,000 to \$20,000 per year.
- Recipients return one year of service in Manitoba for each year they receive a conditional grant.





- Provides \$15,000 to specialists recruited to work in Manitoba.
- Currently under review for 05/06.





- Assists IMGs living in Manitoba to obtain conditional registration and begin primary care practice
- Conditional registration requires successful IMGs to practice in an underserviced area of the province





- In 2003, supported implementation of a coordinated recruitment process through RHAM
- The process is intended to assist RHAs in the recruitment of IMGs





- \$50,000 return-of-service grants for family physicians to upgrade their training levels.
- Ten new return-of-service grants of \$15,000 to \$25,000 per year for Canadian medical graduates.
- Increased intake levels for the MLPIMG.
- Aggressive strategy to market Manitoba as a destination of choice for doctors and medical graduates.
- Establishment of a team of doctors to facilitate implementation of these steps and give advice on additional recruitment strategies.



Nurses



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- Total enrollment for nursing education programs has more than doubled from 1,210 to 2,434 between 1999 and 2004.
- Graduating nurses (RNs, RPNs, LPNs) has increased from 201 to approximately 669 over the same time.





- Funding for:
 - Relocation assistance
 - Refresher programs
 - Conditional grants (\$4,000) to retain Manitoba graduates, and to encourage grads to seek rural employment in rural communities
 - Continuing education and specialty programs.





- Developed in collaboration with Advanced Education and Training, Red River College, and RHAs.
- This initiative addresses the 2003 election commitment to increase nurse training in rural Manitoba.



Questions

- For further information on the programs offered by Manitoba Health, contact:

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