

The Physician Resource Coordination Office (PRCO)

Recruitment and Retention Strategy Update

*Health Workforce Strategies,
Manitoba Health and Healthy Living*

PRCO Mandate

Physician Resource Coordination Office (PRCO) supports a balanced and effective physician recruitment and retention strategy by facilitating and coordinating stakeholder efforts.

A “group” approach to identifying/ solving issues resulting in a dynamic strategy. The Stakeholders Group includes employer representation (V.P. Medical Group/ recruiters), University of Manitoba Faculty of Medicine, College of Physicians and Surgeons of Manitoba, Association of Manitoba Municipalities, private employers.

Physician Recruitment and Retention Strategy

The need to diversify and have a dynamic approach to physician recruitment and retention

Strategy One- Improving the IMG assessment/training processes

Strategy Two-Repatriation Coordinator, maximize opportunities for recruiting expatriate Canadian physicians

Strategy Three-Improving incentives/ flexibility to meet short, medium and long term need
Northern Remote Physician Practice Initiative (NRPPI), 4th year Rural/Northern Initiative, Relief Fund, Resettlement Fund, Physician Assistants

Initial Indicators

The Manitoban Physician Recruitment and Retention Strategy was implemented in 2009. Family Practice is a significant focus for rural/northern MB.

- In 2009, 71% of Manitoban family medicine graduates chose to stay in Manitoba.
- 75% of MB graduates that take out MSRFAP grants return service.
- 60% of MB graduates who graduated in the past 5 years are currently practicing in the province.
- Candidates that move through the IMG licensure streams have demonstrated significant retention rates. 78.7% of MLPIMG candidates that have completed ROS remain in practice. The MLPIMG was put in place in 2001. IMG ACL candidates have a high rate of retention, 93%, which can be attributed to ROS agreements (the latter program has only been in place since 2002).

Future Development of Strategy

Next steps-

- Improvement of the Non-Registered Specialist Assessment Program process
- Coordination of Workforce Data (numbers, anticipated need)

Continued cooperation and sharing of ideas among stakeholders leading to a responsive physician recruitment and retention strategy.

PRCO

- For more information log on to our web-site at www.healthemployment.ca

- IMG Resource Guide may be found at

http://www2.immigratemanitoba.com/asset_library/en/work/pdf/IMGguideaug07.pdf