



Physician Recruitment and Retention at the Regional Health Authorities

Dr. Amy Pieroway
November 18, 2019

Overview

- ▶ Introduction
- ▶ Physician Recruitment & Retention
- ▶ Community Involvement
- ▶ Future Planning
- ▶ Contact Information

Introduction

- ▶ Representing Western Health, Labrador-Grenfell Health, Central Health and Eastern Health.
- ▶ My presentation is mainly focused on primary health care physicians, particularly family physicians.
- ▶ Family medicine must be considered within a modern primary healthcare context.

What is Physician Recruitment and Retention?

Basic Tenets

- ▶ Training
- ▶ Immigration
- ▶ Licensure

Influenceable Factors

- ▶ Building relationships
- ▶ Meeting needs of physicians and their families
- ▶ Resident experience
- ▶ Job satisfaction
- ▶ Peer support
- ▶ Financial Incentives
- ▶ Work-life balance

Community Involvement

- ▶ Communities can help with physician recruitment and retention
- ▶ Local Initiatives:
 - ▶ Bonavista
 - ▶ Brookfield
 - ▶ Corner Brook
 - ▶ Happy Valley-Goose Bay

Opportunities

- ▶ We can do more!
- ▶ How do we take advantage of what communities have to offer?
- ▶ How can we strengthen our relationships and continue to work together?
- ▶ Partnerships are the key to success.

Contact Us!

- ▶ Eastern Health
 - ▶ Wendy Snow
 - ▶ (709) 777-4223
 - ▶ Wendya.snow@easternhealth.ca
- ▶ Central Health
 - ▶ Natalie Nichols
 - ▶ (709) 292-8757
 - ▶ Natalie.nichols@centralhealth.nl.ca
 - ▶ Abigail Lush
 - ▶ (709) 256-6828
 - ▶ Abigail.lush@centralhealth.nl.ca
- ▶ Western Health
 - ▶ Sarah Rousseau
 - ▶ (709) 784-6432
 - ▶ sarahrousseau@westernhealth.nl.ca
- ▶ Labrador-Grenfell Health
 - ▶ Dr. Gabe Woollam
 - ▶ (709) 897-2373
 - ▶ Gabe.woollam@lghealth.ca