

MEDICAL STAFF RECRUITMENT & RETENTION

April 2020

NEWSLETTER



RECRUITMENT SNAPSHOTS

(Jan 1, 2020-March 31, 2020)

*Due to COVID-19 some of our site-visits have been postponed and will be rescheduled at a later date.

Northern Interior



6

Site Visits



2

Specialist
Recruited



5

General
Practitioners
Recruited



2

Nurse
Practitioners
Recruited

North West



5

Site Visits



1

Specialist
Recruited



5

General
Practitioners
Recruited



1

Nurse
Practitioners
Recruited

North East



4

Site Visits



0

Specialist
Recruited



6

General
Practitioners
Recruited



2

Nurse
Practitioners
Recruited

EVENTS ATTENDED

(Jan 1, 2020-March 31, 2020)

Recruitment Events

- Canadian Paediatric Review Program in Hamilton, ON
- Rural Anesthesia for GP/A's and ER in Banff, AB
- Review Course in Family Medicine in Calgary, AB
- Whistler Anesthesiology Summit in Whistler, BC

Retention Events/Initiatives

- Physician Social in Prince George, BC
- Retention Medical Staff community evening & dinner in Fraser Lake, BC
- Years of Service Acknowledgments (all of NH)

Student Engagement Events

- Otway Ski Event for Northern Medical Program students in Prince George, BC
- Northern Medical Program Y2 Info Session in Prince George, BC

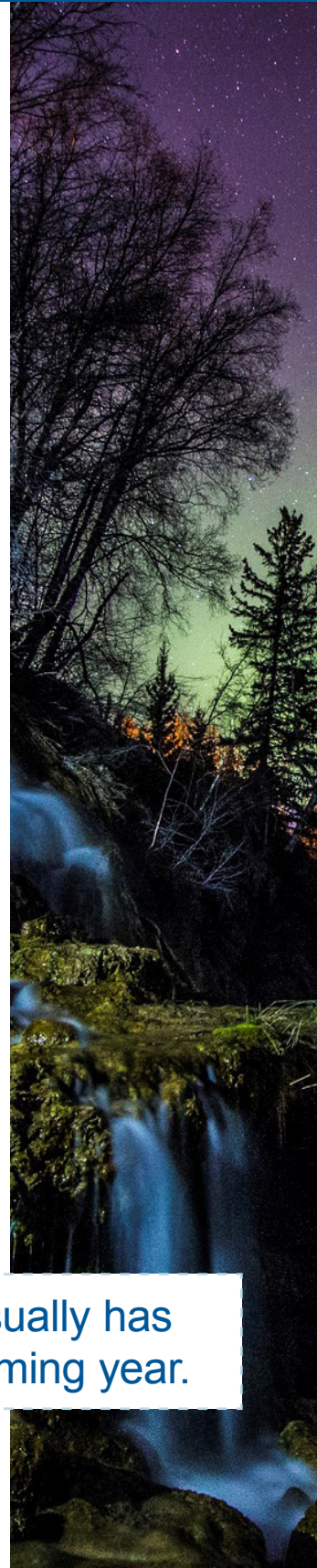
Resident Engagement Events

- UofC Radiology Resident Luncheon/Presentation in Calgary, AB
- Prince George Family Practice Resident CaRMS (Vancouver)
- Prince George Family Practice Resident Powder King Ski Retreat

Nurse Practitioner Engagement/Retention Events

- UNBC Year 2 Nurse Practitioner Breakfast Session in Prince George

The Medical Staff Recruitment and Retention team usually has their event schedule 6 months in advance for the upcoming year.



SITE VISITS: WHAT DO CANDIDATES REALLY SEE?

Our recruiters are very detail oriented and precise when it comes to planning site-visits for our Physician and Nurse Practitioner candidates. Below are some key aspects of a site-visit and what they entail:

- Site-visits typically last about 3-5 days
- Recruiters plan the entire visit including: community tours, school tours, realtor meetings, facility tours, faculty meetings, and recruitment dinners
- Sometimes candidates will provide Locum coverage during a site-visit to truly get a sense of the community and facilities
- Recruiters are happy to meet candidates at the airport, drive them to their events/meetings, or let them explore on their own if this is their preference

Our team does our best to ensure each candidate has a unique and engaging experience in our Northern Health communities. We truly are recruiting them to a lifestyle and not just their “next destination”.

