

Enhancing Resources to Support Rural and Northern Physicians



Inspired by the goals of *Summit North: Building a Flourishing Physician Workforce*, HealthForceOntario (HFO) has been working with its partners to create and improve recruitment and retention resources for physicians in rural and Northern Ontario.

Initiatives in 2018

New and improved recruitment resources

- New *Physician Onboarding Guide* with tools to help orient and retain physician recruits.
- New physician welcome letters, piloted in the North West, to make recruits better aware of the resources available to support them.
- New *Nurse Practitioner Recruitment Resource Guide*, which provides information about how to connect with candidates.
- Refreshed recruiter orientations, including recruitment and retention best practices, staffing model optimization, marketing, locum utilization, scheduling, immigration, licensing, supervision and succession planning.

Improving locum resources and access

- Refreshed *Recruitment Essentials* locum module.
- New locum webinar series developed by the OMA in partnership with HFO.
- Enhanced promotion of rural locums through Practice Ontario.

Marketing support for communities

- Formation of regional recruitment networks in Northern and rural Ontario to reduce competition and better leverage local resources.
- Targeted marketing of rural/Northern communities through conferences, job-fairs, and Practice Ontario newsletters.

Learn more about HFO programs and resources that support rural and Northern physicians at www.healthforceontario.ca

Learn more about the goals of *Summit North* at www.nosm.ca/nprf

More to Come in 2019 ...

Enhanced access to locums

- Promotion of regional locum coverage through automated recommendations of related locum opportunities in neighbouring communities.
- Required log-in of job seekers supporting better sharing of resources and connecting of candidates to communities, including those who are French speaking and/or interested in providing care to Indigenous populations.
- Improved access to physicians by allowing job seekers to directly apply through HFOJobs.
- Ability for employers to easily view locum opportunities in neighbouring communities to reduce competition by encouraging alignment of scheduling and compensation.
- Ability for employers to easily post locum date ranges, and for job seekers to search by locum dates, reducing the administrative burden of scheduling.

Targeted recruitment events

- Physician job fair at the Northern Ontario School of Medicine (NOSM), aligned with a regional exchange of physician recruitment best practices.

More resources

- Locum orientation handbook to help ensure physicians have a positive locum experience and improve the likelihood of recruitment.
- New recruitment readiness checklist for communities that outlines key steps before recruiting.
- New HFO locum program forms to improve clarity on expense parameters.

We invite you to share your ideas, questions and comments by contacting: Will Lakusta, Associate Director, LHIN Liaison at w.lakusta@healthforceontario.ca or 416-945-3674.