

Why Create a Toolkit?

Long before NSH was established in 2015, communities across the province were working to help recruit and retain physicians. This work is unique to each group. Sometimes it is local physicians working their professional networks and inviting their peers to relocate to Nova Scotia. Other times, community groups and physicians establish committees with broader representation from many areas.

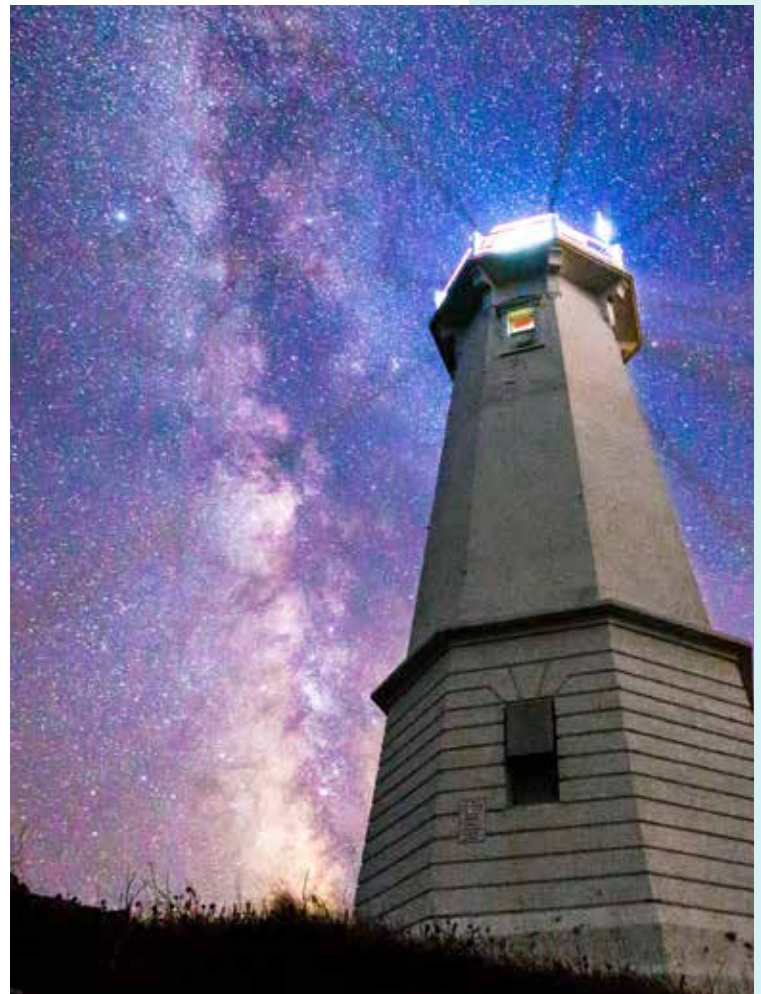
The intent of the toolkit is to draw from the diverse experiences and perspectives of these groups across Nova Scotia and share the tools and practices that work. To be as successful as possible, we need a variety of contributors because each brings a unique strength!

This toolkit is our first effort to share knowledge and resources about:

- potential roles for communities and other partners who want to get involved in physician recruitment and retention process
- potential immigration and settlement requirements
- things that are working in different areas of the province
- an opportunity to work together to showcase physician opportunities consistently
- an opportunity to work independently but with a collaborative spirit

The feedback for this project came from many areas across the province. Community representatives were invited to participate in focus groups about physician recruitment and to voice what they felt worked—and didn't work—for them. Participants were asked to share recruitment stories, ideas, and activities that might be of interest to others.

The single most common theme that emerged from focus groups was that recruitment and retention can't be successful without community support. No one knows a community like the people who live there. Community members agree that they can best offer working knowledge of their region, the local network, and the ability to act quickly. They can also provide the best assessment about if a potential hire is a good match for long term retention to their community.



What is the Purpose of a Toolkit?

Just Getting Started

This resource is intended to be a starting point for our work together. If your community decides to implement this important work, remember that collaboration is key. Our philosophy is that a rising tide floats all boats, recruitment to Nova Scotia is not about competing with other areas of the province, it's about collectively putting our best version of the province out to the perfect match. In this work, we all have something valuable to contribute and to learn.

We want to offer support and keep the conversation going. If you have materials that you believe will enhance this resource, please share by sending an email to physicianrecruit@nshealth.ca

This toolkit is to support community members interested or involved with physician recruitment and retention.

“The provision of health care involves putting together a considerable number of resource inputs to deliver an extraordinary array of different service outputs.”

- World Health Organization

In this toolkit you will find best practices, case studies, profiles, and fact sheets to support those hoping to attract, recruit, and retain physicians to our province.

Communities perform active roles in supporting physician recruitment and retention. From providing assistance with employment for a physician's spouse or partner, helping them find the best school for their children, connecting them to a local religious group, helping find



a local sport and recreation activity, and so much more. Your role is invaluable and key to our success!

This toolkit is designed as a resource and is not intended to be prescriptive or instructional. The content comes from a variety of sources and is owned by everyone. We hope that with a unified voice and approach, we can celebrate our differences and maximize our success as a destination for physicians at all career stages.

