



How Recruitment Works

There are many partners who are involved in physician recruitment. NSH is responsible for the administrative end of recruitment and has a growing team of physician recruitment consultants who work to fill vacancies and showcase the province to physicians. There are other stakeholders who have key roles in their region.

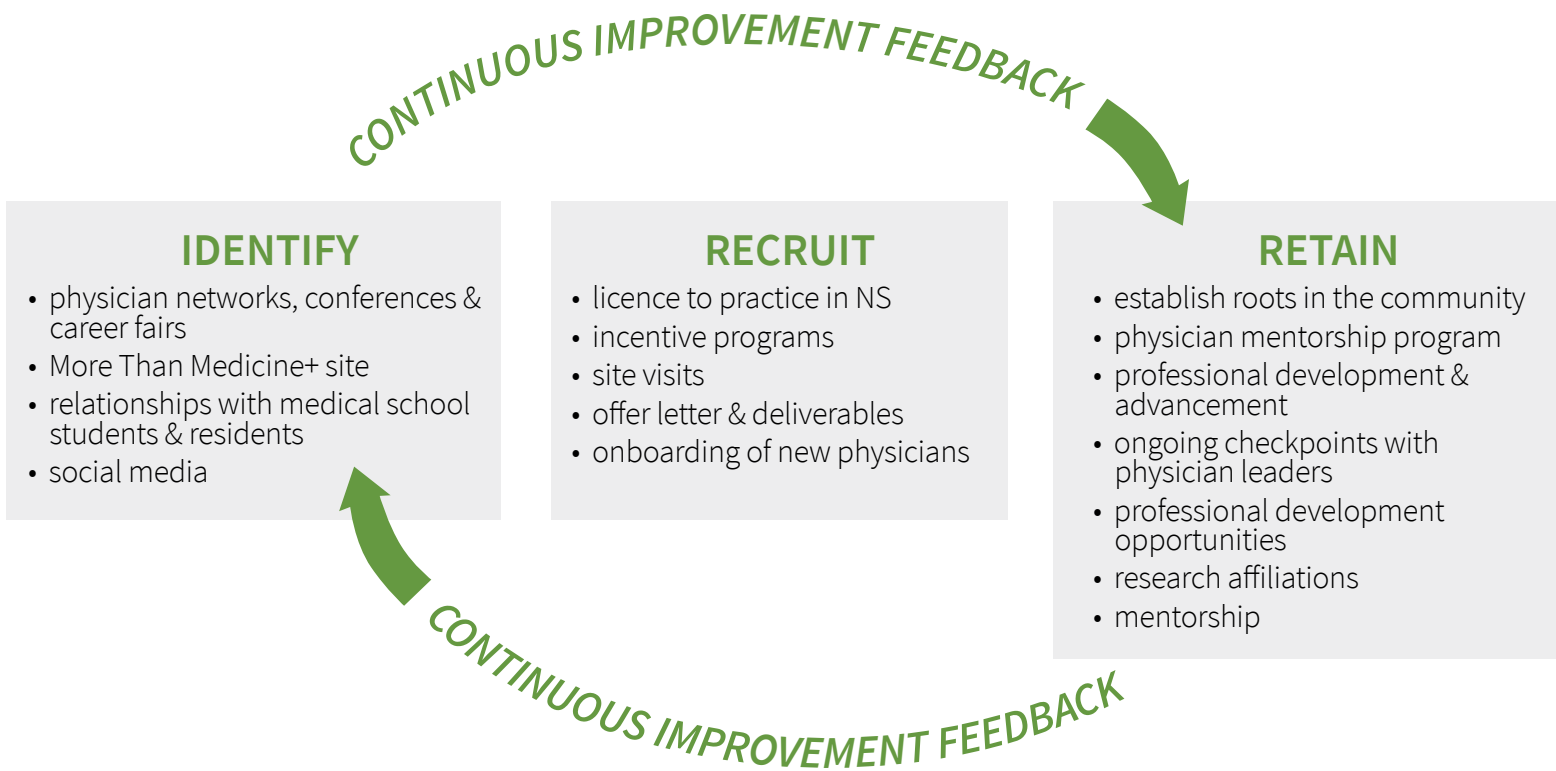
Many communities across the province have already established local recruitment committees to champion recruitment efforts in their region. Physicians already working in Nova Scotia also participate, and represent Nova Scotia at recruitment events as ambassadors.

<http://recruitment.nshealth.ca/ambassador>



Ambassadors are important because no one can tell a potential candidate what it is like to live and work here better than someone who has been in their shoes!

There are five major pillars supporting the process of recruitment: **Foundation, Identify, Recruit, Retain, and Continuous Improvement Feedback.**



Recruitment Stakeholders



Recruitment Stakeholders

Nova Scotia Health

NSH works with physicians and communities to identify potential candidates and recruit family doctors and specialists to live and work in the province. We recruit provincially, nationally, and internationally using a wide range of strategies including advertising and marketing, attendance at recruitment events, outreach at medical schools, coordination of site visits, and incentives.

Nova Scotia Department of Health and Wellness

DHW is responsible for funding health care spending in the province. They fund physician contracts, set remuneration (payment) rates and recruitment incentives. DHW is responsible for provincial physician resource planning and also funds Dalhousie medical school undergraduate and residency seats and incentive programs. NSH works with DHW and the Province of Nova Scotia to contribute to physician resource planning and inform the appropriate allocation of opportunities in the province.

Maritime Resident Doctors

Maritime Resident Doctors (MarDocs) negotiates and enforces the collective agreement and benefits for medical residents. They are dedicated to improving working conditions and have a strong focus on resident well-being. MarDocs also partners with various stakeholders to advocate on behalf of residents.

College of Physicians and Surgeons of Nova Scotia

College of Physicians and Surgeons of Nova Scotia is the regulating body for the province's physicians and surgeons. They work in accordance with the medical act and its regulations. Their duties include: licensing physicians, investigating and resolving physician related complaints, monitoring and maintaining practice standards through peer assessment, and developing professional standards and guidelines to support medical practice and code of conduct. All physicians must be licensed with the college to practice in the province.

Nova Scotia College of Family Physicians

The Nova Scotia College of Family Physicians strives to improve the health of Canadians by promoting high standards of medical education and care in family practice, by contributing to public understanding of healthful living, by supporting ready access to family physician services, and by encouraging research and disseminating knowledge about family medicine.

Dalhousie University

Dalhousie University is the province's medical training body and manages the province's medical training programs and residency sites. Dalhousie works closely with NSH to ensure opportunities for medical students to work with physician preceptors who supervise medical students and residents. Dalhousie also manages the new Practice Ready Assessment Program which provides a pathway to licensing for International Medical Graduates.

Nova Scotia Office of Immigration

Nova Scotia Office of Immigration (NSOI) is a provincial office of government that seeks to attract and retain newcomers to Nova Scotia. They are responsible for provincial immigration programs, including specific immigration pathways for physicians, and support settlement services for newcomers.

Doctors Nova Scotia

Doctors Nova Scotia negotiates physician remuneration with the provincial government, and represents the collective voice of the medical profession on issues that affect physicians.

Nova Scotia Department of Communities, Culture and Heritage

The Department of Communities, Culture and Heritage is responsible for contributing to the well-being and prosperity of Nova Scotia's diverse and creative communities. The department encourages community leaders and innovators who are at the core of embracing physicians and their families in the towns and communities of Nova Scotia to apply to the Culture Innovation Fund: Healthy Communities Stream for retention-focused activities.