

Practical Tools for Recruitment and Retention of Family Doctors

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Divisions of Family Practice

Recruitment and Retention Steering Committee



Divisions of Family Practice

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PracticeinBC.ca



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Discover PracticeinBC.ca

HOME

PRACTICE IN BC

FOR GENERAL PRACTITIONERS

RECRUITMENT & RETENTION TOOLKIT

WHAT'S NEW



Welcome to British Columbia's resource for practicing family medicine in BC

➔ Practice in BC

The Practice in BC interactive guide outlines the key steps to be eligible to practice as a general practitioner (GP) in British Columbia, Canada. If you are an undergraduate student, medical student, a Canadian medical graduate, an international medical graduate, or a Canadian studying abroad Practice in BC is your guide. If you are interested in working as a specialist physician, please contact Health Match BC.

➔ Recruitment & Retention Toolkit

The Recruitment & Retention Toolkit provides tools, templates, and other resources for Divisions of Family Practice and their partners to support their local and regional recruitment, retention, and practice coverage efforts.



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PracticeinBC.ca: one-stop portal for GPs

For General Practitioners

- [Undergraduate Students >](#)
- [Canadian Medical Graduates >](#)
- [International Medical Graduates >](#)
- [Job Opportunities >](#)
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- [Resources and Tips >](#)

QUICK LINKS

- [College of Physicians and Surgeons of BC >](#)
- [Divisions of Family Practice >](#)
- [General Practice Services Committee >](#)
- [Health Authorities >](#)
- [Health Match BC >](#)

→ For General Practitioners

You can navigate the site in two ways: making your selection from the navigation menu (in blue), or clicking on the interactive circles (visible after you click "Start here", below).

→ Practice in BC

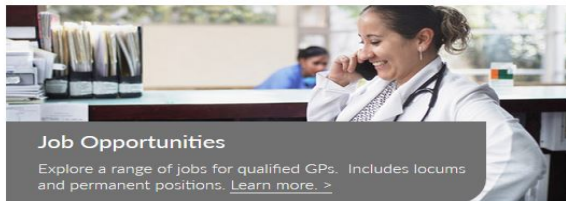
You are on your way to discovering the key steps to be eligible to practice as a GP in British Columbia.



PRACTICE IN BC

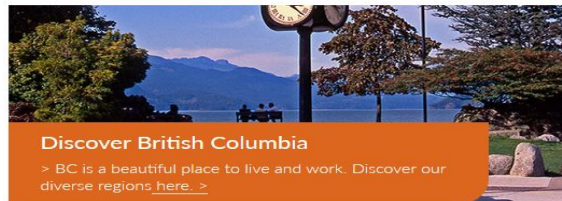
Access the comprehensive and easy to navigate journey to practice in BC.

[Start here >](#)



Job Opportunities

Explore a range of jobs for qualified GPs. Includes locums and permanent positions. [Learn more. >](#)



Discover British Columbia

> BC is a beautiful place to live and work. Discover our diverse regions [here. >](#)



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Start Here



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→ Practice in BC

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Undergraduate Students

FAQ | CONTACT US | MEDIA | GLOSSARY

HOME PRACTICE IN BC FOR GENERAL PRACTITIONERS RECRUITMENT & RETENTION TOOLKIT WHAT'S NEW

I AM AN UNDERGRADUATE STUDENT WHO WILL COMPLETE OR HAS COMPLETED MY UNDERGRADUATE DEGREE. I AM TRYING TO DECIDE WHICH MEDICAL SCHOOL TO ATTEND.

 CANADIAN MEDICAL SCHOOLS  INTERNATIONAL MEDICAL SCHOOLS

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→ Undergraduate Students

As an undergraduate student trying to decide which medical school you would like to attend, you have the option of exploring Canadian medical schools and international medical schools. With 17 Canadian medical schools and numerous schools outside of Canada, there are many options to consider.

- Start your search early - there is a lot of information to review.
- To be eligible to practice medicine in BC, the medical school that you attend must be listed in the [World Directory of Medical Schools](#) and be recognized in Canada.
- Tuition fees for medical schools vary.
- Pay attention to which schools accept applications from international students.
- In order to be eligible to practice medicine in BC, the medical school that you attend must be listed in the World Directory of Medical Schools and be recognized in Canada.
- Canadian clinical experience will help with the application for residency in Canada. Take note of medical schools that support students to gain Canadian clinical experience (through clinical electives in Canada).



Canadian Medical Schools

For General Practitioners

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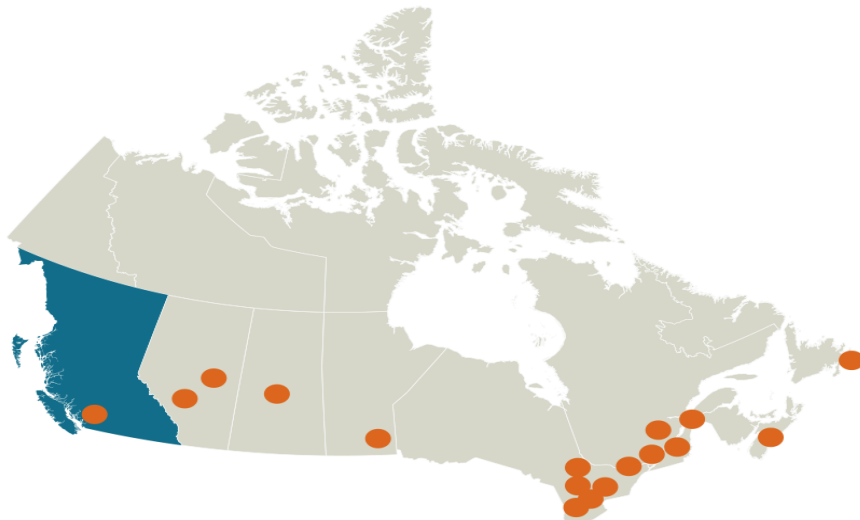
→ Canadian Medical Schools

All 17 Canadian medical schools are accredited to ensure that graduates meet the required conditions to be licensed as a physician in Canada. After successful completion of a full program of medical education and training, you will receive a Doctor of Medicine (MD) degree.

For a complete guide to the applications process for all medical schools in Canada, visit the [AFMC \(Association of Faculties of Medicine\) site](#).

[Learn tips](#) based on the personal experience of a successful BC medical school graduate.

Explore the map below for more information about each medical school.



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Tips for Applying to Medical School

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[Applying to medical school tips](#)
Find tips here.



Contact Us

Get updates, ask a question, share feedback, or a story.
[See more...](#)



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Interactive Guide

HOME PRACTICE IN BC FOR GENERAL PRACTITIONERS RECRUITMENT & RETENTION TOOLKIT WHAT'S NEW

I AM A CANADIAN MEDICAL GRADUATE/STUDENT FROM/IN A CANADIAN MEDICAL SCHOOL.

GETTING STARTED

- > [physiciansapply.ca](#)
- > Canadian Resident Matching Service (CaRMS)
- > Language Proficiency

EXAMS

- > Medical Council of Canada Qualifying Examination Part I
- > Medical Council of Canada Qualifying Examination Part II
- > Certification in Family Medicine Examination

REGISTRATION

- > College of Physicians and Surgeons of BC
- > Health Match BC

LICENSING

- > Full License and Registration

For General Practitioners

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- > Resources and Tips

Print your
PERSONAL CHECKLIST
& guide summary [here](#) >

QUICK LINKS

[Practice of Medicine and Process](#)

→ [physiciansapply.ca](#)

**I AM A CANADIAN
MEDICAL GRADUATE**
or student from/in a Canadian medical
school

Click here and you will be re-directed to the [physiciansapply.ca](#) website where you can create an account which will allow you to benefit from the service (see [What is physiciansapply.ca](#) below). A new browser window will open to make it easy for you to return to this site for next steps.

I HAVE A

[physiciansapply.ca](#)
account
next step >

I NEED A

[physiciansapply.ca](#)
account
go >



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Personal Checklist & Guide Summary



✓ CHECK LIST

- physiciansapply.ca
- Canadian Resident Matching Service (CaRMS)
- Language Proficiency
- Medical Council of Canada Qualifying Examination Part I
- Medical Council of Canada Qualifying Examination Part II
- Certification in Family Medicine Examination
- College of Physicians and Surgeons of BC
- Health Match BC
- Full License and Registration

PHYSICIANSAPPLY.CA

physiciansapply.ca is a centralized, confidential website for medical students, international medical graduates, and Canadian medical graduates to:

- Apply for medical registration.
- Register for exams and see exam results.
- Verify and store their medical credentials.
- Share credentials and documents with registered organizations.
- Have their credentials and other related documents translated.
- Request an Educational Credential Assessment for immigration to Canada.

CANADIAN RESIDENT MATCHING SERVICE (CaRMS)

The Canadian Resident Matching Service (CaRMS) is a

- CaRMS uses a [Match Algorithm](#) to match students into postgraduate medical training programs throughout Canada.

- The R-1 Main Residency Match is for entry level postgraduate positions and is offered in two iterations each year.

- The first iteration is available to all graduating students and prior year graduates from Canada and the US who meet the basic eligibility criteria and have no prior postgraduate training in Canada or the US. It is also open to graduates from international medical schools (IMGs) who meet the basic criteria and have no prior postgraduate training in Canada or the US.

- The second iteration includes positions and applicants not matched in the first iteration, as well as applicants with previous Canadian or US postgraduate training and other applicants who did not participate in the first iteration.



International Medical Graduates & Students

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→ International Medical Graduates

As an international medicate graduate (IMG), international medical student (IMS), or Canadian studying abroad (CSA), you are on your way to discover the key steps to be eligible to practice as a general practitioner (GP) in BC.

You can navigate the site in two ways: clicking on the interactive circles, below, or making your selection from the navigation menu (in blue).



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Job Opportunities



PRACTICE IN BC

Access the comprehensive and easy to navigate journey to [Practice in BC](#)

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Health Match BC

> Health Match BC is a free health professional recruitment service.



Divisions of Family Practice

> Community-based groups of family physicians feature permanent and locum postings.



Locums.ca

> A family physician-run website to help you match to locum and permanent jobs.



Locums for Rural BC

> Administers the Rural Locum Programs on behalf of the Ministry of Health and Doctors of BC.



SGP - Locums Listings

> Society of General Practitioners of BC - Locums Listings provides job listings, tools & tips for locums.



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Discover BC

British Columbia is perfectly located on Canada's breathtaking west coast. From our rural and remote communities to our urban and suburban cities, this splendid province has much to offer for general practitioners and their families.

Discover BC for yourself:



HelloBC.com

> [Tourism BC's Official Website. Learn more](#)

DIVISIONS OF FAMILY PRACTICE

- Divisions of Family Practice are community-based groups of general practitioners working together to achieve common health care goals. There are currently 35 Divisions of Family Practice in BC encompassing more than 230 communities.
- Divisions are an excellent source of support and information for new general practitioners and their families. They are your local point of contact for community resources (e.g. job opportunities, locum needs, schools, housing, etc.).

HEALTH MATCH BC

- Health Match BC provides profiles of physicians who have relocated to work in BC and well as information to help doctors select a community that is the right fit.

NEW TO BC

- A collection of key resources help newcomers make a home in BC, improve their English and help them obtain employment.



Resources & Tips



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- [The Importance of Electives >](#)
- [How to Find Work after Medical Residency >](#)
- [Compensation >](#)
- [UBC IMG Canadian Residency Program >](#)
- [Transition into Practice Program >](#)
- [CMA Practice Guide >](#)
- [Relocation Needs >](#)
- [Jobs Tips & Resources >](#)

→ Resources & Tips

To help make your journey to practicing in BC easier, check out the resources and tips in the navigation menu (in blue). You will also discover featured resources and tips throughout the site, as well as a few questions to think about, below.

DID YOU KNOW:

- Working in British Columbia as a general practitioner can be a very rewarding experience?
- Local Divisions of Family Practice can provide you with community support including information about housing, transportation, childcare, schools, and job opportunities?
- BC job opportunities for GPs can include teaching medical students and residents, being part of a maternity care group, working in special clinics (mental health, youth, seniors), and residential care?
- There is plenty of work available for family medicine residents after graduation ranging from family practice locum in urban, suburban and rural settings, to sessional and consultant work?
- GPs practicing in BC may be eligible to receive incentive payments for coordinated, longitudinal patient care in areas such as chronic disease management, maternity care, and mental health?
- The number of Canadian medical school applications received each year far outweighs the number of spots available?
- Electives will enable international medical graduates to gain clinical experience and get a reference letter to submit with the application to CaRMS?
- A clinical traineeship is one way to gain essential Canadian clinical experience for international medical graduates interested in applying for a residency program in BC?
- Your journey to practice in BC can include costs to obtain and submit your credentials, write exams, register for licensing, as well as costs to relocate from another country or province?



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Valuable Recruitment and Retention Tools

➔ Recruitment & Retention Toolkit



Recruitment and retention of family physicians in BC has been a key priority for most divisions of family practice, due to various factors including a significant number of retiring family physicians, rapid population growth, and an aging population. *

The Family Physician Recruitment and Retention Toolkit was developed to provide easy access to best or promising practice processes, tools, and templates that can assist divisions and their partners (e.g., health authorities, municipalities) in their local recruitment, retention, and practice coverage efforts. For ease of use the toolkit is divided into six main sections: Being Prepared, Attracting GPs, Engaging GPs, Licensing and Privileging, Support and Keep GPs, Retirement and Succession Planning.

Being Prepared

Preparing for the recruitment and retention of family physicians involves several fundamental steps. > [Learn more](#)



Attracting GPs

Successful recruitment is an ongoing process requiring a methodical, collaborative approach. > [Learn more](#)



Engaging GPs

Engaging GPs is an important step in the recruitment process that includes providing job details and hosting local red carpet activities. > [Learn more](#)



Licensing & Privileging

Licensing and privileging for family physicians is facilitated by the



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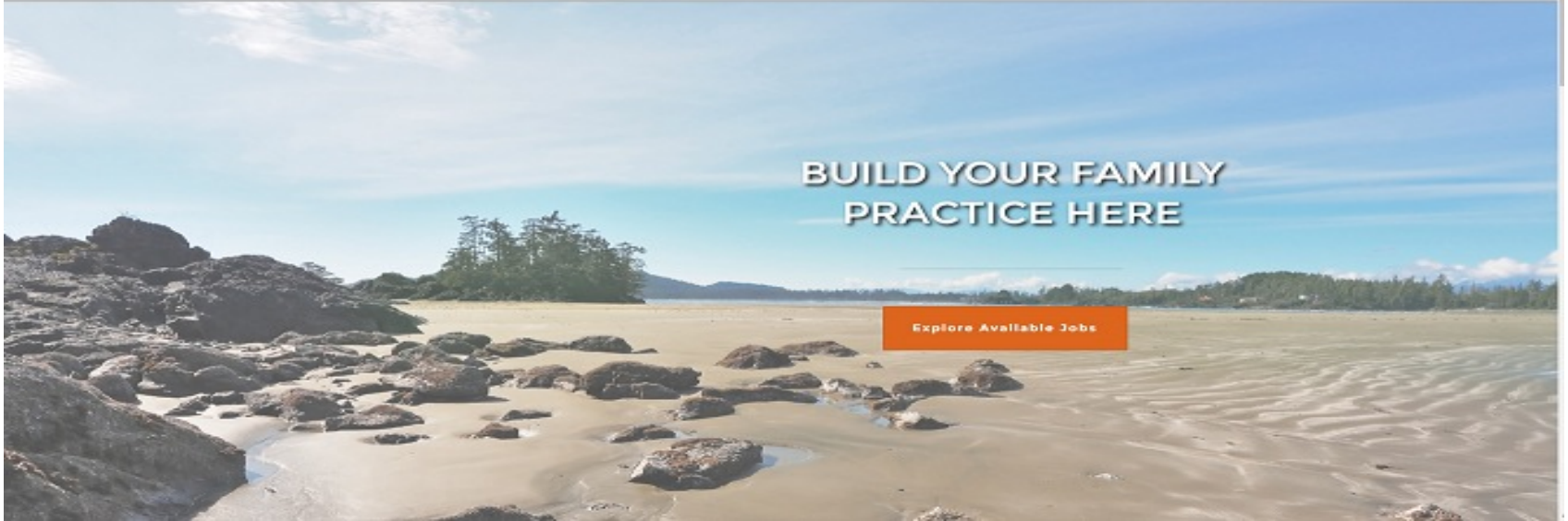


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BRITISH COLUMBIA



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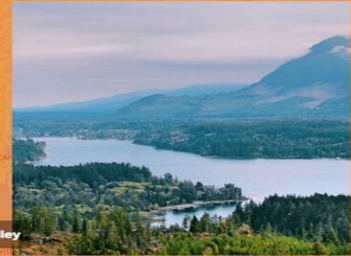
EXPLORE JOBS FOR DOCTORS ALL OVER VANCOUVER ISLAND



Campbell River District



Comox Valley



Cowichan Valley



Nanaimo



Oceanside



Port Alberni

Island Life



Division of Family Practice
BC • CA • SK



Campbell River has been amazingly welcoming in the year I have been here. Wherever I have gone, people have asked my name and gone out of their way to get to know me and my husband. It took no time at all to feel at home!



DR. ROBYN MCEWEN

Gorgeous Weather



1

Number of days per year that temperatures stay below 0 °C

With beautiful summers and the warmest winters in Canada, enjoy the outdoors all year long

Affordable Housing



\$379,000

Average single-family home benchmark price on the island

There's affordable housing across the region, so there's room to relax and kick back, or raise a family

Ditch the Commute



21mins

Average commute in Vancouver Island's biggest city

Living on the island means less time spent commuting and more time spent with colleagues, family, and friends



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Contact us:

- RandRCommittee@DoctorsofBC.ca

Questions?

