

Practice Ontario

A unique career-planning service for residents

Family Medicine

Schulich School of Medicine & Dentistry

November 20, 2015

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Ontario

HealthForceOntario Marketing
and Recruitment Agency

Agenda

1. HFO MRA Overview
2. Regional Advisors & Practice Ontario
3. Transitioning to practice
 - Choosing the Right Model
 - The Paperwork
 - The Job Search
4. Overview of FM job trends across the province
5. Compensation & incentives
6. General Resources

Introduction

HealthForceOntario (HFO) Strategy

A broad provincial government strategy to ensure Ontarians have access to the **right number and mix of qualified health-care providers, now and in the future.**

HealthForceOntario Marketing and Recruitment Agency (HFOMRA) is the implementation arm of much of the strategy.



Ontario

**HealthForceOntario Marketing
and Recruitment Agency**

1. HFO MRA Overview: Role & Mandate

- Help increase the number of qualified healthcare professionals practicing in Ontario by:
 - Repatriating and recruiting qualified healthcare professionals into Ontario
 - Assisting internationally educated health professionals living in Ontario to become qualified to practise here
 - Retaining Ontario's domestically trained health care professionals
 - Facilitating the delivery of clinical care through the administration of three locum programs

2. Regional Advisors & Practice Ontario

- Regional Advisors are based within each LHIN across Ontario
- Accurate and up-to-date information regarding existing and projected job and locum opportunities
- Provide transition to practice support to medical residents and new physicians
- Strong network of relationships with community stakeholders, hospitals, clinics, and other healthcare organizations
- Offer “on-the-ground” recruitment and best practice support to communities

2. Practice Ontario

- Free & flexible career planning services for medical residents to help:
 - Find permanent and locum practice opportunities that match personal and professional preferences with the right community and employer
 - Prepare residents for the transition to practice with practical advice and guidance
 - Assist IMG residents in Ontario programs to find practice locations to complete their Return of Service

Practice U: A Practice Primer for Ontario Physicians

<http://www.healthforceontario.ca/Jobs/MarketingandRecruitment/practiceu.aspx>



3. Choosing the Right Practice Model

- What are your needs?
 - High needs community/non-high needs community
 - Group (large or small)
 - FFS
 - Salaried
 - Hospital privileges

3. Choosing the Right Practice Model

- Joining a FHO or FHN in a high needs community
 - Locum
 - Make application through Managed Entry Program
 - Apply for N3R as applicable
 - A group of three can apply for a new FHO
- Joining a FHO or FHN in a non-high needs community
 - Locum
 - Take over retiring physician's practice
 - Make application through New Grad Entry Program to join an existing FHO or a group of three can apply for a new FHO

3. Transitioning to Practice - The Paperwork

- Independent Practice License (CPSO)
- Ontario Health Insurance Plan Number (OHIP)
- Canadian Medical Protective Association (CMPA)
- Return of Service Addendum (if applicable)
- Obtaining Hospital Privileges

Independent Practice License (CPSO)

- Apply **at least 6 weeks** in advance of your appointed starting date to ensure that you receive your licence before you start practising
- You can apply as early as you want (if it's before you write your exams, CPSO will forward your results)
- Be aware that applications are assessed in the order they are received – give yourself enough time
- Mail or courier your application & payment to CPSO
- Contact the Registration Department at: 416-967-2617 if you have any questions or www.cpsso.on.ca
- For more information go to:
http://www.cpsso.on.ca/uploadedFiles/downloads/cpsodocuments/registration/IP_FinalYearResident.pdf

Ontario Health Insurance Plan (OHIP) Number

- First need your independent practice certificate from the CPSO (although you can actually start practising while you are waiting for your billing number – just keep track of your billings – you can bill up to six months retroactively)
- The form is called Registration for Regulated Health Professions and it can be found at:
<http://www.forms.ssb.gov.on.ca/mbs/ssb/forms/ssbforms.nsf/FormDetail?openform&ENV=WWE&NO=014-3384-83>

Canadian Medical Protective Association (CMPA)

- CMPA provides its physician members with medico-legal advice, risk management education and legal assistance related to their clinical practice
- Be sure to change your resident premium to a practice specific premium
- Both online and PDF forms are available at:
<https://oplfrpd5.cmpa-acpm.ca/how-to-apply>
- Further information on fee schedules can be found at:
<https://oplfrpd5.cmpa-acpm.ca/fees-and-payment>

3. Job Search - Arranging a Full-time or Locum Placement

HFOJobs

- Conduct your own locum search through HFOJobs. You can sign up for e-mail locum position alerts: www.HFOJobs.ca
- E-mail: info@hfojobs.ca

Regional Advisors can assist you!

- They have the most up to date information on community and hospital locum needs
- E-mail: practiceontario@healthforceontario.ca

Postgraduate Return of Service (ROS)

- MOHLTC provides postgraduate training and assessment opportunities for IMGs, in exchange for an agreement to provide 5 years of full time service in a ROS-eligible community in Ontario
- ROS communities are all areas of Ontario, with the exception of the Greater Toronto Area and Ottawa
- The Greater Toronto Area = City of Toronto and five adjacent census subdivisions: Mississauga, Brampton, Vaughan, Markham, and Pickering
- The City of Ottawa = municipal boundaries of Ottawa

Postgraduate Return of Service Map

All communities within the Municipality of Ottawa are **ineligible** for Return of Service, including:

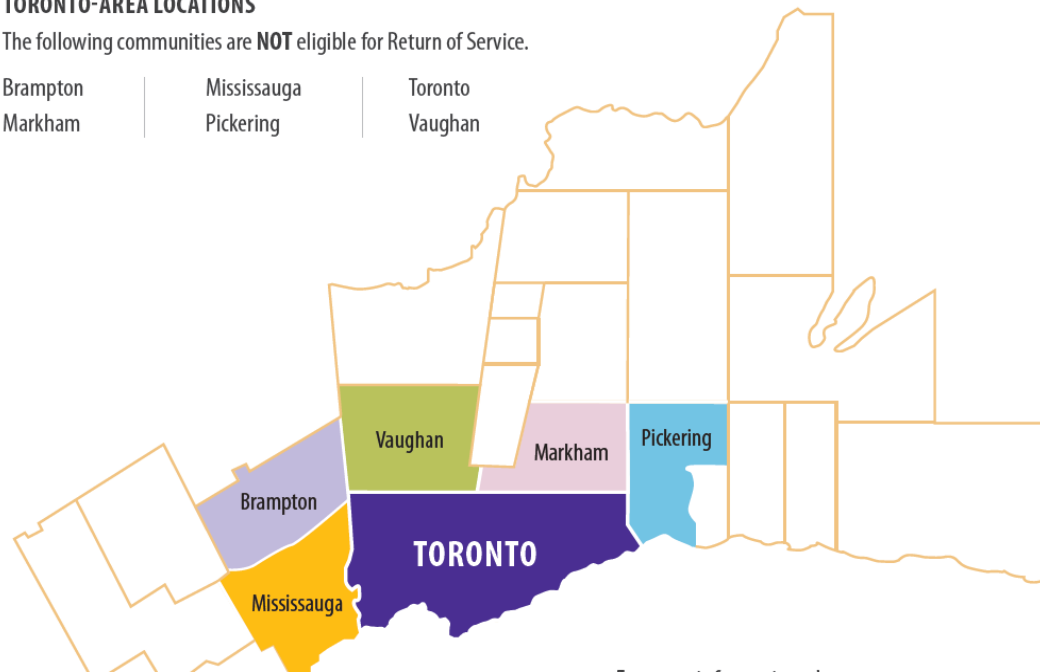
Barrhaven	Constance Bay	Greely	Manotick	North Gower	Richmond
Blackburn	Cumberland	Kanata	Metcalfe	Notre-Dame-des-Champs	Riverside South
Hamlet	Dunrobin	Kars	Munster	Orleans	Rockcliffe Park
Blossom Park	Fitzroy Harbour	Kenmore	Navan	Osgoode	Stittsville
Carp	Gloucester	Kinburn	Nepean	Ottawa	Vanier



TORONTO-AREA LOCATIONS

The following communities are **NOT** eligible for Return of Service.

Brampton	Mississauga	Toronto
Markham	Pickering	Vaughan



Resident Loan Interest Relief Program (RLIRP)

- Part of the 2008 OMA agreement
- Relief from monthly payments on government student loans during residency
- 5 year return of service and begin repayment upon completion or termination of residency

RLIRP Continued...

Eligibility

All medical trainees in all years of training in Ontario postgraduate programs funded by MOHLTC as of July 1, 2009 are eligible, provided that:

- they are not restricted from receiving financial assistance under the Ontario Student Assistance Program;
- their loans are Canadian government student loan(s), i.e. provincial, territorial and/or federal. Bank lines of credit are not eligible;
- their loans are in good standing and not in arrears.
- [Application \(Eng\)](#)
- [Application \(FR\)](#)

Questions: rlirp@ontario.ca or 1-877-957-5747

LHIN Regions in Ontario



4. Family Medicine at 10,000 ft

- Retirements are happening
- 40% of Ontario's Family Physicians are 55 year or >*
- Often takes > 1 physician for replacement**
- Succession planning/physician supply/distribution
- Return of Service (ROS) has had an impact
 - X Richmond Hill, Oakville, Milton, Georgetown and Kingston, among other places
- Ministry is enforcing ROS contracts
- French speaking and bilingual in demand (N/SW/E)
- First Nations care
- Salaried positions available (benefits/mat leaves)

•2013 OPHRDC Annual Report

•Replacements of >1:1 in FHN/FHO models must be approved

Family Medicine at 10,000 ft

- Communities are recruiting for what they need
- Mix of rural and urban opportunities
- Often rural opportunities are state-of-the-art
- Still many FFS or CCM type practices
- North – Rural and Northern Physician Group Agreement (RNPGA) – salary based
- Practice metrics

Family Medicine at 10,000 ft

- Rural Family Medicine Locum Program (RFMLP) subsidizes many communities
- Special interests often sought out – EM/OB/Palliative etc
- Hospital based positions typically require a 3rd year (but not always)
- Many types of locums across the province
- CHCs are recruiting
- Recruitment is evolving

Let's talk recruitment

- When selecting a community please consider asking:
 - When was the last FM physician recruited (date)
 - Is their practice full?
 - How long did it take to fill the practice?
 - How many family physicians in the community are taking patients?
 - Ask to speak to the last physician recruited
 - Are there personal/lifestyle issues that are deal breakers if they aren't available?
 - Don't ask about incentives right away – it will come up in conversation anyway
 - Does your spouse/partner need assistance in finding employment? If so, ask who can help with this

Let's talk recruitment

- CV up-to-date and ready to go
- References available if asked
- Site visit = job interview
 - This is your opportunity to interview the community and potential colleagues, as much as you are also being interviewed
- Use the on-line supports – Practice U/CMA/tips and tricks from colleagues/mentors
- Not all jobs are posted – talk to your RA
- **Make sure you meet all your potential colleagues**
- * **TIP – Is there a guaranteed hourly minimum in clinics that are FFS where you have to build your patient roster?**

6. Compensation

1. Fee for Service*
2. Salaried*
3. Capitation Models – FHGs/FHNs/FHOs/Income Stabilization/Blended Salary/RNPGAs, etc

* Only models that can transition to capitation at a later date

Financial Incentives

- There are communities/clinics/hospitals in Ontario that offer incentives
- Incentives are typically tied to some type of Return of Service
- Range from cash, to goods and services, or to accommodation/office space assistance
- Cash based incentives have a large range and you will need to research what is available by community
- Often offered by rural communities but sometimes available in urban opportunities

Financial Incentives

Northern and Rural Recruitment and Retention Initiative (N3R)

- Grants between \$80,000 - \$117,600 for communities with RIO 40+
- Approximately 6–8 weeks to process applications
- Taxable incentive
- Payment schedule:
 - Year 1: 40%
 - Year 2: 15%
 - Year 3: 15%
 - Year 4: 30%

Financial Incentives

N3R continued...

Physician Eligibility:

- Commit to full time practice
- Hospital privileges, if required by the community
- Provide ER coverage, if required by the community
- Has not previously received:
 1. NRRR initiative grant
 2. free tuition program and/or
 3. incentive grant through the Northern Health Programs

Negotiating

Tips to Consider:

- Make sure that you are talking to a decision maker
- Ask about income, professional expectations, financial obligations and what benefits exist
- Prepare your bottom line(s) in advance; don't be afraid to negotiate (but know when to settle)
- Never sign anything without reading it thoroughly
- Have a lawyer review all agreements, contracts (OMA)
- If nothing looks good, then consider locuming

Take aways:

- Retirements are happening, with many more to come
- Ask lots of questions no matter where you are being recruited
- Saturation is happening and is greater than last year
- Make sure you meet all your potential colleagues
- Is this the 'right fit' for you and your family
- CCFP-EM and FM/ED are in high demand across the province
- Most of the province is ROS eligible, but choose carefully
- RFMLP (and locums in general) great way to check out potential practice ops
- Be prepared for delays in PEM applications

Practice U: A Practice Primer for Ontario Physicians

Available to residents online – Practice U

- Countdown to practice – The Paperwork: Applying for your independent practice certificate of registration (your license), Billing number, Hospital privileges, CMPA etc.
- Finding your ideal practice
- Evaluating practice opportunities, Incentives and Compensation
- CV tips and samples, cover letters and samples, and interview preparation
- Business side of medicine – teaching, physician well-being, EMR/eHealth
- And much, much more!

General Career Resources

- [Canadian Association of Staff Physician Recruiters](#)
- [Canadian Medical Association](#)
- [The Canadian Medical Protective Association \(CMPA\)](#)
- [CMA Practice Management Curriculum](#)
- [College of Family Physicians of Canada](#)
- [College of Physicians and Surgeons of Ontario \(CPSO\)](#)
- [Eastern Regional Medical Education Program \(ERMEP\)](#)
- [Family Health Groups \(FHGs\), Family Health Networks \(FHNs\) and Primary Care Networks in Ontario](#)
- [Family Health Teams](#)
- [Health Care Connect](#)
- [HealthForceOntario Marketing and Recruitment Agency](#)
- [HealthForceOntario Northern and Rural Recruitment and Retention Initiative Guidelines](#)
- [HFO MRA Locum Credentialing Application Program](#)

General Career Resources (continued)

- [HFOJobs](#)
- [HFOMRA on Twitter](#)
- [Institute for Clinical Evaluative Sciences](#) (ICES)
- [Local Health Integration Networks](#) (LHINs)
- Ministry of Health and Long Term Care [International Medical Graduates Return of Service](#)
- [Ontario College of Family Physicians](#)
- [Ontario Hospital Association](#)
- [Ontario Physician Human Resource Data Centre](#)
- [OntarioMD](#)
- [Professional Association of Residents of Ontario](#) (PAIRO)
- [Royal College of Physicians and Surgeons of Canada](#)
- [Rural Ontario Medical Program](#) (ROMP)
- [Schedule of Benefits for Physician Services](#) under the Health Insurance Act
- [Society of Rural Physicians of Canada](#)
- [Schedule of Benefits for Physician Services](#) (MOH)

Questions

Contact

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