

# GPSC PROVINCIAL RECRUITMENT and RETENTION STEERING COMMITTEE - WORK PLAN

AIM: ALIGNMENT, EFFICIENCY, ADDRESSING SYSTEM BARRIERS

Blue numbers correspond to BC Patient Medical Home (PMH) attributes and reflect alignment of R & R objectives with GPSC strategic plan

- Support UBC Residents to transition to Practice/Integrated system of care
- Optimize medical student pathways to full-service family medicine, with a commitment to longitudinal, comprehensive, coordinated care
- Champion engagement & training of Preceptors
- Raise profile/promote benefits of family practice/generalism

- Guide processes to improve Division recruitment efforts
- Make recommendations re: effective distribution of IMGs for ROS
- Advise rural and urban communities on retaining CMGs & IMGs
- Inform HHR forecasting through standardized Division & partner data
  - Support IMG integration, orientation
  - Influence CPSBC bylaws

Enhance engagement of Medical Students & Family Medicine Residents

Enhance Recruitment & Retention of CMGs, IMGs, CSAs

1,2,3,5,8

2,3,5,7,8,12

Collective Impact  
Core Conditions  
Backbone Infrastructure  
Common Agenda  
Continuous Communication  
Reinforcing Activities  
Shared Measurement

2,3,8,10

1,3,4,6,7,8

Improve Access to Recruitment & Retention Information, Resources, Tools

Improve Practice Coverage (PC) Strategies

- Provide advice and guidance to support operations of PracticeinBC.ca
- Provide advice and guidance on practice/community approaches & facilitate sharing at the local and Division level
- Promote framework for R & R partner roles
- Develop Ethical Recruitment framework
- Assess feasibility of expanding the Vancouver Island regional strategy

- Facilitate creation of a PC action plan
- Assess feasibility of a tool for centralized access to Locums and practice opportunities.
- Inform strategies for improved access to EMR orientation & training for Locums
- Inform PMH Task Group (re: attributes 11 & 12).

1. Patient-centred, whole person care
2. A personal family-physician
3. Team-based care (TBC)
4. Timely access
5. Comprehensive Care
6. Continuity of Care

7. Information technology enabled
8. Education, training & research
9. Evaluation & quality improvement
10. Internal and external supports
11. FP networks supporting practice
12. PMH networks supporting communities



Apr 1 2017 - Mar 31 2018

Approved Apr 25 2017