If you’re new to practice, you have many choices to make. One of the most important ones concerns the place you will begin practising, and in a country as large as Canada there are many options to consider. This chapter provides a road map that will help you investigate these choices. We began by asking our colleagues in the provincial and territorial medical associations about the things that make each of them unique. What is the job situation like? Is there a specific demand within certain specialties? Are there economic incentives available for new physicians? How is your province or territory different? Where can I look if I have additional questions? We know that new doctors have many questions about the opportunities available in different provinces and territories. This chapter is designed to help you find the answers.

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WHY SHOULD I WORK IN THIS PROVINCE?
British Columbia has a number of collaborative programs, the result of a unique and innovative partnership between Doctors of BC and the provincial government. A productive working relationship with the government has led to several initiatives including programs that target health care funding, gaps in care, and support doctors to provide quality patient care and enhance professional satisfaction.

British Columbia also offers a unique lifestyle. There is no other province in Canada that can offer the diversity provided by British Columbia — from remote mountain areas and large urban centres to island communities — there is something for everyone.

PROVINCIAL INITIATIVES
Through collaboration with Doctors of BC, the BC government, and health authorities, British Columbia offers initiatives such as:

- **General Practice Services Committee**: Strengthens full-service family practice and patient care by supporting doctors to take leadership and influence the delivery of primary care in BC
- **Divisions of Family Practice**: Community-based groups of family physicians working to achieve common health care goals
- **Practice Support Program**: Helps doctors build capacity in their practices through the use of innovative clinical and practice management tools and strategies
- **Specialist Services Committee**: Supports the delivery and improvement of specialist services and the specialist care system
- **Shared Care**: Provides funding and project support to family physicians and specialist physicians to improve the flow of patient care from primary to specialist services
- **RCCbc**: Established and funded by the Joint Standing Committee on Rural Issues, RCCbc develops and supports strategies that improve the health of individuals and rural communities while advocating for rural physicians in BC
- **Insurance**: Doctors of BC members are automatically enrolled in free legal expense insurance covering a legal helpline and several personal legal claims and defense costs

TOP IN-DEMAND SPECIALTIES
All specialty areas in British Columbia offer opportunities. However, specialties that deal with complex care and/or chronic care conditions as well as conditions relating to aging offer the most opportunities.

ELECTRONIC MEDICAL RECORDS
Almost 95% of BC doctors are using computerized records, or EMRs, meaning that BC has one of the highest levels of EMR usage in the world — something we accomplished in just the last six years.

OTHER USEFUL WEBSITES FOR PHYSICIANS
- Rural Coordination Centre of BC (RCCbc): [rccbc.ca](http://rccbc.ca)
- Health Match BC: [healthmatchbc.org](http://healthmatchbc.org)
- College of Physicians and Surgeons of British Columbia: [cpsbc.ca](http://cpsbc.ca)
- British Columbia Ministry of Health: [gov.bc.ca/health](http://gov.bc.ca/health)

CONTACT INFORMATION
Doctors of BC
115 1665 W. Broadway
Vancouver BC V6J 5A4
800-665-2262 or 604-736-5551
doctorsofbc.ca @DoctorsofBC

KEY URLs
- Doctors of BC and joint programs: [doctorsofbc.ca](http://doctorsofbc.ca)
- General Practice Services Committee: [gpscbc.ca](http://gpscbc.ca)
- Specialist Services Committee: [sscbc.ca](http://sscbc.ca)
- Divisions of Family Practice: [divisionsbc.ca/provincial/home](http://divisionsbc.ca/provincial/home)
- Shared Care: [sharedcarebc.ca](http://sharedcarebc.ca)
- Physician Health Program of British Columbia: [physicianhealth.com](http://physicianhealth.com)
LIVING AND WORKING IN ALBERTA
Alberta is a beautiful province, ranging from boreal forests to wide open prairies to the majestic Rocky Mountains. With a flourishing economy and a growing population of nearly four million, Alberta represents an excellent opportunity for a newly practising physician. There are plenty of choices, whether you would like to work in an urban centre or a rural community

- Choosing Alberta: albertacanada.com

PROVINCIAL INITIATIVES
On May 30, 2013, the AMA membership ratified a new seven-year agreement with Alberta Health. The AMA agreement will offer new opportunities for physicians as a profession to have a voice in how the system is designed and delivered. It’s an environment in which government is required to consult with the AMA on matters that “touch and concern” physicians. Read about the AMA agreement: albertadoctors.org/services/physicians/our-agreements

- Reconfirmation of the AMA’s role
- Sub-agreements covering electronic medical records, primary care, and system-wide efficiencies and savings
- Dispute resolution mechanisms
- Evergreen components for stability between agreements

SUPPORT AND ASSISTANCE PROGRAMS
A number of programs for physicians have been secured as part of the new agreement, including:

- Continuing medical education
- Medical liability reimbursement
- Parental leave
- Physician and Family Support Program
- Physician Locum Services (regular and specialist)
- Practice management
- Business costs
- Retention Benefit Program
- Rural, Remote, Northern Program
- Toward Optimized Practice
- Physician Learning Program

Learn more about these programs and other AMA benefits and services at: albertadoctors.org/services/membership-guide

KEY URLs
Alberta Medical Association (AMA) for resident physicians:
albertadoctors.org/services/residents

Manage your AMA membership:
albertadoctors.org/about/membership

EMPLOYMENT OPPORTUNITIES
Alberta offers a wide range of general practice and specialty practice options. According to the Alberta Physician Link employment opportunities website, the specialties in the province with the opportunity for work include:

- General practice/family medicine
- General practice with a sub-specialty in palliative care
- Anesthetics
- General surgery or obstetrics
- Obstetrics, pediatrics and psychiatry

SEARCH AVAILABLE POSITIONS

- Alberta Physician Link: albertaphysicianlink.ab.ca
- Alberta Health Services: doctorjobsalberta.com
- AMA Physician Locum Services: albertadoctors.org/services/physicians/pls

LICENSURE
To practise in Alberta, you must be registered with the College of Physicians & Surgeons of Alberta (CPSA):
cpsa.ab.ca

CONTACT INFORMATION
Alberta Medical Association
12230 106 Ave NW
Edmonton AB T5N 3Z1
800-272-9680 or 780-482-2626
Fax 780-482-5445
amamail@albertadoctors.org
WHY SHOULD I WORK IN THIS PROVINCE?
Saskatchewan, the home of medicare, continues its commitment to excellence in a publicly funded health care system. Physicians have many employment opportunities, both fee-for-service and alternate payment, in urban and rural settings. Compensation is competitive with and, in many cases, exceeds the compensation available in other Canadian provinces.

Saskatchewan residents enjoy a high quality of life and a low cost of living, a fabulous combination. Housing is affordable, commutes are short and the provincial sales tax is five percent.

PROVINCIAL INITIATIVES
In conjunction with the Government of Saskatchewan, the Saskatchewan Medical Association (SMA) has established a physicians’ Retention Fund that provides financial incentives for physicians who practise in the province for extended periods. The annual entitlements are paid at designated intervals.

The SMA also negotiated the Family Physician Comprehensive Care Program, intended to compensate family physicians who provide a full range of primary care services to their patients. This is intended to provide an incentive for more physicians to expand their practices and provide this full range of services for patients.

The Ministry of Health through the Rural Physician Incentive Program provides $120,000 in funding over five years to recent medical graduates who establish practice in rural communities with a population of 10,000 or less. The program is open to both Canadian and International Medical Graduates.

The SMA provides several programs for its members, including continuing medical education funding, a parental leave program, and enhancement training for rural and regional physicians as well as for specialists.

TOP IN-DEMAND SPECIALTIES
- General practitioner
- Internist
- Psychiatrist
- Pediatrician

ELECTRONIC MEDICAL RECORDS
The Saskatchewan EMR Program assists physicians with the implementation of EMR systems in their clinics. Physicians can realize many benefits from EMR software. For more information on converting to an EMR system or for assistance in optimizing the use of your system, please go to sma.sk.ca/4/emr-program.html.

CONTACT INFORMATION
Saskatchewan Medical Association
201–2174 Airport Dr.
Saskatoon SK S7L 6M6
sma@sma.sk.ca
306.244.2196

KEY URLs
Saskatchewan Medical Association: sma.sk.ca
College of Physicians and Surgeons of Saskatchewan: cps.sk.ca
Physician Recruitment Agency of Saskatchewan: saskdocs.ca
Government of Saskatchewan Ministry of Health: saskatchewan.ca/residents/health
University of Saskatchewan College of Medicine: medicine.usask.ca
Professional Association of Internes and Residents of Saskatchewan: saskresidents.ca
Royal College of Physicians and Surgeons of Canada: royalcollege.ca
College of Family Physicians of Canada: cfpc.ca
WHY SHOULD I WORK IN THE PROVINCE?
If you are looking for a location that delivers more than just outstanding career opportunities, a move to Manitoba will let you achieve just the right balance of work and play. Manitoba offers a wide range of cultural and entertainment attractions for you and your family to enjoy. Choose from classical music and opera, high quality theatre, world-class art galleries, or a few fascinating hours in one of the province’s many museums.

In rural Manitoba, festivals are held in many of our smaller communities — from Canada’s National Ukrainian Festival in Dauphin and the Morris Stampede rodeo to the Icelandic Festival in Gimli and the Trappers’ Festival in The Pas. Winnipeg, Manitoba’s capital city, is a major economic and cultural centre for the prairie region of Canada, with more arts, festivals, cultural and entertainment choices than many larger cosmopolitan cities.

PROVINCIAL INITIATIVES
As a centre for health care research, Manitoba plays a strong national role in advancing health care practices. Practice opportunities range from small rural and northern communities to busy tertiary and trauma centres in Brandon and Winnipeg.

Supported by two teaching hospitals, the province boasts a variety of research facilities including the only Level 4 laboratory in Canada, as well as the National Research Council’s Institute for Biodiagnostics.

Manitoba provides a number of incentives to physicians moving to the province
- The province of Manitoba has several initiatives designed to support Manitoba residents and physicians to study and practice in Manitoba. These incentives are tied to Return of Service Agreements. Interested physicians can find more information on financial incentives by connecting with the physican recruiter in each health region.

As well, Doctors Manitoba operates a number of benefit programs to provide financial support or aid to physicians working in Manitoba, including:
- Continuing Medical Education Rebate Program
- CMPA Rebate Program
- Maternity/Parental Benefits Program
- Retention Benefit Program
- Insurance Program

TOP IN-DEMAND SPECIALTIES
- Family Physicians
- Pediatricians
- Internists

KEY URLs
Doctors Manitoba: www.docsmb.org
Manitoba College of Physicians and Surgeons: www cpsm mb ca
Manitoba College of Family Physicians: www mcfp mb ca
Manitoba Physician Resource Coordination Office: healthemployment ca

CONTACT INFORMATION
Doctors Manitoba
20 Desjardins Dr.
Winnipeg MB R3X 0E8
204-985-5888
general@docsmb.org
Ontario Medical Association

The Ontario Medical Association (OMA) represents the political, clinical and economic interests of the province’s medical profession. By choosing to practise in Ontario, you will have access to the unique program and service offerings of the OMA.

SUPPORTING MEMBERS’ PERSONAL AND PROFESSIONAL LIVES

OMA Advantages Affinity Program: OMA members now have more options and benefits from more companies than ever before. Enjoy preferred rates and services for members in the following categories: travel and leisure, wireless communications, office services (courier and IT support), moving and relocation services, fitness and health, auto purchase, lease and sharing — with more to come!

OMA Insurance: Offers a complete portfolio of insurance solutions designed to meet the unique needs of medical students, residents, physicians and their families. Strictly not for profit, the non-commissioned team can focus exclusively on objective advice and service, using the group buying power of well over half of Ontario and Atlantic physicians to provide medical professionals with the right insurance coverage at every stage of their career.

Physician Health Program: Provides a range of confidential direct services to support the health, well-being and resilience of physicians, residents and medical students.

EMRs and Related Products and Services: OntarioMD has been very successful in supporting 11,650 physicians with EMR adoption. It has also developed and implemented award-winning connectivity to EMRs with its Hospital Report Manager (HRM) and eNotifications applications that enhance the value of certified EMRs. OntarioMD is a wholly owned subsidiary of the OMA and is funded by the Ministry of Health and Long-Term Care.

Publications: The Ontario Medical Review is the OMA’s flagship publication, and a leading source of vital professional, economic, practice management, legislative, and health policy information affecting the medical profession in Ontario. Scrub-In is the OMA’s award-winning medical student publication, showcasing student-driven content that reflects areas of specific interest and concern to medical students across the province. The OMR and Scrub-In also act as vital conduits for promoting important information to members regarding the OMA’s many programs and services.

ADVOCATING FOR DOCTORS AND PROMOTING BETTER PATIENT CARE

Health System Programs: Encompass a broad range of services that are designed to support and equip Ontario’s physicians to be part of, or respond to initiatives or changes in Ontario’s health care system.

Health Promotions Initiatives: Improve the health of Ontarians on behalf of Ontario’s physicians, through a focus on advocacy for health protective policies and the development of educational material for patients on a variety of population health issues.

Empowering Health Care Advocates: The OMA’s network of Health Care Advocates is a grass-roots lobbying initiative for Ontario’s doctors. As physicians, you are trusted and respected leaders in health care who know what’s best for your patients and your community. As Health Care Advocates, part of your role will be to develop a relationship with your MPP as it is critical to influencing government policy. Health Care Advocates are provided skills training in the areas of advocacy, government, media and social media relations.

Physician and Stakeholder Engagement: Delivers enhanced engagement strategies to support the work of the OMA. It identifies areas for enhanced participation by members, including medical special interest groups, students, residents, women physicians and system stakeholders; and in response implements appropriate targeted engagement strategies. Regional Managers and Constituency Services are within this portfolio. The work of PSE is informed by emerging issues, health programs implementation, health promotion and policy/issues consultation as appropriate.

Provincial Initiatives: Several benefit programs that can be accessed through the MOHLTC include: Medical Liability Protection, Pregnancy & Parental Leave Program, Continuing Medical Education, Northern Physician Retention Initiative, and Resident Loan Interest Relief Program.

TOOLS FOR MANAGING AN EFFECTIVE AND EFFICIENT PRACTICE

Practice Management & Advisory Services: Services and resources that help physicians maintain a successful medical practice throughout their medical career, including skills development, usable tools, and medical billings support.

Legal Services: Assists members with practice and regulatory issues, governance agreements between physicians, contracts offered by organizations such as hospitals and clinics, as well incorporation of physician practices via OMA Incorporation Service.

KEY URLs

Ontario Medical Association (OMA): www.oma.org
Ontario’s Doctors (OMA): www.ontariosdoctors.com
OntarioMD: www.ontariomd.ca
Section on General & Family Practice (SGFP): www.sgfpnet.ca
College of Physicians and Surgeons of Ontario (CPSO): www.cpsso.on.ca
Ministry of Health and Long Term Care (MOHLTC): www.gov.on.ca/health
HealthForceOntario (HFO): www.healthforceontario.ca
Ontario College of Family Physicians (OCFP): www.ocfp.on.ca

CONTACT INFORMATION

Ontario Medical Association (OMA)
900–150 Bloor St. West
Toronto ON M5S 3C1
info@oma.org or 800-268-7215
The Québec Medical Association (QMA) is the only organization in Quebec that unites the province’s physicians — medical students, residents, practicing and retired general practitioners and specialists — in advocacy and action to improve the health of the population.

QMA members benefit from many products and services, including online clinical resources, personalized financial management advice and flexible insurance plans that provide affordable coverage specially designed for physicians.

In Quebec, the Collège des médecins du Québec is responsible for issuing practice licences.

THE QMA: FOR THE PROFESSION
Free from any union affiliation, the QMA advocates for improved accessibility and quality on behalf of the entire medical profession, playing a central role in changes to Quebec’s healthcare system. It produces briefs on current issues and participates in parliamentary committees, including on:

- Bill 10 (organization and governance of the health network);
- Bill 20 (access to health care and assisted procreation); and
- Bill 44 (tobacco control).

Current issues of concern for the QMA and its members include:

- **Overdiagnosis:** Considering that 18% to 37% of total health expenses in Quebec are associated with unnecessary tests and treatments, the QMA strives to raise awareness of overdiagnosis and overtreatment. Eliminating this type of unnecessary care would allow for the reallocation of resources within the system and improve access to care. To promote these issues, the QMA launched the Choisir avec soin campaign, the French-language version of Choosing Wisely Canada, and submitted an action plan on reducing overdiagnosis to various health stakeholders. Among other advances, the campaign has led to the creation of committees charged with reducing unnecessary care in several health care facilities in the province.

- **Medical aid in dying:** After the majority of citizens and physicians in Quebec expressed their support for medical aid in dying, the QMA submitted a brief to the Quebec parliamentary commission on end-of-life care. The QMA also filed motions with the CMA’s General Council, to ensure respect for the population’s wishes while upholding the rights of physicians.

- **Professionalism:** Quebec’s health care and social services systems — and the role physicians play within them — are undergoing profound changes. To ensure continued access to quality services and care for patients and the public, the QMA provides meeting, discussion and education opportunities to its members, such as its:
  - 2015 Convention (The Medical Profession: Time for a New Social Contract);
  - 2015 Symposium for Physician Executives (Physician Executives at the Centre of Change);
  - 2016 Convention (Clinical Governance: Time to Decide!).

A UNIQUE OFFER OF MEDICAL LEADERSHIP TRAINING SESSIONS
Many practicing physicians are assuming leadership roles or acting as managers. The QMA is happy to offer a variety of training sessions to better equip its members:

- **PMI Leadership Program:** Five two- to three-day courses for the development of leadership skills (LEADS).
- **Seminars:** One-day training sessions on current issues to meet specific needs.

The QMA also organizes annual gatherings such as symposiums and conventions to foster discussion and networking among physician leaders.
WHY SHOULD I WORK IN NEW BRUNSWICK?
Residents of the three largest cities of Fredericton, Moncton, and Saint John enjoy urban amenities with a friendly, small-town feel. Rural residents are never far from a major centre, due to the province’s compact size.

Members of the New Brunswick Medical Society (NBMS) have access to benefits designed to support the work, health, and lives of physicians. Eligible physicians receive negotiated benefits delivered through the NBMS for continuing professional development, practice insurance, parental leave, and leadership development. We also ensure members have the latest information with members-only bilingual communications about the behind-the-scenes work of the NBMS.

PROVINCIAL INITIATIVES
The Physician Business Grant provides a $15,000 grant to family physicians establishing a full-time, fee-for-service, community-based practice to assist with initial starting costs. The Location Grant for Physician and Grant for Specialists in Designated Fields Program provides $20,000 to eligible family physicians and specialists who agree to sign a mandatory two-year return-of-service agreement to New Brunswick. Family physicians must establish a community-based practice, while specialists must be from certain hard-to-recruit fields.

ELECTRONIC MEDICAL RECORDS
Velante delivers New Brunswick’s EMR program on behalf of the New Brunswick Medical Society. When doctors enroll with Velante, they receive training and support to implement the provincial EMR in their office. Velante can also facilitate procurement of other related technology services, such as hardware and networking equipment and data migration.

KEY URLs
New Brunswick Medical Society: www.nbms.nb.ca
College of Physicians and Surgeons of New Brunswick: www.cpsnb.org
Vitalité Health Network: www.vitalitenb.ca/en
Horizon Health Network: en.horizonnb.ca
New Brunswick careers in health care: www2.gnb.ca/content/gnb/en/corporate/promo/careers_in_healthcare/PermanentPositionVacancies.html

TOP IN-DEMAND SPECIALTIES
- Family Medicine
- Anesthesia
- Vascular Surgery
- Obstetrics/Cygnecology
- Internal Medicine
- Pathology

WE’RE SOCIAL
Follow us
Facebook: facebook.com/CareFirstLasanteenpremier
Twitter: twitter.com/nb_docs
YouTube: youtube.com/DocsNB

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506-458-8860
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nbms@nb.aibn.com
WHY SHOULD I WORK IN NOVA SCOTIA?
Nova Scotia offers physicians and their families a life where work/life balance really can be achieved. In this part of the country, you’ll find combinations such as cities and towns, beaches and seacoasts, history and culture, great food and wine and outdoor adventure. Whether you’re looking for rural or urban living, you can build the life you want in Nova Scotia.

Doctors Nova Scotia is committed to working with all partners in health-care delivery to ensure the province is positioned to recruit and retain talented and skilled doctors, introduce new and innovative ways to deliver health care and to continuously look for ways to improve patient care and access.

NEGOTIATES PHYSICIAN REMUNERATION
Doctors Nova Scotia is the sole bargaining agent for Nova Scotia physicians. It negotiates all funding contracts with the province on physicians’ behalf.

OFFERS A COMPREHENSIVE PACKAGE OF BENEFITS
Doctors Nova Scotia offers members a comprehensive health and dental plan, life and disability insurance, parental leave, and Physician Liability Premium rebates (i.e. CMPA).

SUPPORTS PHYSICIANS THROUGHOUT THEIR CAREERS
Exclusive to Doctors Nova Scotia:
- Electronic Medical Record Advisors: supports physicians in both adopting and using an EMR.
- Professional Support Program: offers confidential help to physicians and their families who are experiencing problems — whether they are personal or professional, financial or psychological, psychiatric or addictive
- Business of Medicine: online seminars and courses designed to assist physicians with the business side of running a practice, including setting up a new practice. Billing seminars to ensure accurate and reliable billing practices.
- Physician Navigator Program: offers guidance and moral support on what to expect throughout an investigation by the College of Physicians and Surgeons of Nova Scotia

PARTNERS IN HEALTH TRANSFORMATION
A healthy workplace hinges on working within a well-supported and innovative health-care system. Doctors Nova Scotia partners with its many physician leaders and government to bring forward changes to improve the health system. From health information management to new care models, Doctors Nova Scotia is helping to build a better system for patients and physicians alike.

PROMOTES HEALTHY LIVING TO NOVA SCOTIANS
Doctors Nova Scotia is working to improve the health of Nova Scotians through supporting health promotion initiatives across the province. Most notably, it created an award-winning Kids’ Run Club that sees more than 17,000 children and their family members get active every year.

KEY URLS
Doctors Nova Scotia: doctorsNS.com and yourdoctors.ca
Nova Scotia Department of Health and Wellness recruitment incentives: physicians.novascotia.ca/incentives.html
Provincial Locum Program: physicians.novascotia.ca/locumservices.html
College of Physicians and Surgeons of Nova Scotia: cpsns.ns.ca

TOP IN-DEMAND SPECIALTIES
- Family physicians
- Internal medicine
- General surgery
- Anaesthesia
- Obstetrics & Gynaecology
- Ophthalmology

PROVINCIAL INITIATIVES
Doctors Nova Scotia and the province are committed to investing in innovative practice solutions and health services to improve the system both for patients and physicians. Nova Scotia offers a variety of payment mechanisms to suit a variety of practice environments. Doctors are paid through fee-for-service, alternative payment plans, and academic payment plans. These payment mechanisms provide doctors an opportunity to work in rural areas, collaborative practices, or academic settings.

RECRUITMENT
Nova Scotia has developed a physician resource plan to identify need in the province for the next 10 years. The plan indicates the need to recruit 1,123 full-time equivalents (FTEs) over the next 10 years.

CONNECT WITH DOCTORS NOVA SCOTIA
Facebook: facebook.com/DoctorsNovaScotia
Twitter: @Doctors_NS
Blog: YourDoctors.ca

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1.800.563.3427 ext. 4904
catherine.carnegy@doctorsns.com
WHY WORK IN NEWFOUNDLAND AND LABRADOR?

Working in Newfoundland and Labrador can mean everything from being at the heart of a vibrant, fast-paced tertiary care centre to providing essential services in a rural setting. The province is located at the most eastern edge of North America and is comprised of pristine forests, towering mountains and scenic coastlines. The natural beauty of this place is largely untouched and unspoiled with many areas to explore and experiences to savour.

In Newfoundland and Labrador, you will find a rich quality of life, supported by an economy that is leading in economic growth. The province is a great place to raise a family with modern medical facilities, unlimited career opportunities, quality educational institutions, affordable housing and safe streets. With a population of roughly 527,000, you will find all the best amenities, while enjoying a lifestyle that still holds traditional community values.

You will also find Newfoundland and Labrador to be a very friendly and welcoming province. In fact, a large portion of our practising physician population is comprised of international medical graduates who now call Newfoundland and Labrador home. If a career path with a great sense of adventure appeals to you, please visit www.newfoundlandlabrador.com to learn more about our province.

PROVINCIAL INCENTIVES

The government of Newfoundland and Labrador offers a number of recruitment incentives, including bursary programs for medical residents and rewarding signing bonuses for practising physicians. Physicians may also qualify for retention bonuses based on practice location and salaried physicians may avail of paid education leave.

Newfoundland and Labrador is also home to a world-class medical school at Memorial University, which includes postgraduate residency training programs. Memorial is home to cutting-edge research centres and facilities that offer accredited continuing medical education programs to enhance your advanced skills. Memorial recently expanded its medical school, which has led to increased opportunities for clinical research and teaching.

The NLMA looks forward to assisting you in any way possible to make your transition to your new practice location a satisfying one.

ABOUT THE NLMA

The Newfoundland and Labrador Medical Association (NLMA) is committed to supporting you at every stage of your career. As the representative for physicians in negotiations, the NLMA is dedicated to negotiating compensation and benefits packages with the provincial government. Our top priority is ensuring that all physicians achieve equitable remuneration and have the appropriate resources they need to achieve a healthy balance between professional obligations and personal life. In recent years, the NLMA has negotiated lucrative contracts that have significantly improved our ability to retain and attract new physicians to the province. In October 2015, the NLMA negotiated a new agreement with the provincial government that includes a robust electronic medical records program, funding to support primary health care reform and a commitment to develop a new parental leave program.

While negotiations and physician representation may top our agenda, there are many other important benefits of NLMA membership. As a member of the NLMA and CMA you will have access to products and services designed to meet your personal, professional and financial needs. Members also have access to a robust physician health program, leadership development opportunities and group insurance plans, as well as a group RRSP for salaried physicians. Please visit our website at www.nlma.nl.ca to learn more about other benefits of membership with the NLMA and the work we are doing on behalf of all physicians in Newfoundland and Labrador.

ELECTRONIC MEDICAL RECORDS

In October 2015, the NLMA signed an agreement with the provincial government on the governance and cost-sharing of a single-vendor electronic medical record (EMR) program for the province. Med Access EMR by TELUS Health Provider Solutions was selected as the preferred product. Physicians will pay 30% of the EMR program costs and Government will pay 70%. The EMR will be integrated with the provincial electronic health record (EHR), connecting physicians to patient and provider information, lab results, medical imaging reports, community medication profiles and direct billing.

KEY URLs

Newfoundland and Labrador Medical Association: www.nlma.nl.ca
The College of Physicians and Surgeons of Newfoundland and Labrador: www.cpsnl.ca
Practice Newfoundland and Labrador: www.practicenl.ca
Memorial University Faculty of Medicine: www.med.mun.ca
Newfoundland and Labrador Tourism: www.newfoundlandlabrador.com

CONTACT INFORMATION

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St. John’s, NL A1A 4B3
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nlma@nlma.nl.ca
nlma.nl.ca

NEWFOUNDLAND AND LABRADOR MEDICAL ASSOCIATION
WHY WORK IN PEI?
Achievable work–life balance, a safe place to live, low housing costs, health-care innovation, recruitment incentives and compensation among the highest in Atlantic Canada.

“I always loved the Island and it is like no other place in the world. I wanted to come here. It was like a second childhood to live in the country and enjoy all the Island has to offer; the beautiful scenery, the pace of life, the culture, the people and even an incredible professional opportunity to practise surgery in the Canadian system.”
— Dr. David Bannon, MSPEI

MSPEI member benefits: CMPA reimbursement, contract negotiations, OMA insurance, Parental Leave Program, supplementary funding for continuing professional development, and inConfidence physician support program.

PROVINCIAL INITIATIVES
- Initiatives to enhance quality, access and efficiency are underway to address Health PEI’s 2013–2016 vision: one island health system supporting improved health for Islanders.
- Improving access to primary care is a priority for government and the medical community. Working collaboratively, the PEI College of Family Physicians of Canada and the Medical Society of PEI have initiated work in this area. Their vision is: We, the family physicians of PEI, are committed to ensuring every Islander has a family physician and appropriate timely access to care through optimized primary health care teams.
- Advanced Clinical Access (ACA) projects developed to increase and/or improve access within a physician’s office are ongoing. The initiative targets family physicians; projects will be explored with other specialties.
- Teaching opportunities exist for physicians. The province is designated a training site for the Dalhousie Family Medicine residency program and a host/preceptor for medical students and residents in a variety of disciplines.
- Financial incentives for new physicians include return-in-service grants, locum support and moving expenses for physicians. Go to Healthjobspei.ca

TOP IN-DEMAND SPECIALTIES
- Obstetrics/Gynaecology
- Anesthesia
- Family Practice

WE’RE SOCIAL
Follow us
Facebook: Facebook.com/Medical-Society-of-PEI
Twitter: @MSPEI_Docs

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2 Myrtle St.,
Stratford PEI C1B 2W2
902-368-7303 or 888-368-7303
Fax: 902-566-3934
mspei.org

KEY URLS
College of Physicians and Surgeons PEI: cpspei.ca
PEI College of Family Physicians of Canada: pei.cfpc.ca
Health PEI: healthjobspei.ca
PEI Association for Newcomers: peianc.com

Medical Society of Prince Edward Island
WHY SHOULD I WORK IN THE YUKON?
Robert Service described the Yukon as “A land where the valleys are nameless and the rivers run God knows where...”. This only partly describes the awe that one feels when enjoying this most amazing place.

Discover the uniqueness the Yukon has to offer — a combination of challenging and fulfilling work opportunities and a lifestyle that is unmatched. The territory attracts bright, educated and independent people who seek a balance of professional, personal and family opportunities and interests.

In the Yukon, you have the opportunity to practise diverse, full-spectrum medicine and be part of a small, collegial medical community. The territory has world-class outdoor destinations and sports activities. Along with a rich arts and culture community, excellent educational facilities and French-language schools, the territory offers enriching small-community environments in which to raise a family.

If you would like to invest in that sense of adventure, either personally or vocationally, give the Yukon a try. Come, do a locum, see how the practice feels and experience all the Yukon has to offer.

MEDICAL SERVICES
Family physician services are provided in the capital city of Whitehorse and also in the communities of Watson Lake, Dawson City and Mayo. Resident specialist services in Whitehorse are general surgery, anesthesia, obstetrics/gynecology and psychiatry. In addition, there are 13 specialist services provided on a rotational basis through the Visiting Specialist Clinic at Whitehorse General Hospital.

Both Dawson City and Watson Lake have new community hospitals. Whitehorse General Hospital (WGH) is a 49 in-patient bed facility serving the region. Services at WGH include a fully equipped emergency department, ICU, OR suites, labour and delivery suites, First Nations health programs and full laboratory services. Diagnostic services include digital radiography, mammography, ultrasound and CT scanning. In addition, WGH just opened the first MRI suite north of 60.

Whitehorse and Dawson City are teaching centres for the family medicine departments at the University of Calgary and the University of Alberta — Rural Alberta North Program. A preceptor support fund assists local physicians who sign on for teaching duties.

Almost all medical clinics in the territory have electronic medical records and use Plexia Medical Systems. The hospitals use Meditech for medical records.

YMA BENEFIT PROGRAMS
For their members, the YMA administers 14 benefit programs. For physicians interested in relocating to the Yukon there are financial incentives, including the Recruitment Program, New Grads of CCFP/RCPSC Program, Relocation Program and Office Startup Program. Additional programs include the Retention Program, CME Program, CMPA reimbursement, locum support fund, maternity-parental benefits, Education Support Program, GP oncology training fund, and UpToDate group subscriptions.
WHY SHOULD I WORK IN THE NORTHWEST TERRITORIES?

Wide open spaces and many opportunities to do something truly rewarding, affect countless lives and make an impact on the advancement of healthcare in the Northwest Territories.

Enjoy the unique features of northern life including stunning geography and a powerful community spirit that northerners embody personally and professionally. Live in a place rich with stories of heroism and survival, and grand, bold adventures. Experience the same undisturbed shores the First Nations have treasured since time immemorial.

Practicing in the Northwest Territories provides an ideal environment to excel and develop an expanded scope inherent to Northern practice.

Be part of a competent, dedicated and collegial workforce that enjoys a lifestyle that is unmatched anywhere in Canada.

ABOUT THE NWTMA

The voice of physicians in the Territory, the Northwest Territories Medical Association (NWTMA) advocates on behalf of its members and the citizens of the North for access to high quality health care, and provides leadership and guidance to its members.

An important focus for the NWTMA is to enhance the health of Northerners and those who face inequities in access to care. Other association activities include interaction with government, position papers and presentations, negotiations and representation and enhancing the physician’s public image with government and the public. As a result of the NWTMA’s contract negotiations, members enjoy benefits such as parental leave, extended health benefits, CME and CMPA reimbursements, vacation time, special leave, signing and retention bonuses, as well as a pension plan.

NWTMA objectives include advancing the scientific, educational, professional and economic welfare of all members; maintaining the honour and integrity of the medical profession and the advancement of medical science; promoting health and preventing disease and improving medical services; recognizing outstanding contributions and service to the medical profession.