



Community support: Minimizing
recruitment challenges facing
IMG's coming to

ALBERTA CANADA

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My story



Challenges

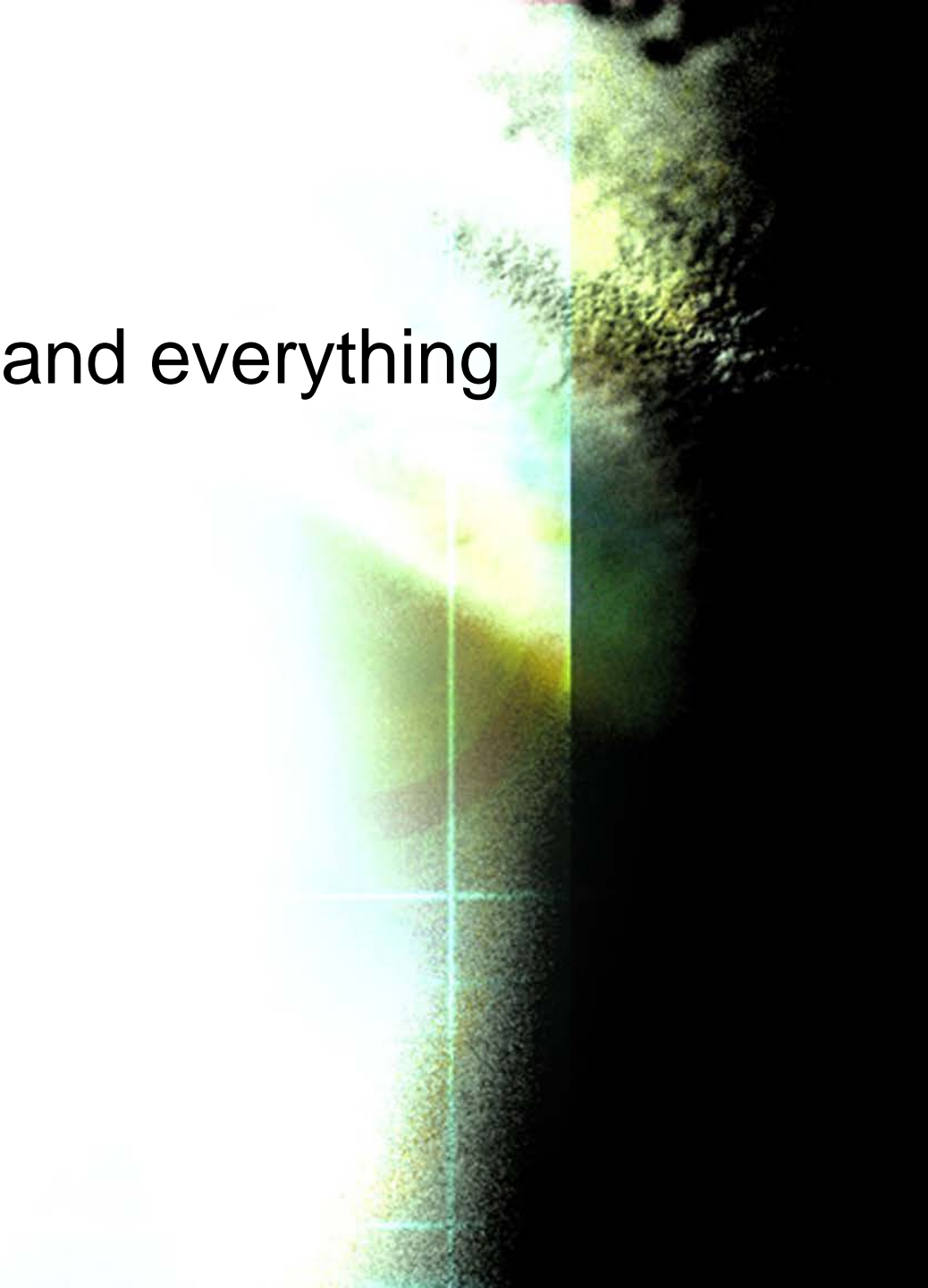
- Deciding
- Before coming
- On arrival
- During assessment
- Starting practicing

Deciding

- Timeline : 12-18months
 - Need MCCEE 6 months
 - College eligibility 1 - 2 months
 - LMO 1 month
 - Work permit, college conformation 4 - 8 months
- Finances :
 - Paperwork, exams and registration
 - \$10000 including only 1 persons flights(\$2000 per person thereafter)
 - Recruitment officer \$5000-\$10000, usually paid by community

Deciding cont

- Leaving everyone and everything you know behind.
- Starting afresh



Before coming

- Verification of credentials
- MCCEE
- College eligibility
- Find a job
- Apply for LMO and work permit
- Apply for college membership
- Sell house and content/move
- Change mailing addresses, arrange banking, payments details
- Resign from work
- Pack your bags(usually 2)

During assessment

- Find car, drive to town
- Find temporary accommodation for assessment (usually hotel room for 3 months – even families)
- Get bank account, cellphone, car and house with no credit
- Pay for daily living while assessing for at least 2 months before being paid
- Get driver's licence

Starting to practise

- Cost:
 - AMA/CPSA/CMPA fees = \$6000
 - Rental House deposit \$2000-\$4000
 - Car deposit \$2000-\$4000
 - Buy a house, deposit \$50000
 - Furniture
 - 1st month rent for office \$1500
 - 1st months office expense = income

Starting to practise

- New health system
- New hospital
- New town
- Food is different
- No friends/family
- Everything 10 x more expensive
- Finding work for spouse
- Easy to be overpowered by challenges and return



Physician engagement: Immediate

- Meeting physician on airport
- Arranging accommodations
- Preparing accommodation with supplies and a welcoming note
- Arranging paperwork for bank account, Alberta health insurance, driver's licence
- Supplying cellphone, car
- Supplying start up loan for immediate expenses usually \$10000-\$20000 (including flights)
- Supplying loan for deposit on house \$50000
- Paying recruitment fee

Physician engagement :

Ongoing

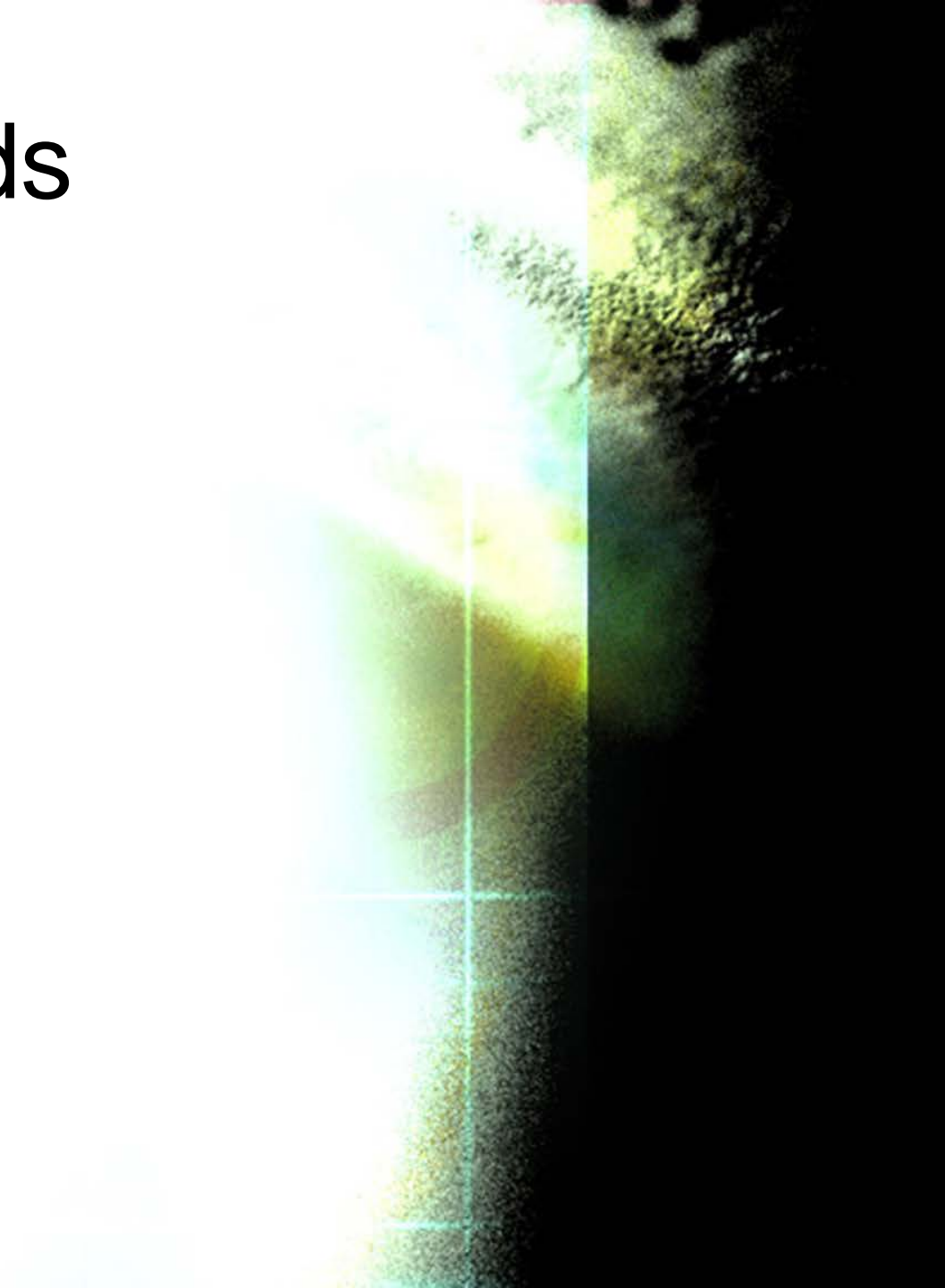
- Having a welcoming to town – town hall, ambulance bay, fire hall, MD
- Yearly dinner
- Golf – C2 membership
- Joint conference on concerns
- Helping spouses find work
- Setting up a physician engagement/recruitment committee

Getting community involved

- A physicians perspective...
 - Taking the first step
 - Build a relationship
 - Developing a plan
 - Expanding scope
 - Broader issues
 - Regional issues
 - Improving health care in general



Canadian grads



Thank you

