



RPAP | Health Workforce for Alberta

2014 — 2015 Key Performance Indicators

RPAP has developed Key Performance Indicators (KPIs) for each of its programs and major stakeholders. They are used to help manage, control and achieve program effectiveness and results throughout the organization.

RPAP

Visit rpap.ab.ca/kpi to view KPI information from previous years.

SUPPORT FOR LOCAL PHYSICIAN ATTRACTION AND RETENTION EFFORTS (PART II) PHYSICIAN ATTRACTION & RETENTION

RPAP uses several means to support community physician attraction and retention efforts:

- RPAP's Community Recruitment Consultants (CRCs) are involved in supporting the development and enhancement of local physician attraction and retention (A&R) committees. This involvement includes participation in community engagement activities, such as the annual Rural Alberta Community Physician Attraction and Retention Conference.
- RPAP's support for physician attraction and retention extends to providing grants for innovative program ideas to promote the attraction and retention of rural physicians or for project ideas at the local level to encourage A&R.
- In addition, RPAP utilizes a physician newcomer contact process to support the integration of new physicians to Alberta.

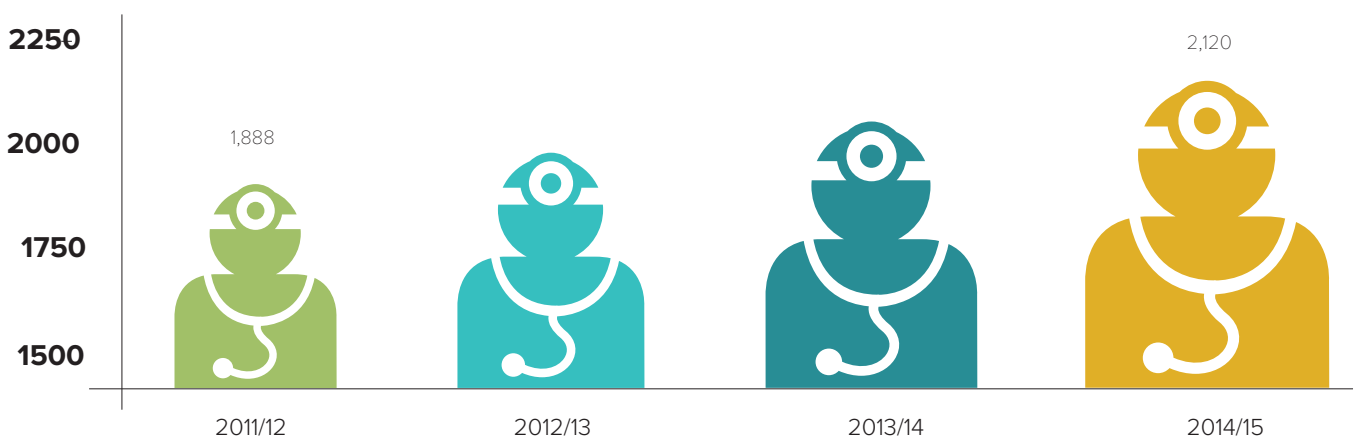
An important aspect of the Rural Community Physician A&R Committees' work is the effort to assist community physician attraction and retention committees with the work of integrating physicians and their families into the community.

For more information on RPAP support for community physician attraction and retention, please visit albertaruralhealth.ab.ca.

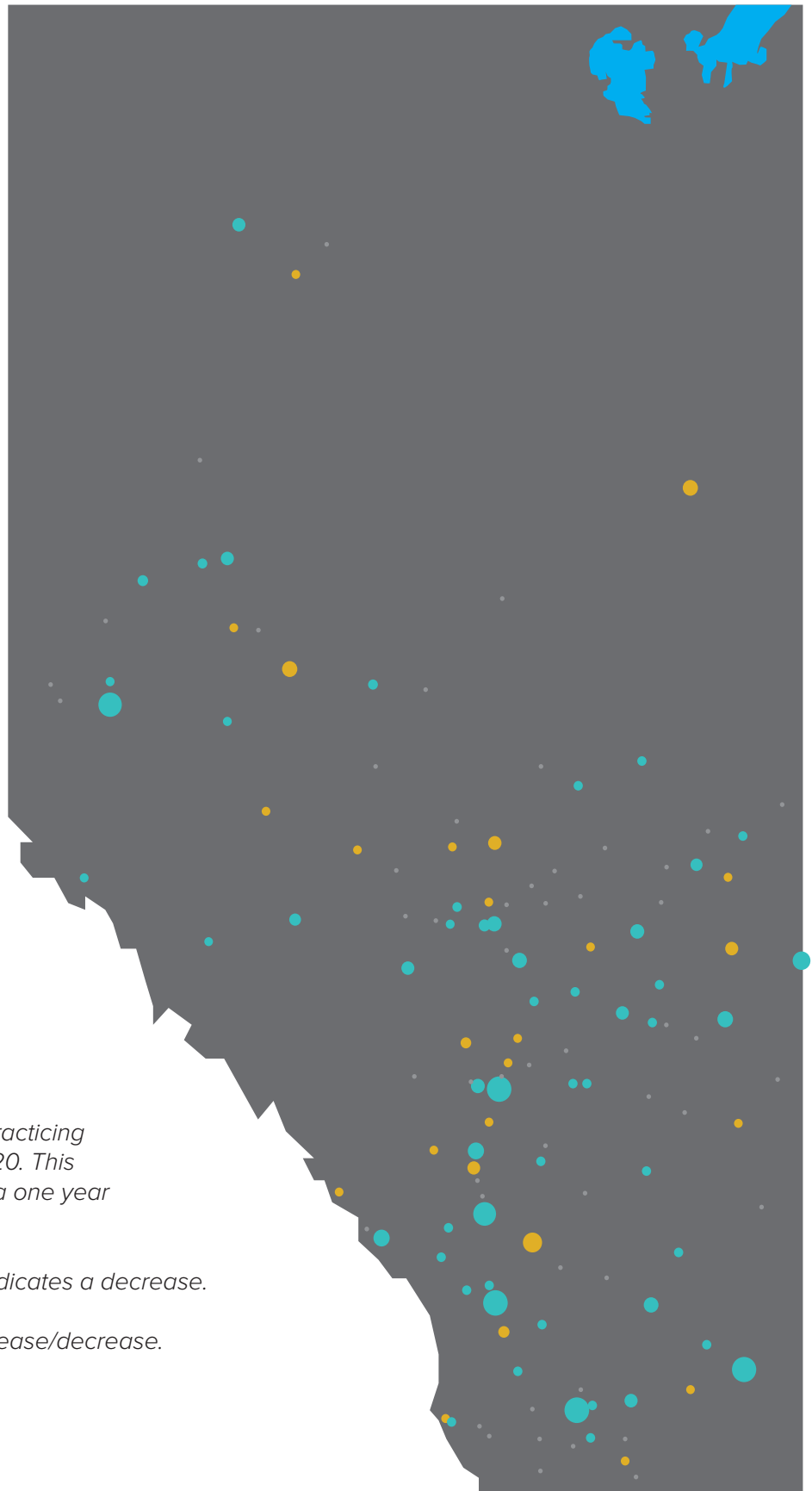
Objective

To support the establishment and sustainability of Community Physician A&R Committees and their efforts.

Number (headcount) of physicians practicing in rural Alberta



Change to the number (headcount) of physicians practicing in rural Alberta

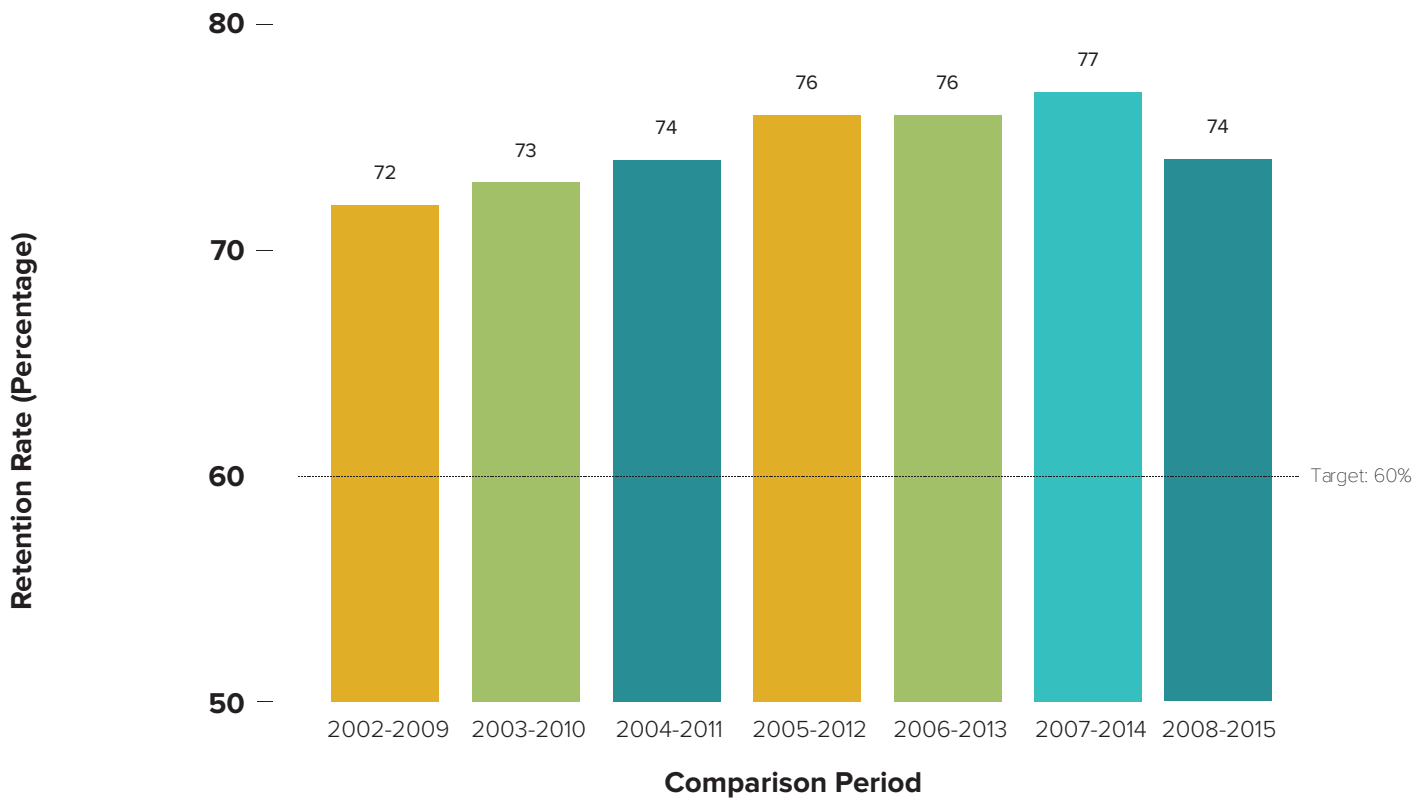


The number (headcount) of physicians practicing in rural Alberta during 2014-2015 was 2120. This compares to 2012 during 2013-2014 (for a one year increase of 108).

Blue indicates an increase and yellow indicates a decrease.

The larger the circle, the greater the increase/decrease.

Percentage of rural physicians practicing in rural Alberta for seven years (according to the annual census at the time)



The seven year retention rate in 2014–2015 for rural physicians shows that 74% had been practicing in rural Alberta since 2008.

2015-2016 marks the first year that the seven year retention rate has decreased since 2006-2007. We anticipate continued downward pressure on this seven year retention rate as an increasing proportion of rural physicians reach retirement age.



HEALTH
WORKFORCE
FOR ALBERTA

RPAP | Health Workforce for Alberta supports Alberta's rural practitioners, their families and communities in improving the quality of rural health care by offering comprehensive, integrated initiatives to enhance rural medical services, education, attraction, recruitment, and retention.

For further information visit rpap.ab.ca/KPI

Contact RPAP Research & Analysis at 780-423-9911 or email: info@rpap.ab.ca.