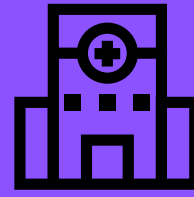


# MEDICAL STAFF RECRUITMENT



## Private Practice vs Facility-Dependent

Joining a private medical practice or accepting a position within a facility-dependent setting, such as a hospital or health system, requires distinct considerations.



### **Private Medical Practice:**

- **Entrepreneurial Involvement:** Historically, physicians in private practice participated in all business aspects, including budgeting, staffing, and marketing. This setting may be suitable for those who relish the challenge of business management. However, private practice no longer implies sole entrepreneurial responsibility. Modern arrangements offer flexibility, allowing physicians to tailor their involvement in managing the business.
- **Schedule Autonomy:** Physicians in private practice often experience greater flexibility in their daily schedules.
- **Operational Influence:** As partners, physicians in private practices have a significant say in the overall business management.
- **Initial Compensation:** Wages are variable, depending on patient volume and fee-for-service payment schedules.

**Who does it?** The recruitment process for a private practice is often overseen by the physicians themselves. For family physicians (in BC), the local Division of Family Practice will also frequently help. Sometimes, physicians may utilize a recruitment agency, which handles the entire recruitment process for a fee, and allows the physician to focus on their other work.



### **Facility-Dependent Position (e.g., Hospital or Health Authority):**

- **Policy Impact:** In a hospital or health system, policy decisions that may affect compensation and patient care delivery are typically made by an external entity.
- **Initial Compensation:** Wages are variable, depending on patient volume and fee-for-service payment schedules.

**Who does it?** Recruitment for a facility-dependent position is typically handled by the health authority itself and may be overseen by a specific recruitment department.



### **Diversified Practice (the “way of the future”):**

- Physicians who practice in a variety of settings often find pleasure in diversity.
  - Eg Surgeons often have a blend of private clinic work and facility based procedures.
  - Eg Family Medicine-trained physicians may choose to "build" their professional puzzle to include not only longitudinal practice, but also other facets of medicine within their scope including for example maternity care, inpatient medical care, palliative care, long term care, emergency care, or addictions medicine.
- Managing a mixed practice model or “professional puzzle” may take more effort to organize and schedule, but also provides variety and diversity, and can keep doors open for changing practice preferences over the life of a career.
- Each practitioner must discover the optimal mix for themselves, and this may evolve multiple times throughout their career. The concept of hiring “Physician Career Navigators” may serve both Health Authorities and Divisions well as a powerful recruitment and retention tool.