

2013-2016 saskdocs Strategic Plan

Schedule: PRAS 145/2013

Adopted January 8, 2013

1.1 Mandate

The mandate of the Saskatchewan Physician Recruitment Agency is to “advise on, plan, develop, implement, operate, and manage a recruitment agency for physicians seeking to practice in Saskatchewan.”¹

1.2 Mission

To promote and support an environment that attracts and retains the physicians Saskatchewan requires.

We do this by:

- Promoting Saskatchewan as a province of choice in which to practice;
- Coordinating and supporting organizations that recruit physicians;
- Serving as a point of contact for physicians seeking recruitment;
- Recruiting, screening, advising, assisting and matching potential physician candidates;
- Creating a more efficient recruitment environment that lessens competition among recruiting organizations;
- Collaborating with regional health authorities, communities, physicians and medical graduates to develop sustainable recruitment and retention in the province; and,
- Promoting and supporting effective policies; and helping Saskatchewan medical graduates pursue careers in the province.

1.3 Vision Statement

We put patients first by making Saskatchewan a preferred choice for physicians. This vision encompasses several ideals:

- An appropriate supply, mix and distribution of physicians to ensure a stable professional community;
- A sustainable recruitment and retention model that is effective, collaborative and easily accessed; and
- Saskatchewan medical graduates pursue their careers in the province.

1.4 Values

Our primary values are: Collaboration, Integrity and Putting Patients First.

- Collaboration means engaging physicians, health regions, communities and medical graduates in an open and supportive environment. Collaboration also means building and maintaining relationships and partnerships with key stakeholders provincially, nationally and internationally.
- Integrity means encouraging and practicing the highest standards of professional and ethical behavior, and operating in a manner which promotes quality and safety.
- Putting patients first means measuring success by our impact on the health care of Saskatchewan people.

¹ Province of Saskatchewan, March 1, 2010. Order in Council 84/2010.

Strategies

saskdocs supports provincial health priorities by:

- **Improving Saskatchewan physician retention:**
 - Researching and sharing best practices;
 - Encouraging partner organization cooperation towards common goals; and
 - Developing the capacity of communities and partner organizations to attract, integrate and retain physicians.
- **Recruiting to meet Saskatchewan's physician requirements by:**
 - Recruiting 70% of University of Saskatchewan (U of S) Family Medicine graduates to practice in Saskatchewan by 2016;
 - Recruiting 25% of U of S Family Medicine graduates to practice in rural Saskatchewan by 2016;
 - Contacting 100% of U of S medical learners and residents by December 31, 2013;
 - Reducing the lead time for the recruitment process by 50% by March 31, 2014;
 - Starting in January 2013, filling all SIPPA cohort seats; and
 - Reducing the number of physician related rural emergency service disruptions.
- **Workforce Planning by:**
 - Obtaining estimates of Regional Health Authority (RHA) physician needs by March 2013;
 - Developing recruiting plans to meet these needs by April 2013;
 - Working with Primary Health Care to determine Collaborative Emergency Centre staffing needs by fall 2013; and
 - Working with the Workforce Planning Unit to develop a detailed Saskatchewan recruitment model by April 1, 2014.
- **Communicating by:**
 - Developing and executing a strategic communications plan to increase public awareness of saskdocs recruiting activities and the Agency's profile as a national leader in physician recruitment.