

PHYSICIAN RECRUITMENT AGENCY OF SASKATCHEWAN FRAMEWORK FOR ETHICAL RECRUITMENT

Schedule: PRAS 154/2013

The goal of the Physician Recruitment Agency (PRAS) is to coordinate and enhance the recruitment and retention of physicians to provide high quality, timely, safe care that meets the needs of Saskatchewan residents. It is important that all recruitment occurs ethically.

PRAS ACKNOWLEDGES THAT:

International Medical Graduates (IMGs) are valuable contributors and are an important component to Saskatchewan's health care system.

PRAS will work to balance the recruitment and retention of domestic graduates with the engagement of IMGs.

Individuals have the right to migrate globally to advance their careers and lives. Physicians should not be hindered or limited in their freedom to choose where they wish to live and work.

International recruitment activities should not disadvantage underserved developing countries and jurisdictions. Healthcare professionals should be recruited from developing countries only where a collaborative agreement exists to ensure mutual benefits.

All people have the right to the highest attainable standard of health in both destination and source countries.

Saskatchewan will be showcased as a prime location for physicians to establish a rewarding career.

PRAS WILL:

Collaborate with Saskatchewan's Regional Health Authorities, the Saskatchewan Medical Association, the Saskatchewan Cancer Agency, the College of Medicine, Northern Medical Services, communities, medical trainees and other stakeholders to identify and reach shared goals regarding physician recruitment.

Use the *Prioritization of Services criteria* to guide prioritize efforts.

Provide all potential recruits with honest representation about the availability of opportunities, the processes and costs involved in credentialing, regulatory requirements for practice, *immigration* requirements, and the nature of Saskatchewan workplaces to assist recruits in making an informed decision.

Observe the principles of equal opportunity in employment and avoid unlawful discrimination against qualified candidates.

Consult the World Health Organization website to determine developing countries experiencing shortages of health personnel. PRAS will collaborate with government health officials in developing countries to develop agreements of mutual benefit prior to engaging health personnel in those countries.

Protect the health care systems of underserved areas of developing countries by avoiding direct marketing to their physicians.

Include the use of ethical recruitment practices in the selection criteria for engaging the services of professional recruitment firms.

Support Saskatchewan communities that:

- are aligned with the Ministry of Health and Regional Health Authority's strategic plans;
- provide financial incentives that are not in excess of PRAS guidelines; and,
- employ strategies that respect the recruitment efforts of other Saskatchewan communities and do not actively recruit from other Saskatchewan communities.

IN ORDER TO PERFORM ITS BUSINESS ACTIVITIES RESPONSIBLY:

In keeping with the Government of Saskatchewan Conflict of Interest Policy; PRAS will not accept any gift or service which could be viewed as a payment for performing an act associated with the duties or responsibilities.

PRAS must adhere to the following ethical principles:

Collaboration: Engaging physicians, Regional Health Authorities, communities and medical graduates in an open and supportive environment.

Integrity: Encouraging and practicing the highest standards of professional and ethical behavior.

Public Interest - putting patients first: Conduct its activities with respect for the public interest, measuring our success by our impact on the health care of Saskatchewan people.

Professionalism: Conduct its activities in a manner that reflects favorably on the organization and the mandate.

Objectivity: Exercise objective and impartial judgment in each assignment, giving due consideration to all relevant facts.

Accuracy: Strive to be accurate in all communications with clients and candidates and encourages them to exchange relevant and accurate information.

Confidentiality: Respect confidential information entrusted to it by clients and candidates.

PRAS must remain impartial, and retain the perception of impartiality.

PRAS will use the *Guidelines for Ethical Decision Making* and the *Ethically Based Priority Analysis Tool* to guide recruitment activities