



PATHWAY TO PRACTICE

saskdocs.ca

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INTRODUCTION

You've finished medical school, you've entered residency training and you're ready to take your career to the next level. There are so many things to consider, where should you begin? This is a common question at this stage of your career.

Pathway to Practice will help you get through this period one step at a time. Each section has steps you should consider taking as you move closer to commencing practice. While some of the steps may not happen immediately getting started will reduce the stress as you move closer to the first day of practice.

While there's a lot of information in this document, it is important to remember that this is not an exhaustive or extensive "how to" manual; there are many options for you to consider as you move through the remainder of your residency. This document will help you complete some of the more notable steps and alert you to new ones along the way.

saskdocs, our partners, and our colleagues in the Saskatchewan Health Authority (SHA), are here to help guide you through residency and transitioning into practice. Please remember, our saskdocs recruitment consultants are here to help! Contact us at info@saskdocs.ca or phone (306) 933-5000 and let us connect you with the right opportunity today.



COUNTDOWN TO PRACTICE - THE CHECKLIST

24 MONTHS FROM COMPLETION OF RESIDENCY

TIMEFRAME	TASKS
24-18 months from completion of residency	<ul style="list-style-type: none"> » Create or update your saskdocs profile » Create and upload curriculum vitae (CV) to your saskdocs profile » Contact saskdocs for a career planning session » Build networks, explore communities and discover opportunities through the Saskatchewan Electives Support Program » Review Pathway to Practice: Finding Your Perfect Opportunity » Review your return of service agreement obligations (if applicable) » Contact the SMA regarding your SMA/Resident Doctors of Saskatchewan life and disability insurance
18-9 months from completion of residency	<ul style="list-style-type: none"> » Apply for opportunities through your saskdocs profile » Discuss potential practice opportunities and attend site visits with communities and employers » Contact the Saskatchewan Medical Association (SMA) to review, negotiate, and finalize contract offers » Obtain financial, insurance, and legal advice » Take advantage of MD Financial Services financial planning and advice, investment expertise, and personalized service tailored to physicians
9-0 months from completion of residency	<ul style="list-style-type: none"> » Apply for licensure from the College of Physicians and Surgeons of Saskatchewan (CPSS) and obtain your billing number » Contact the SMA to update membership and contact information » Learn how to bill – take Medical Services Branch (MSB) online billing courses » Contact the Canadian Medical Protective Association (CMPA)
After residency and prior to starting practice	<ul style="list-style-type: none"> » Obtain privileges » Register for Electronic Health Record (eHR) Viewer account » Contact the Saskatchewan EMR program for setup and usage » Complete paperwork to obtain a billing number and set up direct deposit » Apply for the CMPA Reimbursement Fund » Participate in professional development opportunities

24-18 MONTHS FROM COMPLETION OF RESIDENCY

Create or update your saskdocs profile

During your residency at the U of S, you can create a profile on the [saskdocs website](#).

TIP:

It is recommended you create and update your saskdocs profile as soon as possible. If you need help creating your or accessing your profile, please contact saskdocs.

By completing your saskdocs profile you will:

- Receive new job notifications, newsletters, information on upcoming events, and recruitment and retention initiatives;
- Be able to apply directly online to career opportunities throughout Saskatchewan;
- Have access to community practice profiles that provide you with a general overview of health care services in the community. If there isn't an opportunity currently posted in a community you're interested in, you can submit an expression of interest for future opportunities posted in that location.

TIP:

Community Practice Profiles are also available on our website. You can express interest in a community even if there isn't a position available at the time!

Create and upload your Curriculum vitae (CV) to your saskdocs profile

Creating a [CV](#) is critical for highlighting your education, experience, research, awards and accomplishments related to your professional medical career.

You may also want to review programs and resources for preparing CVs, including tips for writing cover letters offered by the [University of Saskatchewan Student Employment and Career Centre](#).

TIP:

A cover letter is highly recommended to compliment your CV. The cover letter allows you to personalize your interest in a particular opportunity and highlight why you are the best and ideal candidate.

24-18 MONTHS FROM COMPLETION OF RESIDENCY CONTINUED

Contact saskdocs for your career planning

saskdocs recruitment consultants want to connect with you. We will help you find resources and programs to support your career aspirations. We can meet with you one-on-one, by phone or email.

TIP:

Connect with saskdocs in your first year of residency. Recruiters are here to assist you with your pathway to practice.

saskdocs can provide information on:

- Labour market data for Saskatchewan and Canada
- Provincial and Federal initiatives
- Remuneration
- Communities and services
- Demographics
- Opportunities
- Career advising: CV and cover letter review, interview preparations, options for practice opportunities. Samples of CVs and interview tips can be found in Appendices A, B and C.

Email info@saskdocs.ca or phone (306) 933-5000 to book an appointment.

Build networks, explore communities and discover opportunities through the Saskatchewan Electives Support Program

The Saskatchewan Electives Support Program is offered by saskdocs in partnership with the Saskatchewan Medical Association (SMA). It may offset travel and accommodation expenses for resident physicians enrolled in training programs in Canada who are pursuing electives in communities throughout Saskatchewan.

The Saskatchewan Electives Support Program provides opportunities to expand your network, explore our amazing province, and experience different practices.

TIP:

Consider electives in communities outside of your training site. Check out saskdocs' Saskatchewan Electives Support Program to see if you may be eligible for elective cost reimbursement.

►► 24-18 MONTHS FROM COMPLETION OF RESIDENCY CONTINUED

Review your Return of Service (ROS) agreement obligations (if applicable)

If you have signed a return of service agreement as part of your training program, or for a bursary awarded by the SMA, ensure you understand your agreement obligations.

The ROS is administered by saskdocs. Please call us or email us at contract@saskdocs.ca with questions regarding your return of service or refer to our website for [Frequently Asked Questions](#).

TIP:

Take advantage of discussing opportunities with recruiters at conferences and career fairs. Career fairs are also a great place to network with colleagues and learn more about opportunities in the province.

Follow up with your contacts to show your interest and thank them for their time.

Contact the SMA regarding your SMA/ Resident Doctors of Saskatchewan life and disability insurance and other membership benefits

During your residency, your SMA life and disability insurance is paid by the U of S through the Resident Doctors of Saskatchewan (RDoS) collective agreement. Coverage can continue following residency without any medical or financial underwriting. You'll also want to consider increasing coverage to reflect your new income and contract obligations. Contact insurance@sma.sk.ca.



18-9 MONTHS FROM COMPLETION OF RESIDENCY

Apply for practice opportunities through your saskdocs profile

Make sure your CV and cover letter are tailored to each opportunity.

Continue building your professional network. Many opportunities may be hidden and they are looking for the right candidate—that's you!

Discuss potential practice opportunities and attend site visits with communities and employers

As you explore your future practice opportunities, take the time to learn about the various practice types throughout the province.

Connect with locations to arrange site visits and explore the different communities and practices.

Contact the Saskatchewan Medical Association (SMA) to review, negotiate and finalize contract(s) or offer(s)

As a member of the SMA, staff are available to support your transition to practice. The SMA is a great resource to help you choose the right practice and ensure you get the best professional advice possible. The SMA has experts to answer questions regarding contracts, insurance, CMPA reimbursements and much more.

TIP:

Keep your documents in a centralized location such as an online drive to access and update easily. The document collection should include those pertinent to your: Certifications, Cover letter and CV, Education and Licensing

Saskatchewan Medical Association (SMA)

Phone: (306) 244-2196

Toll Free in Saskatchewan: 1-800-667-3781

Email: sma@sma.sk.ca

Obtain financial, insurance and legal advice

You may also want to consider legal counsel. If so, ensure the lawyer is experienced and familiar with serving medical professionals.

Considerations include:

- Practice management: evaluating practice options, remuneration and payment options, setting up a practice, staffing and office technology.
- Contract negotiation: institutional, academic or private practice, locums, operating room time, remuneration options and research, return-of-service obligations.
- Financial wellness: CME training, insurance, tax, debt management and accounting.
- Spousal and family needs and well-being.

There are also a number of practice management opportunities and seminars offered by the [Post Graduate Medical Education Office](#), [MD Financial](#) and [Canadian Medical Association](#). Practice management is included in the CanMEDS competencies and is essential for future success as a physician. Topics include contract negotiation, financial wellness, insurance requirements, tax and accounting issues, and various aspects of practice management.

9-0 MONTHS FROM COMPLETION OF RESIDENCY

Apply for licensure with the College of Physicians and Surgeons of Saskatchewan (CPSS)

Residents nearing the end of their training program who plan to practice medicine in Saskatchewan must apply for licensure with the CPSS and obtain their billing numbers.

College of Physicians and Surgeons (CPSS)

Phone: (306) 244-7355

General inquiries: cpssinfo@cps.sk.ca

Registration and Licensing inquiries:
cpssreg@cps.sk.ca

Learn how to bill

The Ministry of Health, Medical Services Branch (MSB) offers online billing courses for free. Learn how to bill by completing MSB's comprehensive course that outlines the processes involved in the billing cycle.

This includes everything from submitting and reconciling claims to the appropriate application of the service codes. The course is self-paced so you can stop, save, and resume any time during a 60 day period.

A current [Physicians Payment Schedule](#) on the SMA website is also required to complete the course.

You can enroll in the course by completing the [self sign up](#) on the MSB website.

TIP:

Start your application for licensure with the CPSS three to four months prior to completing your residency program.

To ensure no delays, select "Share" with CPSS when you upload documents to physiciansapply.ca for Saskatchewan licensure.

TIP:

The Billing Course will build your confidence and knowledge which will assist you in transitioning into practice.



▶▶ 9-0 MONTHS FROM COMPLETION OF RESIDENCY CONTINUED

Contact the Canadian Medical Protective Association (CMPA) regarding liability insurance

The CMPA provides advice and assistance when medical-legal issues arise. It also has a number of resources available to help manage risk and contribute to safe medical care. Make sure to call the CMPA four to five weeks prior to completing your residency to inform them of your completion date and the change to your work code.

[Canada Medical Protective Association](#)

Toll Free: 1-800-267-6522



AFTER RESIDENCY AND PRIOR TO STARTING PRACTICE

Obtain privileges

Dependant on the type of services you will provide and the community in which you work, you may require to be a member of practitioner staff and have privilege to SHA facilities and testing services.

Once your application and supporting documentation is submitted they will be reviewed by Practitioner Staff Affairs and if approved, you will receive privileges to practice in an SHA facility.

TIP:

A current criminal record check, including vulnerable sector search, will be required to obtain privileges.

Register for Electronic Health Record (eHR) Viewer Account

eHealth Saskatchewan is a government organization that collects, combines, stores and manages the electronic health records of Saskatchewan's citizens. The eHR Viewer gives doctors and other healthcare providers secure and instant access to their patients' electronic health information.

Visit [eHeath Saskatchewan](#) to set up your eHR Viewer.

Contact the Saskatchewan Electronic Medical Record (EMR) program for setup and usage

The Saskatchewan EMR program assists in the setup and use of medical records in clinics.

Through a joint funding agreement between the SMA, eHealth Saskatchewan, and the Ministry of Health, physicians receive ongoing support for the approved EMR systems including funding to assist with implementation and use.

Contact emr@sma.sk.ca for further information.

Complete paperwork to obtain billing number and set up direct deposit

Once you gain licensure from the CPSS, a notification is sent to the Medical Services Branch (MSB) informing them of your license and clinic details. MSB will assign you a billing number and fax the billing agreement to the clinic where you will work. It is mandatory for you to complete the billing agreement and attach requested documents.

You can contact a MSB caseworker at (306) 798-0013 for further questions about your

TIP:

Physicians on contract and fee-for-service will need to set up billing for the clinic or hospital where they will work.

▶▶ AFTER RESIDENCY AND PRIOR TO STARTING PRACTICE CONTINUED

Apply for CMPA Reimbursement

The [CMPA Reimbursement Fund](#), administered through the SMA, reimburses physicians the fees associated with medical liability insurance premiums. Contact the SMA for an application form. billing number.

Participate in professional development opportunities

The [Continuing Medical Education Fund](#) administered through the SMA assists physicians with the costs associated with continuing medical education. Expenses for educational courses, meetings, materials, medical software and purchase of computers, laptops and handheld devices. may be reimbursed Contact the SMA for complete program guidelines and to apply.

Also, take advantage of the SMA's Physician Leadership Institute (PLI) courses to develop your skills as a physician leader.

Throughout your career there will be opportunities to sit on various committees or boards. These bodies will be looking for physicians with leadership experience and knowledge.

Consider mentorships (both formal and informal). These will develop your career as a clinician.

TIP:

Take advantage of other opportunities to stay on top of necessary requirements. An example of this would be maintaining your Advanced Cardiac Life Support (ACLS) certification. Consider the Pediatric Advanced Life Support (PALS) and Advanced Trauma Life Support (ATLS) certifications.



FINDING YOUR PERFECT OPPORTUNITY

While you are in your residency, you will interact with peers, mentors and colleagues in various health professions. These interactions will help you identify practice opportunities.

Knowing what you are looking for in your future practice and community will help you find the right fit. There are many factors to consider so it's important to take some time to make note of what kind of practice you are interested in and what amenities are important to you and your family. Considering these important factors will help you find your perfect opportunity.



Consider some of the following information and ask yourself some of the questions below as you search for that perfect opportunity.

Explore the Job Market:

- View opportunities posted on saskdocs.ca
- Connect with saskdocs, the SHA, professional networks, department heads and mentors.

Practice Type:

- Are you planning on practicing full-time, part-time or as a locum clinician?
- Do you want to practice in an urban, regional, rural or remote area?
- Are there opportunities for future growth and career development?
- Are you interested in leadership opportunities?
- Are there teaching opportunities or obligations?
- What size of practice would you consider?

Community:

- Consider things like size, population, demographics and proximity to amenities when looking at a community.
- These factors are important as you will live in the community and serve the residents there.

Return of Service Obligations:

- Does the practice opportunity fulfill the requirements of your return of service agreement?
- Contact saskdocs for further information.

Lifestyle:

- Define your work life balance.
- How does your health and wellness fit into this balance?
- Is there flexibility for your schedule and/or office hours?

Family Needs:

- Are schools and shopping, as well as recreational, cultural and religious facilities, readily available and accessible?
- Are there employment opportunities for your significant other and family?

Scope of Practice:

- Does the practice offer variety?
- Do you want to provide emergency medicine, hospital, long-term care or obstetrics?
- Are the physician(s) supported by other health professionals?
- What are the on-call obligations and are they shared?
- What is the average number of patients seen per day and how much time is allocated to each?
- When and where are procedures done? How much time is allocated for procedures?
- How are referrals done within the practice?

Practice Operations:

- Does the group have an association or partnership agreement?
- Will expenses be shared equally, or will they be proportionate to each physician's use or billings?
- Know what you are signing when it comes to contracts and agreements. Seek guidance from the SMA when needed.
- Have you reviewed the agreement in detail with the SMA, your lawyer and accountant?
- Will your personal needs for equipment and office space be met?
- What responsibility will you have for hiring and evaluating staff?

Health Records Systems:

- Does the practice have, or intend to have, electronic medical records (EMR)?
- If they use EMR which system do they have in place? Med Access or Accuro?

Payment Methods:

- What remuneration model do you prefer: Fee-for-service (FFS), Salary, Alternative Payment Plan (APP) or the Provincial Academic Clinical Funding Plan?

INCENTIVES, BURSARIES AND GRANTS

Saskatchewan offers various incentives, bursaries and grants to support residents/newly practicing physicians in the province. For additional information on these programs please visit the websites provided. Note that program details may change.

Saskatchewan Electives Support Program

The Saskatchewan Electives Support Program is offered by saskdocs in partnership with the Saskatchewan Medical Association (SMA). It can provide funding of up to \$2,000 per residency year to offset travel and accommodation expenses for resident physicians who are pursuing electives in eligible communities.

SMA Family Medicine Bursary

The medical resident bursary program provides bursaries of \$25,000/year for up to three years for family medicine residents who agree to provide service to rural, regional, or northern Saskatchewan communities.

Graduate Retention Program (GRP)

Offers rebates of up to \$20,000 of tuition fees paid by eligible graduates who live in Saskatchewan and file a Saskatchewan tax return.

Canadian Student Loan Forgiveness for Family Doctors

Medical residents and physicians practicing in designated rural or remote communities may receive forgiveness on their Canadian student loan balances up to \$40,000 over a maximum of five years.

Rural Physician Incentive Program (RPIP)

This incentive may be available to recent medical graduates who begin practicing family medicine in rural or remote communities (population of 10,000 or less) in Saskatchewan.

SMA Specialist Recruitment Incentive

This program provides a grant of \$30,000 to recognize the commitments of royal college specialists who establish practice in Saskatchewan and remain in a community for a minimum of 36 months.

Continuing Medical Education Fund

The Continuing Medical Education (CME) Fund assists physicians with the costs associated with continuing medical education. Expenses for educational courses, meetings or materials may be eligible for reimbursement under the fund.

Parental Leave Program

The Parental Leave Program is available to licensed physicians living and working in a self-employed practice in Saskatchewan. The program provides up to 20 weeks of benefits to a physician who is taking a maternity, paternity or adoption child care leave from clinical practice.

Retention Fund

The SMA and Government of Saskatchewan's Retention Fund provides financial rewards to physicians who practice in the province for extended periods.

CMPA Reimbursement Fund

The SMA assists in administering the CMPA Reimbursement Fund, which reimburses physicians the fees associated with medical liability malpractice insurance premiums. Eligible physicians must be self-employed, meet certain thresholds of activity and not receive benefits from any third party or employer.

PERSONAL SETTLEMENT

This section contains resources and links to assist you with your settlement in Saskatchewan.

Some rural communities have volunteers that will help physicians and their families with settlement. saskdocs can help connect you with these people. The sections below provide you with some steps to consider as you think about moving to a new location. Having a local volunteer contact will also make it easier to find the information you may be looking for within that specific community.

Saskatchewan Child Care and Schools

The following resources provide an overview of child care and school systems within Saskatchewan:

- [Licensed Child Care Facility in Your Community](#)
- [Saskatchewan Ministry of Education General Information](#)
- [Saskatchewan School Boards Association](#)
- [Saskatchewan Curriculum](#)

Spousal Employment

Below are job boards that may help your spouse find employment.

- [Health Careers In Saskatchewan](#)
- [Saskjobs.ca](#)
- [Government of Canada Job Bank](#)

Recreational Activities

Saskatchewan has activities for everyone no matter the time of the year. Please visit [Tourism Saskatchewan](#) for more information. Another great source of information are the yearly Saskatchewanerers. You can follow them at [saskatchewananderer.ca](#)

Changing Mailing Address

[Expressaddress](#) allows residential customers to notify multiple Saskatchewan organizations of your new address.

(e.g. telephone, health cards, vehicle registration, library, natural gas and much more).

Housing/Renting Arrangements

If you are looking to rent or purchase a place, there are many websites that can assist you with your search. One of the most common web-based resources to assist you with any real estate needs is [www.realtor.ca](#)

Some of the best leads on renting and owning a home in any community are from word of mouth. Contact municipal authorities to see if they have any rental lists or advice as to who may be able to assist you.

APPENDIX A - Sample CV, Family Physician

Dr. Family Medicine
326 Mypractice Cres, North Battleford, SK S7L 5K1
family.med@usask.ca
(306) 555-5555

EDUCATION

North Battleford Family Medicine Residency University of Saskatchewan, North Battleford, SK Completion: June 2017	2015-2017
Doctor of Medicine University of Saskatchewan, Saskatoon, SK	2011-2015
Bachelor of Sciences, Major in Biopsychology with Honours University of Saskatchewan, Saskatoon, SK	2007-2011

POSTGRADUATE RESIDENCY ELECTIVES

Rural Family Medicine & Rural Emergency Medicine University of British Columbia, Vancouver, BC, Surrey Memorial Hospital	November 2016
Family Medicine Obstetrics and Gynecology University of Alberta, Red Deer, AB, Red Deer Regional Hospital Centre	April 2016

PROFESSIONAL EXPERIENCE

JURSI Elective Block: Dawson Creek, BC Four week elective in rural setting with local and locum physicians. Internship included Family Medicine Clinic, General Practice Obstetrics, General Practice Surgery, Emergency Medicine	September 2014
PREP Rural Externship Kipling, SK. Supervisor: Dr. L. Superwoman Included Family Medicine, Emergency Medicine, In-patient care, Obstetrics and Gynecology, Long Term Care, Physiotherapy, Community Nursing and Dietary	June 2013
Global Health Externship La Ronge, SK. Supervisor: Dr. R. Batman Included Family Medicine, Emergency Medicine, Public Health, Sexual Health Clinics and Detox	August 2013

CERTIFICATES AND EXAMINATIONS

Licentiate of the Medical Council of Canada	2017
Advanced Cardiac Life Support	January 2016
Advanced Trauma Life Support	October 2015

TIP:

- Try not to go over two pages
- Use reverse chronological order by listing most recent work and experience first
- Save your CV in a PDF format and put the file name as your full name
- Select references that are familiar with your skills and abilities
(i.e. Physician Leaders, Preceptors, Program Directors, etc.)
- Make sure your email address is professional in nature. (e.g. consists of your first and last name)

PROFESSIONAL ASSOCIATIONS

Canadian Medical Association (CMA)	2016
Canadian Medical Protection Association (CMPA)	2016
Saskatchewan Medical Association (SMA)	2016
Resident Doctors of Saskatchewan	2016

RESEARCH/PUBLICATIONS/PRESENTATIONS

Medicine, F. Discovering Medicine (2013) Seeking understanding of the mystery of medicine. Journal of Medicine, 52, 508-510.

VOLUNTEER EXPERIENCE

SWITCH (Student Wellness Initiative Toward Community Health) September 2012-2015
Provided support to physicians and nurse practitioners while seeing patients

Ronald McDonalds House September 2014-Present
Family Ambassador: greeted new families and patients and assisted with check in, provided tours and other activities

REFERENCES

Available upon request

You may also want to include:

- Teaching/Research interests
- Honours/Awards/Distinctions/Recognitions
- Languages (other than English)
- Extracurricular activities
- Scholarships and awards (recent and relevant)
- College of Family Physicians of Canada or Royal College of Physicians and Surgeons of Canada Designation (once received)

APPENDIX B - Sample CV, Royal College Specialist

Dr. Specialist Medicine, MD, FRCP
456 Wellman Lane
Regina, SK S9K 3P6
specialistmed@usask.ca 306-555-1234

MEDICAL EDUCATION

2014-present Anesthesia Residency, University of Saskatchewan
 Currently in spring 2019 RCPSC Examination
2010-2014 Doctor of Medicine: University of Saskatchewan, SK
2006-2010 Bachelor of Science with Honours, University of Saskatchewan, SK

PROFESSIONAL QUALIFICATIONS

2014 College of Physicians and Surgeons of Saskatchewan, Educational License
2012 Advanced Trauma Life Support (Saskatoon, SK)
2011 Advanced Cardiac Life Support (Regina, SK)
2010 Medical Council of Canada

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

Canadian Anesthesiologists' Society (CAS)
Resident Doctors of Saskatchewan
Canadian Medical Protective Association (CMPA)
Canadian Medical Association (CMA)
Saskatchewan Medical Association (SMA)

AWARDS AND HONOURS

June 2011 University of Saskatchewan Undergraduate Merit Award

RESEARCH/PUBLICATIONS/PRESENTATIONS

Parker, P., General Anesthesia, Intravenous Regional Anesthesia, and Axillary Block for Outpatient Surgery. Journal of Anesthesia, 75(5): 216-219

Philp, S.F., Yun, A., Miller, A., Parker, P., Perioperative and Pain Management for Senior Population. Journal of Postgraduate Medicine 65(9): 934-940

MEDICAL LEADERSHIP

2011-2012 Student Medical Society of Saskatchewan (SMSS)
 Executive Council Member Vice – President, External

2010-2012 Canadian Federation of Medical Students (CFMS)
 Senior Saskatchewan Representative (2011-2012)
 Junior Saskatchewan Representative (2010-2011)

LANGUAGES English, French proficiency

REFERENCES AVAILABLE UPON REQUEST

APPENDIX C - Interview Preparation

When you've secured an interview it's important to take the time to prepare in order to feel confident and ready to shine. Take some time to review sample questions that you may be asked during your interview.

Remember, an interview is a two-way street. You should make a list of questions you are prepared to ask the hiring individual or panel to help make your decision.

Dress professionally, plan to arrive early, take a copy of your cover letter, CV and references. You may also have to take a note book.

It is important to give yourself some time before the interview to relax. Make sure you have selected your references beforehand. Be sure that anyone you list is aware they may expect a call and has agreed to give you a positive reference. You may want to provide your references with the job posting or any additional information.

Here are some examples of Interview Questions:

Introduction Questions

- Tell me about yourself.
- Where were you trained? Describe any other prior education.
- Why did you choose your area of specialty?
- Do you have specific areas of interest?
- What supervisory or leadership roles have you held?

Behavioral Questions

- Describe a time when you were faced with a stressful situation and you demonstrated your coping skills.
- Give me a specific example of a time when you had to conform to a policy which you did not agree with.
- What do you do if you disagree with a patient?
- What is your typical way of dealing with conflict? Give me an example.

Clinical Questions

- What is your approach to handling multiple comorbidities in a patient in a rural community?
- How do you manage a patient with addictions?
- How do you include primary care physicians in your patient management? (as a specialist)
- How do you include your interdisciplinary team in patient management? (family medicine)

TIP:

References can be Program Directors, Chiefs, Preceptors, Physician Leads, etc. Choose someone who is familiar with your clinical skills, and can attest to your ability to work as part of a team and provide excellent care to patients. Bring to the interview a list of references; include names, titles, organization and contact details.

▶▶ APPENDIX C - INTERVIEW PREPARATION CONTINUED

Other

- What do you know about the hospital/clinic?
- How can you contribute to the efficient and high-quality of service to patients?
- Are there any procedures you would not perform?
- Do you have any concerns/issues with the call rotation?
- Do you have any concerns with traveling to surrounding communities to provide care?
- Are you interested in generalized/broad scope of practice?
- Are you interested in working with medical students and/or residents in a teaching capacity?
- When would you be available to start?

Sample questions to ask during an interview

- What is the physician complement in the clinic and/or department?
- What are the call requirements?
- What are the hours of work?
- Is there overhead?
- What is the payment model? Fee-for-service, contract or salary?
- Where are procedures done, in-office or at a hospital?
- Does the clinic have, or intend to have, electronic medical records?
- How are referrals done?
- Do you know of any employment opportunities for my significant other or suggestions on who to talk to?



CONTACTS

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NOTES

NOTES

#100-311 Wellman Lane,
Saskatoon, SK, Canada S7T 0J1

Toll Free: 1 (888) 415-3627
Phone: 1 (306) 933-5000

info@saskdocs.ca

saskdocs.ca

