

PATHWAY TO PRACTICE



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Saskatchewan
Healthcare
Recruitment Agency

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ABOUT THE PATHWAY TO PRACTICE GUIDE

You've finished medical school, you're in residency, and you're ready to take your career to the next level.

This Pathway to Practice guide can help you one step at a time. Each section has tasks you should consider as you move closer to commencing practice. While some of the tasks happen immediately, getting started will help reduce stress as you move closer to the first day of practice.

Be aware that this document is not an exhaustive "how to" manual. The guide will advise you to complete some of the more notable steps and alert you to new ones throughout your residency.

The Saskatchewan Healthcare Recruitment Agency is here to guide you through residency and transition to practice. Please contact us at info@saskhealthrecruitment.ca or (306) 933-5000 and let us connect you with the right opportunity today, as you begin your journey to practise in the beautiful province of Saskatchewan!



Nistowiak Falls
Photo Credit: Scott Spinall
Tourism Saskatchewan

COUNTDOWN TO PRACTICE - THE CHECKLIST

There is a lot to consider during your residency and many opportunities to experience different practices and communities. The Pathway to Practice guide can help you one step at a time. Each section has tasks you should consider as you move closer to commencing practice. While some of the tasks happen immediately, getting started will help reduce stress as you move closer to the first day of practice.

TIMEFRAME	TASKS
24-18 MONTHS FROM COMPLETION OF RESIDENCY	<ul style="list-style-type: none"> <input type="checkbox"/> Contact us for advice on your career planning <input type="checkbox"/> Create or update your profile at saskdocs.ca <input type="checkbox"/> Apply for life and disability insurance <input type="checkbox"/> Take advantage of the Saskatchewan Electives Support Program
18-12 MONTHS FROM COMPLETION OF RESIDENCY	<ul style="list-style-type: none"> <input type="checkbox"/> Connect with your professional network <input type="checkbox"/> Discuss potential practice opportunities <input type="checkbox"/> Keep your saskdocs.ca profile updated <input type="checkbox"/> Identify your perfect opportunity
12-6 MONTHS FROM COMPLETION OF RESIDENCY	<ul style="list-style-type: none"> <input type="checkbox"/> Take advantage of the Saskatchewan Electives Support Program <input type="checkbox"/> Apply for practice opportunities <input type="checkbox"/> Review your ROS obligations (if applicable) <input type="checkbox"/> Review, negotiate, and finalize contract(s) <input type="checkbox"/> Get practice management counselling
6-0 MONTHS FROM COMPLETION OF RESIDENCY	<ul style="list-style-type: none"> <input type="checkbox"/> Apply for licensure with the CPSS <input type="checkbox"/> Contact the CMPA to update your membership <input type="checkbox"/> Register for eHR viewer account <input type="checkbox"/> Contact the Saskatchewan EMR program <input type="checkbox"/> Apply to become an SHA practitioner staff member <input type="checkbox"/> Learn how to bill <input type="checkbox"/> Obtain billing number and set up direct deposit <input type="checkbox"/> Seek advice regarding incorporation
AFTER STARTING PRACTICE	<ul style="list-style-type: none"> <input type="checkbox"/> Update your SMA information <input type="checkbox"/> Participate in professional development opportunities <input type="checkbox"/> Explore incentives available for practising physicians

24-18 MONTHS FROM COMPLETION OF RESIDENCY

► Connect with us and get advice on your career planning

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

We can provide information on:

- Labour market data for Saskatchewan and Canada
- Provincial and federal initiatives
- Remuneration
- Communities and services
- Demographics
- Opportunities
- Career advising

► Create or update your profile at saskdocs.ca including your CV

It is recommended you create and update your profile at saskdocs.ca early on in residency. If you need help creating or accessing your profile, please contact us.

By completing your profile, you will:

- Receive new job notifications, information on upcoming events, and recruitment and retention initiatives;
- Be able to apply directly online to career opportunities throughout Saskatchewan.

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

 *The University of Saskatchewan Student Employment and Career Centre* is a great resource to help you create a CV. Also see Appendix A for more tips.

► Contact the Saskatchewan Medical Association (SMA) regarding your life and disability insurance coverage

During your residency, your SMA life and disability insurance is paid by the University of Saskatchewan through the Resident Doctors of Saskatchewan (RDoS) collective agreement. Each plan needs to be applied for in order to obtain coverage and can continue following residency without any medical or financial underwriting.

 insurance@sma.sk.ca

► Expand your horizons with the Saskatchewan Electives Support Program

This program can help residents who are pursuing electives in eligible communities to keep them focused on making the most out of their electives.

It provides reimbursement for travel and accommodation expenses for up to \$2,000 per residency year for eligible electives of up to four weeks in duration. Residents may apply for reimbursement for multiple electives each year.

TIP: Electives are an opportunity to network, engage, and explore environments in new communities as you expand your network along your career pathway. You can learn about the different styles of practice, how other areas of the province provide services, and the support teams they have in place.

► Residents' Programs and Incentives

As you journey through residency, there are many programs for you to take advantage of and resources to help you along the way. The following programs and incentives may be available throughout your residency; they could come from the federal or provincial government, the SMA, and/or the Saskatchewan Health Authority (SHA). Additional information can be found online. Note that programs' details may change.

Graduate Retention Program

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

Family Medicine Resident Bursary

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. Deadline to apply is October 31st.

Special Needs Loan Program

Provides assistance to residents training to practice in under-served areas in rural, regional, or northern Saskatchewan who are faced with difficult financial circumstances.

Rural & Regional Winter Driving Fund

For residents with an ROS in rural/regional Saskatchewan, this fund is a one-time payment of up to \$500 towards the course fees of a winter driving course.

Roadmap Program for Family Medicine Residents

A program designed to give family medicine residents a taste of what it's like to live and practice in rural and regional parts of Saskatchewan.

18-12 MONTHS FROM COMPLETION OF RESIDENCY

► Connect with your professional network and browse current opportunities

Throughout your residency, you will interact with peers, mentors, and colleagues in various health professions. These interactions will help you identify practice opportunities and continue establishing professional relationships.

At this stage, you should also start browsing current opportunities on the saskdocs.ca job board and exploring specific postings for your future practice.

If your residency program is a Royal College recognized specialty, consider becoming a Resident Affiliate to help you progress through important milestones of assessment, exams, certification and, ultimately, a Royal College Fellowship. As a Resident Affiliate you can start earning Maintenance of Certification (MOC) Program credits before becoming a Fellow of the Royal College. These credits can be applied to your continuing professional development requirements following certification.

Become a Resident Affiliate and learn more about the Royal College MOC Program.

► Discuss potential practice opportunities and attend site visits

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

Build relationships by evaluating the different communities and practices, and connect with them to arrange site visits. Visiting a location will give you the chance to expand your network, meet staff, ask questions, and see the working environment in action.

► Keep your profile and CV updated at saskdocs.ca

Visit your profile at saskdocs.ca regularly to keep it updated. This includes your CV and information like exams or courses taken, practice and personal preferences, changes within your residency, etc.

Having your most recent information ensures we can guide you in the right direction!

► Start identifying your perfect opportunity in Saskatchewan

Knowing what you are looking for in your future practice and community will help you find the right fit.

There are many factors to evaluate so it is 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. Review the following information and questions as you search for it.



Cypress Hills Interprovincial Park
Tourism Saskatchewan

Job market

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

Practice type

- Are you planning on practising 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?

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?

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.

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?

Payment methods

- Understand what remuneration models are available to you, whether it be Fee-for-Service (FFS), contract or other.

Health records systems

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

Return of Service (ROS) obligations

- Does the practice opportunity fulfill the requirements of your ROS agreement?

Scope of practice

- Does the practice offer variety?
- What services do you want to provide as part of your practice? Examples include emergency room coverage, long-term care, obstetrics and more.
- 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?



Dr. Tin-Wing Yen, Obstetrician and Gynecologist



Dr. Brittany Ellis, Emergency Physician

12-6 MONTHS FROM COMPLETION OF RESIDENCY

► Apply for practice opportunities

If you haven't already done so, now is the time to start applying for practice opportunities. Keep your documents in a centralized location such as an online drive to access and update easily. The documents you store could include certificates, cover letter, CV and licensure.

Make sure your CV and cover letter are tailored to each opportunity. Please see [Appendix A](#) which includes tips for CV content and format. A cover letter is highly recommended to complement your CV as you can personalize your interest in a particular opportunity and highlight why you are the most ideal candidate. Take into account that many opportunities are filled through personal networks and may not be posted publicly. Building your professional network is important to learn about available and forecasted opportunities.

TIP: Take advantage of discussing opportunities with recruiters at career fairs and conferences. They are great places 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.

► Review your ROS agreement obligations (if applicable)

If you have signed an ROS as part of your residency program, or for a bursary awarded by the SMA, ensure you understand your agreement obligations. For further information and questions, please contact us.

✉ returndofservice@saskhealthauthority.ca

► Contact the SMA to review, negotiate and finalize contract(s) or offer(s)

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

📞 Saskatchewan Medical Association
(306) 244-2196
1-800-667-3781 (Toll-Free)
✉️ sma@sma.sk.ca

► Obtain professional counselling before transitioning into practice management

Consider financial, managerial and legal counselling by approaching experienced professionals who are familiar with the medical area. You may also want to include advice that applies to your well-being and your spousal and family needs.

- **Contract negotiation:** institutional, academic or private practice; locums; operating room time; remuneration options and research; R and OS obligations.
- **Financial wellness:** Continuing Medical Education (CME), insurance, tax, debt management, and accounting.
- **Legal:** take medico-legal advice from a lawyer experienced in serving medical professionals.
- **Practice management:** evaluating practice options, remuneration and payment options, setting up a practice, staffing, and office technology.

TIP: There are also a number of practice management opportunities and seminars offered by the 🔄 Post Graduate Medical Education Office, 🔄 MD Financial, 🔄 CMPA and 🔄 CMA. 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.

► Residents' Programs and Incentives

During the final twelve months of residency, you can continue leveraging the different programs and incentives available as a medical resident in Saskatchewan.

Below are some examples:

🔄 Rural and Regional Emergency Care Continuing Medical Education Fund

For family medicine residents with an ROS in rural/regional Saskatchewan, this fund reimburses the cost of tuition and a portion of travel and accommodation expenses associated with ACLS, PALS, ATLS, NRP, ALSO, ALARM and AIME.

🔄 High-Demand Resident Incentive Program

University of Saskatchewan medical residents in eligible programs of anesthesiology, diagnostic radiology, and emergency medicine may be eligible for up to \$60,000 in bursary funding for years 4 and 5 of residency (\$30,000/year) if residents agree to provide a return of service to the province for two years.

NOTE: University of Saskatchewan medical residents who are pursuing pediatric emergency medicine training outside of Saskatchewan are also eligible for up to \$60,000 in bursary funding for years 4 and 5 of residency (\$30,000/year) if residents agree to provide a return of service back to Saskatchewan for two years.

This program is funded by the Ministry of Health and administered by the SHA.

🔄 Rural and Regional Physician Enhancement Training Program

Provides funding for two second-year family medicine residents to complete a third year of training in a supernumerary position to enhance their skills in obstetrics, anesthesia, general surgery, psychiatry, internal medicine or geriatrics at the University of Saskatchewan.

TIP: Stay connected with your network and keep exploring our Saskatchewan communities through electives. Remember to leverage the 🔄 Saskatchewan Electives Support Program to help you cover costs for travel and accommodations.



Northern Saskatchewan
Photo Credit: Tourism Saskatchewan

6-0 MONTHS FROM COMPLETION OF RESIDENCY

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

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

Application is done by submitting a Review of Qualifications/ Complete Application through the Application for Medical Registration (AMR) hosted on physiciansapply.ca.

[CPSS](https://physiciansapply.ca) (306) 244-7355

Registration and licensing inquiries:

✉ cpssreg@cps.sk.ca

General inquiries:

✉ cpssinfo@cps.sk.ca

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

► Contact the Canadian Medical Protective Association (CMPA) regarding your membership

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.

[CMPA](https://www.cmpa.ca) - 1-800-267-6522 (Toll-Free)

► Register for an Electronic Health Record (eHR) Viewer account

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

Visit [eHealth Saskatchewan](https://ehealth.sask.ca) 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.

✉ emr@sma.sk.ca

► Apply to become an SHA practitioner staff member to obtain privileges

Dependent on the type of services you will provide and the community in which you work, you may need to be a member of practitioner staff with the SHA. This will allow you to provide care in SHA facilities and access testing services.

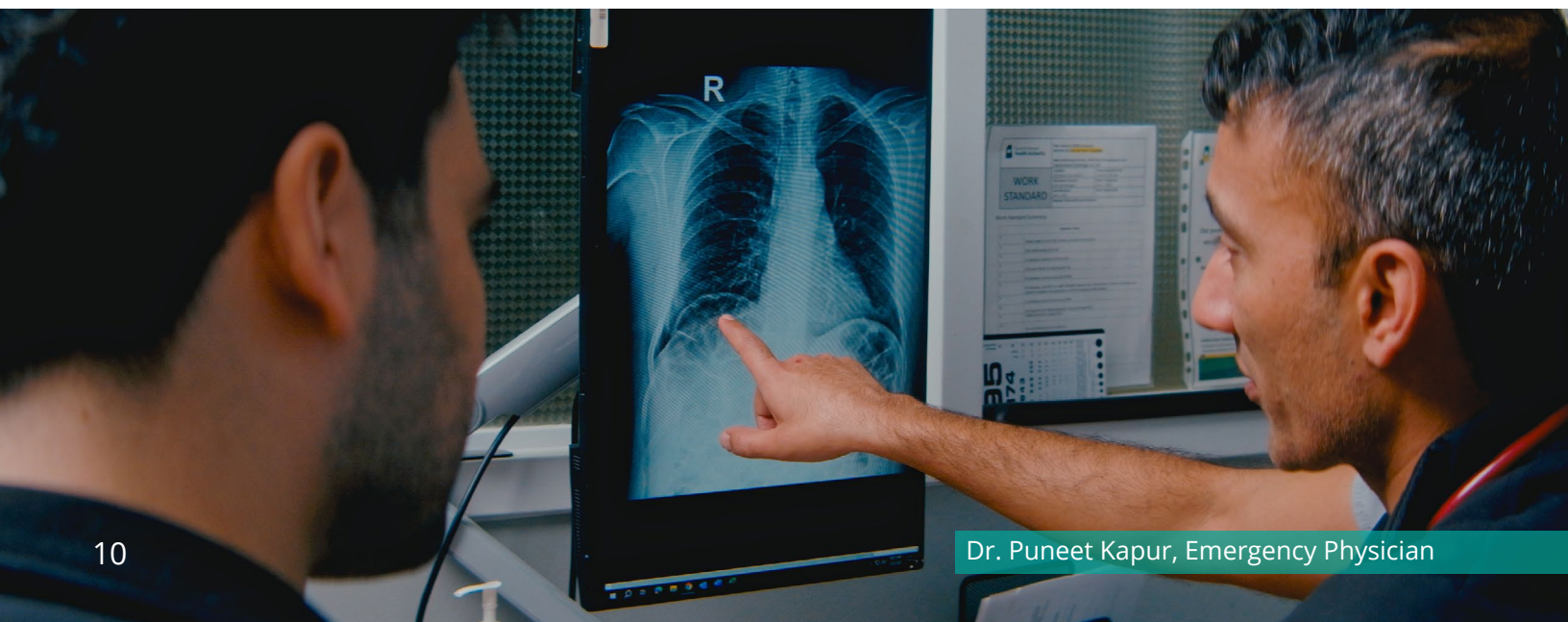
The Application for Appointment to Practitioner Staff can be obtained from the SHA Practitioner Staff Affairs office in the community where you will practise. Once your application and supporting documentation are submitted, they will be reviewed and if approved, you will receive privileges to practice in an SHA facility. A current criminal record check, including a vulnerable sector search, will be required to obtain privileges.

► Learn how to bill

The Ministry of Health, Medical Services Branch (MSB) offers an online billing course for free that outlines the processes involved in the billing cycle, however, this is currently under redevelopment with the SMA. While this is available again, the MSB recommends consulting the [Health Care Resources for Physicians](#) and the [Physicians Payment Schedule](#) on the eHealth website.

All billing education and general billing inquiries, as well as claims processing support, can be directed to:

MSB Business Service Desk: 1-800-605-2965
Monday to Friday from 8:00 a.m. to 5:00 p.m.



► Complete paperwork to obtain billing number and set up direct deposit

Once you gain licensure from the CPSS, a notification is sent to the MSB informing them of your license and clinic details. The MSB will assign you a billing number and share the billing agreement with the clinic where you will practise. It is mandatory for you to complete the billing agreement and attach the requested documents.

🔗 [Physician Registry and Support Services](#)
(306) 798-0013
prss@health.gov.sk.ca

► Seek advice regarding incorporation

Physicians holding a regular or provisional license may be eligible to hold a permit with CPSS for a 🔗 [Medical Professional Corporation \(MPC\)](#).

If you incorporate with the provincial 🔗 [ISC Corporate Registry in Saskatchewan](#), the corporation is a separate legal entity. You can then apply for an MPC permit with CPSS and have your billings directed to your MPC. You have control over the MPC, but the corporation earns income and pays tax on it.

When considering incorporating, remember to contact your accountant or lawyer to seek advice.

► Settlement Resources

If moving to a new location within Saskatchewan is in your plans, below are some helpful resources. We can also help you connect with communities for settlement purposes. Having a local volunteer contact will make it easier to find the information you may be looking for within that specific community.

Saskatchewan childcare and schools

The following resources provide an overview of childcare and school systems in Saskatchewan:

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

Family employment

Below are job boards that may help your partner and other family members find employment:

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

Changing mailing address

🔗 [ExpressAddress](#) allows residential customers to notify multiple Saskatchewan organizations of their 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, many websites can assist you with your search. One of the most common web-based resources to help you with any real estate needs is 🔗 [www.realtor.ca](#). Some of the best leads on renting or 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.

Recreational activities

Saskatchewan has activities for everyone no matter the time of year. Please visit 🔗 [Tourism Saskatchewan](#) for more information. Another great source of information is the Saskatchewaner.



Northern Saskatchewan
Photo Credit: Tourism Saskatchewan

AFTER STARTING PRACTICE


► Update your SMA membership, insurance and contact information


Log in to your MySMA Member Portal to make any required changes to your information.


You will also want to consider increasing your insurance coverage to reflect your new income and contract obligations.

► Participate in professional development opportunities

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) to develop your career as a clinician.

You can apply to the  *Continuing Medical Education Fund*, administered by the SMA, to help you cover the costs associated with continuing medical education.

If your specialty is family medicine, consider becoming a member of the Saskatchewan College of Family Physicians (SCFP), a chapter of the College of Family Physicians of Canada. The SCFP supports your continuing professional development, committee involvement, advocacy, and networking. The SCFP is the voice of family medicine representing more than 1,500 family physicians providing patient care across diverse communities throughout Saskatchewan. Learn more at  www.cfpc.ca/Membership or call (306) 665-7714.

Another opportunity in this area for family physicians is to connect with the Saskatchewan Health Quality Council (HQC). The HQC promotes improvement in the quality of health and healthcare through the development and implementation of training. One of these targeted training programs are the Quality Improvement (QI) Clinics that provide a foundation of QI skills within primary healthcare clinics in Saskatchewan. QI in Clinics is a four-month learning program for physicians and clinic teams in Saskatchewan to build quality improvement capacity and capability. For more information and to apply, contact the  HQC.

TIP: Take advantage of other opportunities to stay on top of 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.

Canadian Student Loan Forgiveness for Family Doctors

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

Coaching and Mentorship Program for Saskatchewan Physicians (CoMPAS)

Open to all physicians in their first five years of practice in Saskatchewan (Coachee/Mentee) to create and support professional connections and relationships amongst physician peers. Email compas@usask.ca

► Explore the incentives available to practising physicians

There are many financial, mentoring and continuing professional development benefits rewarding physicians who establish their practice in our province. To learn more, visit the link provided in each reference with more information displayed.

Rural Physician Incentive Program (RPIP)

RPIP provides up to \$200,000 over five years to family physicians who begin practising in an eligible rural or remote community.

SMA Programs and Benefits

-  For practising physicians
-  Compensation programs
-  Professional Developments



Dr. Blake Knitteg, Pediatrician



Prince Albert National Park
Photo Credit: Greg Huszar
Tourism Saskatchewan

APPENDIX A - TIPS FOR WRITING A CV

► Content Tips

- Use a professional email address and voicemail.
 - Number each page and include your name and contact information (phone and email). Your mailing address may be included on the first page only or on all pages.
 - Lead with your education, professional qualifications (i.e., exams and certifications), memberships, and licensure or eligibility for licensure with CPSS. Recruiters look for this information first when screening potential applicants.
 - Each credential should include the name of the degree/certificate/diploma, the name and location of the institution, and the year of completion.
 - When describing your experience, relate the content to the position for which you are applying (i.e., responsibilities, research, job titles).
 - If you are applying for academic positions, include information such as research, publications, teaching, presentations, awards, etc.
 - Include any electives you have taken, especially if you took one in the community where you intend to practice. Be sure to specify the location and time period when you took it.
 - A high school diploma can be omitted from your resume once you enter college.
 - Point out special interests related to practice and/or research. This element is always valued by area department leaders.
- You may also want to add extracurricular activities, languages (other than English), scholarships and awards (recent and relevant), and teaching experience.
 - Avoid including photographs, birth dates, marital status, etc. A CV does not contain personal information and it is illegal to discriminate on the basis of these factors.
 - Ask someone to review your resume before you submit your application and confirm that there are no errors.
 - Use the resume templates only as a guide. Your resume should reflect your personality.

► Format Tips

- Make your CV easy to read. Use bullet points; specify subheadings and sections. Recruiters will usually only spend a few minutes at the review stage.
- Keep your format consistent (e.g., font, sizes, style, alignment). For example, if you start putting date ranges on the right side of the page, continue throughout the entire document.
- Avoid using too much “white space.” If your content is a page and a half long, try editing it so that the CV fits on one page, or modify the format to extend it to two full pages.



Dr. Emmett Harrison, Emergency Physician

APPENDIX B - INTERVIEW PREPARATION

When you've secured an interview it's important to take 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 during the interview to help make your decision.

Dress professionally. Plan to arrive early. Print a copy of your cover letter, CV and references. You may also consider taking a notebook.

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 that 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 and 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

► Behavioural questions

- Describe a time when you were faced with a stressful situation, and you demonstrated your coping skills.
- Provide an 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)

► Other

- What do you know about the hospital/clinic?
- How can you contribute to the efficient and high-quality 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 a 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? e.g. Fee-for-service, contract, 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?

TIP: References can be Program Directors, Chiefs, Preceptors, Physician Leads, etc. Choose someone familiar with your clinical skills who 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.



Dr. Madhvav Sarda, Psychiatrist

CONTACTS



CONTACTS



NOTES



NOTES





Saskatchewan
Healthcare
Recruitment Agency 

info@saskhealthrecruitment.ca

1-306-933-5000

1-888-415-3627