

UBC Family Medicine Resident Survey Summary

Background

A key objective of the Divisions of Family Practice Recruitment & Retention Steering Committee is to strengthen engagement with UBC medical students and residents. The steering committee conducted a survey of first and second year residents in March/April 2016 to better understand their future practice goals and what supports would help with their transition to practice. The results provide a small snapshot of residents' views prior to embarking on their independent careers. These findings complement additional data from practising physicians currently being collected through the A GP For Me initiative.

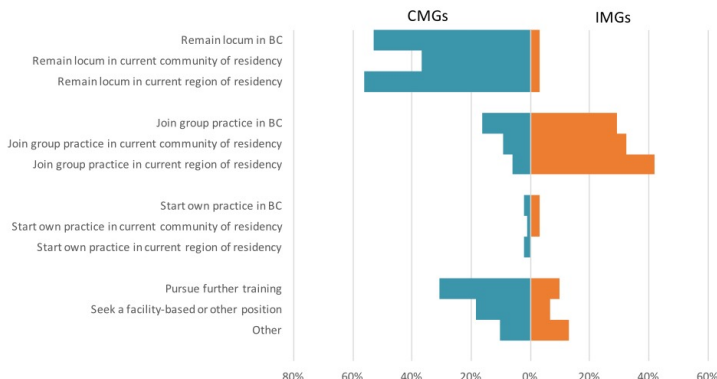
Methods used

An online survey was sent to 339 residents via the UBC Department of Family Practice Postgraduate Program. One hundred and forty-two residents responded for a response rate of 42%.

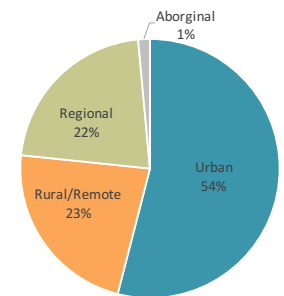
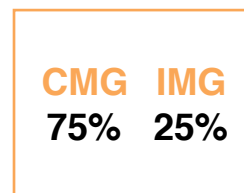
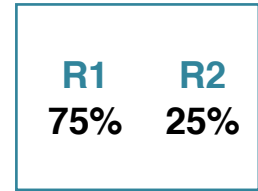
Current practice goals

Respondents were asked to indicate their current practice goals after graduation. The most popular post-graduation goal for Canadian Medical Graduates (CMGs) is to remain a locum (37-56% of respondents), followed by pursuing further training and seeking a facility-based position. International Medical Graduates (IMGs) are more interested in joining a group practice (29-42%) post-graduation. For those that indicated locum as one of their post-graduation goals, the majority anticipate locuming for two years or less (61%). Those that indicated joining or starting a practice also anticipate doing so in less than two years (60%).

CMGs are more interested in locuming post-graduation than IMGs.



Survey respondents

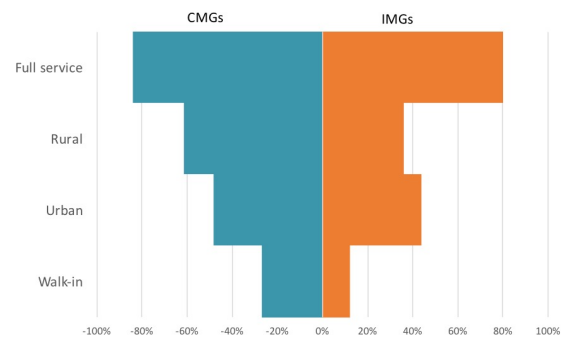


Residency Site

Eighty-nine percent of all respondents envisioned themselves working in a full-service family practice in the future. Given a range of practice type options, CMGs were more likely to choose rural or walk-in clinics as options than IMGs.

At this early point in their career, respondents envision themselves working a standard 40 hour, 5 day work week, with eight weeks of annual holiday.

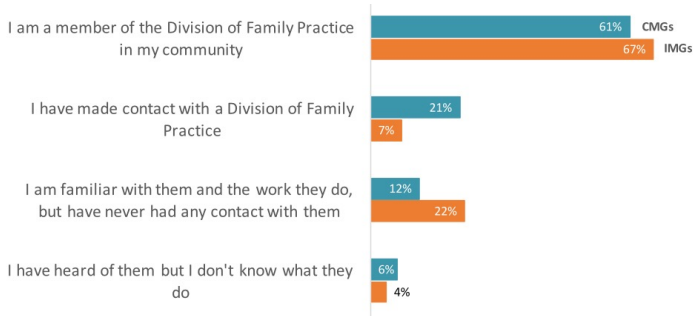
Most residents envision themselves working in a full service practice.



Engagement with divisions

Almost two-thirds of respondents are already members of their division. Of those who are not, 84% say they are 'likely' or 'extremely likely' to connect once they have transitioned into practice.

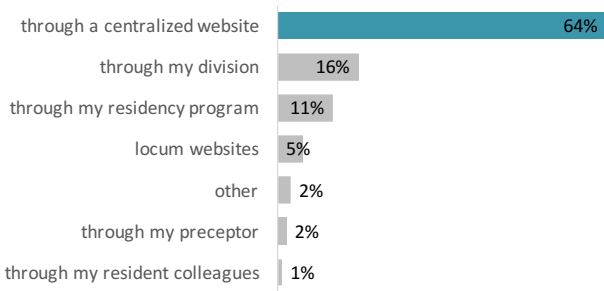
Two-thirds of respondents are members of their division.



Practice opportunities

Respondents indicated their most common sources of information about locum and permanent practice opportunities are the residency program (28% of total responses), followed by divisions (19% of responses) and colleagues (19% of responses). However, their preferred method is a centralized website. Three-quarters of respondents indicated they already use UpToDate through the Division of Family Practice.

A centralized website is the preferred method for learning about practice opportunities.



Additional comments made by residents included:

**For more information contact
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Transition supports

Respondents indicated they would use a variety of transition supports including:

Type of Support	% of respondents
Training in billing	88%
Orientation to locuming	81%
Information on locum/practice opportunities in current community of residency	76%
Information on locum/practice opportunities across BC	70%
Information on pros and cons of locuming vs. establishing private practice	68%
Transition to practice coaching	63%
Training on how to establish a private practice	54%
Information on clinical support options available	52%
EMR orientation	50%
Small group learning sessions for ongoing practice support	45%
Rural mentorship program	46%
Privacy orientation (for physicians going into practice or going to work with a Health Authority)	12%

"I feel least supported in the business end of medicine. It would be amazing to have resources from business-experienced medical professionals, rather than just other doctors who have muddled through this on their own."

"I like the events that promote socializing and getting to know other family practice docs and specialist docs in the community, since I would rather learn of opportunities in a less formalized setting where you can connect with like-minded practitioners."

"Billing education is a big one - there's very little teaching around this in residency."

"Sitting down with [a mentor] to discuss medical interests, family needs, and places where both could potentially be met."

"Continue the Intro to Practice sessions being offered at the end of R2 for one year after graduation. Right now we are too busy studying for exams to take in these sessions."