

Nova Scotia Needs Doctors: How Do We Attract and Keep Them?

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Appendix 1: Interview Questions

1. Describe your program's recruitment process.
2. Describe your program's orientation process for new recruits.
 - a. Who follows up on new recruits? (i.e. 3 months later, 6 months later, 1 year later, etc.)
 - b. Does/do any staff member(s) involved in the recruitment process reach out to ensure physicians' needs are met?
 - i. Work-related needs?
 - ii. Needs from within the community?
3. Is there a standard of recruitment methods within your program?
 - a. Are you aware of a standard across either the province or the country?
 - b. Does your program, to your knowledge, adhere to those standards of practice?
 - c. If there isn't a standardized, formal strategy, do you think it would be beneficial to develop one?
4. Are the responsibilities of each person working in recruitment in the Eastern Zone of the NSHA (or your recruitment zone, if different) well-defined?
 - a. Is everyone aware of the responsibilities of everyone else as well as themselves?
5. Are the expectations of the recruitment program well-defined?
6. Which recruitment methods or practices give a better return on investment (ROI)?
 - a. How do you know?
 - i. Do you track the method through which the physician was reached? (e.g. advertising, social media, mutual contacts)
 - b. How is ROI measured?
7. How satisfied are physicians working here?
 - a. How do we measure their satisfaction?
 - b. Do you think levels of satisfaction are correlated to recruitment processes?
8. Are there, at present, any changes to the program planned for the future?
9. What are the desired outcomes (qualitative and quantitative)?
10. What are the measures used to define outcomes?
11. What resources and inputs are invested?
 - a. Do you think there is a lack of resources dedicated to this field? (i.e. financial resources, human resources, or community resources?)
12. Are the outcomes worth the time and resources invested?
13. Are the financial and staff resources adequate?