



TRENT HILLS PHYSICIAN RECRUITMENT & RETENTION COMMITTEE

PHYSICIAN SURVEY – January 2011

Thank you for assisting our Committee by completing this survey. As part of our initial phase of data collecting, your input will be used in the development of a new *Physician Recruitment Plan* for our municipality. As outlined at the FHT Team meeting in November 2010, collecting this data, to help us identify any short and long-term physician services needs for Trent Hills, will be the main focus of our Committee's official Work Plan for 2011-2012.

This survey is being sent to you ahead of setting up a personal interview. Your answers will remain confidential: data will reported in summary.

When you have completed the survey, please email it to: lsmith@cmh.ca or fax to: 705-653-3902

Name:	Date:
Current Position(s) held with the FHT and/or Hospital:	
Current practice size:	
Years in Trent Hills:	
Please outline your current practice style (i.e. part-time, ER, Teaching, etc):	
Referring to your practice style outlined above, do you anticipate making any changes in the next year? The next 3-5 years? Please list both 'positive' and 'negative' changes: i.e. "I will be working less emerg" or "I'd like to start teaching" and a sample timeline for achieving those changes:	

Thinking about any 'negative' changes to your practice, what impact would you anticipate those changes could have to the FHT? What are your ideas on how 'negative' changes could be handled?

What do you see as your role in making both 'positive' and 'negative' changes and getting your practice where you need it to be? *i.e "I can assist with onboarding by transitioning to part-time"*

How would YOU describe your practice to a potential successor?

Thinking about some of your current practice roles within the FHT, and any anticipated 'negative' changes to those roles, are there any internal successors you can identify for those roles?

What do YOU value most about working in Trent Hills as part of the FHT and CMH? Is there anything you would change, short and long term?

The Committee would appreciate any input on how to strengthen our recruiting process: