

April 2016

2016 CASPR AWARDS AWARDED TO MEMBERS ACROSS CANADA

Healthcare leaders and innovators from Ontario, Saskatchewan, and Alberta are the recipients of the 2017 Canadian Association of Staff Physician Recruiters (CASPR) awards.

Awards recognizing excellence in Canadian physician attraction, recruitment, and retention were presented to three healthcare recruitment professionals at the 12th annual CASPR conference, which took place in Vancouver from 24-26 April 2016.

David Kay, Assistant Registrar and Chief Operating Officer, College of Physicians and Surgeons of Alberta, was named recipient of the **2016 Leadership Award**. The Leadership Award recognizes a CASPR member who has demonstrated a superior commitment and passion for physician attraction, recruitment, as well as leadership in all aspects of their role.

Kerrie Balon, Recruitment Coordinator at Northern Medical Services, Saskatchewan, was named recipient of the **2016 Recruiter Recognition Award**. Recruiter Recognition Award recognizes significant potential as an innovator and a role model or future leader in physician attraction, recruitment, and retention activities.

David Gravelle, Physician Recruitment Officer, Southern Georgian Bay was named recipient of the 2016 Lifetime Achievement Award. Lifetime Achievement Awards recognize commitment to physician recruitment through involvement in the CASPR Executive, Community, Provincial, National or international recruitment initiatives.

Marlene Young, former CASPR chair, offered her congratulations to the 2016 recipients, heralding the trio as true stewards of the CASPR organization.

“Physician Recruitment is a calling and this year’s recipients are excellent examples of professionalism, passion and dedication. Each one of them deserves the honor that has been bestowed upon them whether they have excelled at recruitment, developed programming to support physician development, or built strong partnerships in their communities and provinces.”

CASPR administers three awards annually: Recruiter Recognition, Leadership, and Lifetime Achievement. The awards are presented at the annual conference. A description of each award, along with award criteria, can be found at <http://caspr.ca/home/about-us/awards/award-nominations/>.

Backgrounder

2016 Leadership Award

David Kay, Assistant Registrar and COO, College of Physicians and Surgeons of Alberta

David Kay has been an integral member of CASPR for the last 11 years, holding multiple positions on the board, most recently serving as the Communications Director.

As the Executive Director of RPAP from 1998 to March 2016, Kay led the only provincial organization in Alberta bringing together communities, physicians and schools of medicine to consider and meet the needs of healthcare delivery in rural Alberta. During this time he spearheaded and supported several innovative programs to support health workforce development in Alberta. His significant contributions to the rural healthcare landscape include:

The development of the province's first Alternative Relationship Plans in Alberta – he was a pioneer and visionary in changes to physician compensation

The creation of the rural residency programs in Alberta with the Universities of Alberta and Calgary.

The development of a Western Canada Collaboration; a cost effective, efficient marketing strategy supporting recruitment to the four Western Canada provinces, with the cooperation of HealthMatchBC, Saskdocs, and the Manitoba Healthcare Providers Network.

Through his involvement with CASPR, David has been able to bring a regional understanding of the challenges to the national arena. His knowledge and willingness to share his thoughts and experience in the political arena has been a benefit to CASPR in navigating challenges.

2016 Lifetime Achievement Award

David Gravelle, Physician Recruitment Officer, Southern Georgian Bay

A former news reporter with CTV, David has the special ability to formulate thoughts and ideas into interesting and meaningful stories. In 2006, he began to apply this fundamental skill to sourcing candidates and finding the best fit for his community's medical recruitment needs.

David has been actively involved in CASPR over the years, being involved with CASPR Conference as both a presenter and planner since 2007, including serving as Conference Chair (2009) and Conference Co-Chair (2010). He also served on the Board of Directors as Member at Large (2013, 2014), and continues to share his knowledge and expertise annually within the 201 Fellowship agenda.

David's current role includes recruiting and retaining individual physician candidates and partners, and working with other area physician recruiters to match candidates to community needs, and new recruits to the lifestyle the region has to offer. His high-touch personal commitment to introducing candidates and their families to the area is what differentiates David from many other recruiters. He and his team go above and beyond to help candidates integrate into their new medical role and to make their new community their home.

David has selflessly devoted time, knowledge and creativity to the development and ongoing improvement of CASPR's mission for nearly a decade.

2016 Recruiter of the Year Award

Kerrie Balon, Recruitment Coordinator at Northern Medical Services, Saskatchewan

Kerrie Balon has 26 years of service with Northern Medical Services and has been a physician recruiter since 1997. Kerrie's primary responsibility for the past 21 years has been the recruitment and retention of approximately 200 family physicians for 18 isolated northern communities of Saskatchewan.

Northern Medical Services employs a unique team approach to provide accessible health care in northern Saskatchewan. As the recruiter, Kerrie works cooperatively with Regional Health Authority Boards, Tribal Councils and the University Of Saskatchewan (UofS) College Of Medicine in the provision of these services. Her professionalism, calm approach and passion for our profession have led to both her personal success as well as the success of the NMS. When Kerrie first assumed her role in 1997 there were many recruitment challenges. Since that time NMS has established programs and developed relationships to a place where there are more applicants than vacancies.

Through these relationships Kerrie has been able to gather intel that has led to the development of several programs that meet the needs of our newly graduating physicians.

One such program is the Global Health Program. This position allows for designated time away from the local practice to pursue international health work providing services to the local underserved population.

As an experienced recruiter, Kerrie is an invaluable resource at the Saskatchewan Recruiter Network table. Her knowledge and experience has earned her respect and her approach has earned her professional relationships and personal friends. She is a knowledgeable resource as well as a role model and mentor to incoming recruiters. Kerrie is also an invaluable resource to NMS, so much so, that despite their need to have her expertise in office, they have extended her the opportunity to work from her winter home on the beaches of Mexico this past winter!