

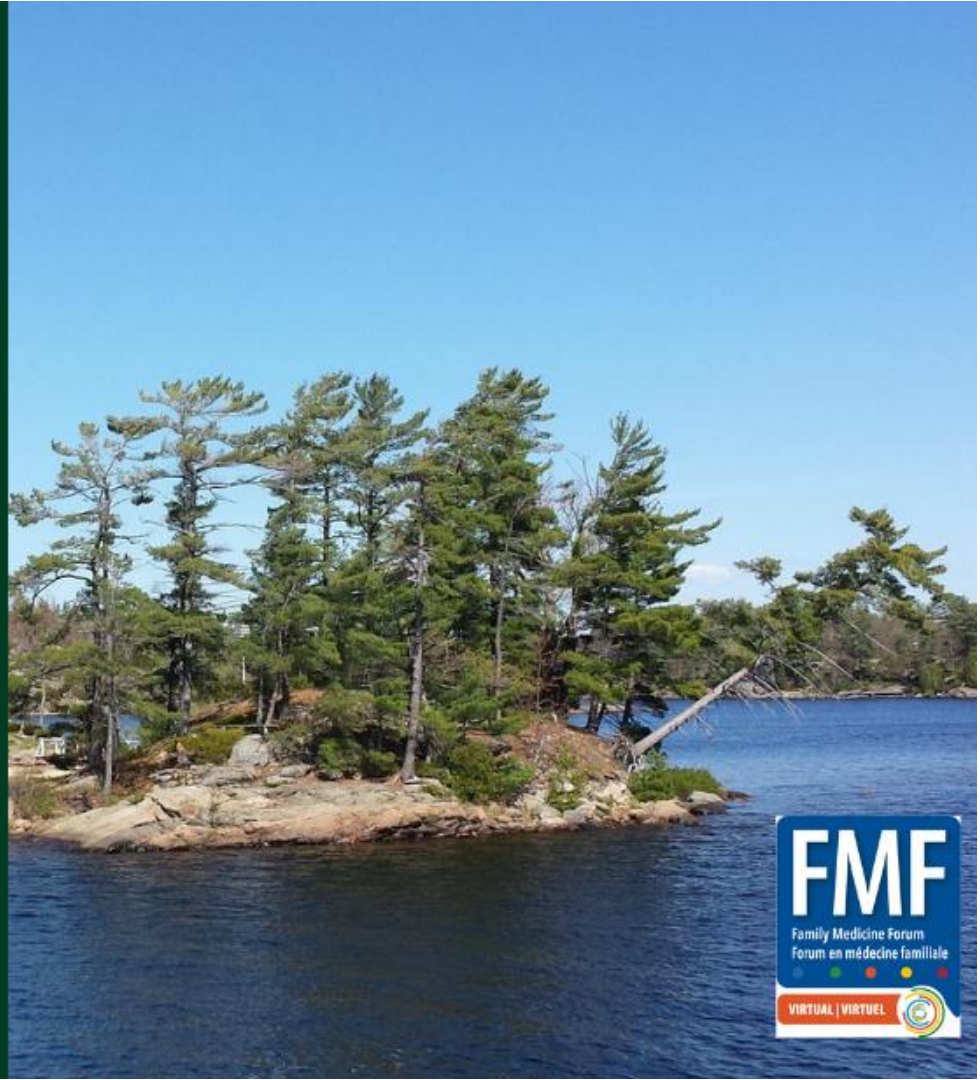


Starting Out Rural: A qualitative study of the experiences of family physician graduates transitioning to practice in rural Ontario

Nov 8th, 2023

Presented by
Dr. Kathleen Walsh, MD CCFP, NOSM University

Research team:
Kara Passi, Dr. Kerry Reed, Dr. Nicola Shaw, & Dr. Sarah Newbery



Presenter Disclosure

- Direct financial relationships
 - Honorarium from NOSM University as previous co-chief (2022-23)
 - Honorarium from OCFP as Award Committee Member (2021-present)
- Membership on advisory boards
 - Choosing Wisely Northwest Territories - Rural Toolkit Advisory committee (2021-present)
 - NOSM University Mentorship Committee (Sept 2023-present)
- No patents for drugs or devices

Disclosure of Financial Support

- This project has received financial support from the **Northern Ontario Academic Medicine Association** in the form of a research grant. Dr. Sarah Newbery is the fundholder

Background

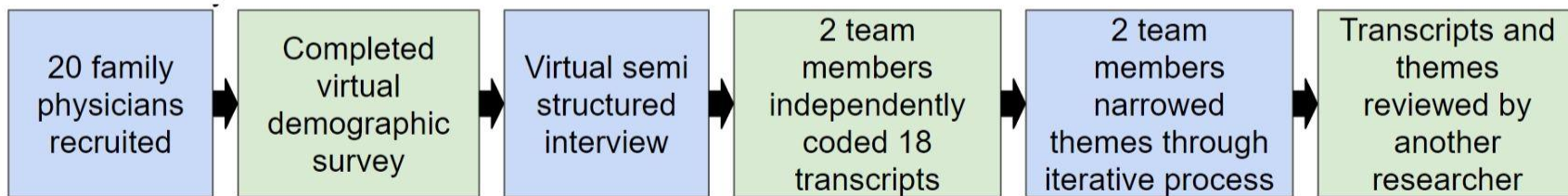


- Challenges recruiting and retaining physicians in rural areas
- New family medicine graduates appear a promising group to recruit
- Period of transition could provide clues as to improve recruitment and retention.
- **Goal of our study was to understand challenges and successes of early year physicians as they transition to practice in rural areas**

Methods

Participants must have:

- 1) graduated from a **Canadian family medicine residency program** within the past 5 years
- 2) practiced for a minimum of **1 year in rural Ontario** ($\text{RIO} \geq 40$) within the past 5 years.



2 interviews were excluded

- 1 recording was lost
- 1 did not meet criteria

Study Physician Demographics



- Mixed genders (7 male, 10 female, 1 non binary)
- Most age 31-40 years old



- Most had experience in a rural community as a learner
- Most attended medical school in Ontario
- Variety of residency programs. Biggest representation from NOSM University and University of Toronto.



- Most had multiple roles
- All physicians worked in primary care
- 15 worked in hospital
- 14 worked in ER

Results



Choosing rural
practice



Preparedness
for practice



Navigating work
life balance



Navigating
transition to
practice



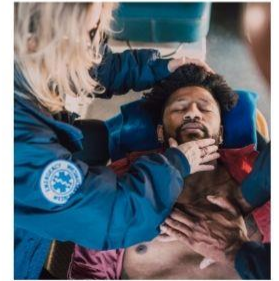
Challenges
during transition
to practice



Successes
during transition
to practice



Locuming



Unique
challenges of ER
practice

Results



Choosing rural
practice



Preparedness
for practice



Navigating work
life balance



Navigating
transition to
practice

Choosing Rural Practice

Influence of practice incentives

Preparedness for practice

**Lack of business
knowledge for
medical practice**

**Adequacy of
knowledge base for
full-scope practice**

Navigating work-life balance

Importance of being integrated into the broader community

Navigating transition to practice

Using other early-year physicians to bridge knowledge gaps

Suggestions for rural communities, clinicians and learners in practice

1. Consider nonfinancial incentives
2. Incorporate billing and practice management into curriculum
3. Help physicians get connected with the local community by inviting them to events
4. Learners should make and maintain connections with other learners

Thank you!

Watch for our paper in CMAJ Open published
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<https://doi.org/10.9778/cmajo.20230041>

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