

## **WIN 6.1 - Creating a Positive Work Environment**

### **Lesson 6 - The Recruitment Process**

#### **The Recruitment Process**

The recruits or the hiring that we undergo is complicated; it requires a lot of planning. Our only chance in any given period might be a one—one or two specialists, and in a given area there are some specialists that are in short supply. And it's also not uncommon that the spouse of that particular specialist may also be a physician, and so it's the coordination of an IEHP that requires, you know, integration and facilitation between departments and with departments in order to satisfy both members. Some of the work that some of the doctors provide is very resource-rich, and there may—you know, we may need to negotiate and facilitate their arrival with an apartment; they may need to spread their resources around for, you know, another physician. Which in turn helps us, helps our patients, and, you know, helps with our secession planning

It's often just seeing what's available in the community with regards to that—that cultural diversity, and surprisingly there are very few northern communities that don't have the same background. You know, if you look at different jurisdictions across Canada, the history is rich in IEHPs, and so it's connecting them to those networks. So it's really just making sure you articulate that, not, you know, and communicating that to employers—the hospitals, clinics. There are a lot of ways you can look at integrating them into the community. Like anything else across Canada, right; so create that cultural setting, that mosaic, and, you know, tapping into not only the medical expertise, recognized and, you know, certified medical expertise, but whatever they can bring as professionals and good citizens in the community.

It's comfort, right; comfort on both sides: comfort that the training is equivalent to what we get here, and it's comfort in understanding and acceptance of, you know, perhaps different language or culture; and creating comfort for families inside the milieu—not only the milieu of the hospital but also the community at large.