

Pender Islands

(pop. 2,232)



Completed construction of a new addition and renovation of their existing Health Centre and Emergency facility in the summer of 2008. The total cost of around \$1.4 million was raised through the efforts of the Pender Island Health Care Society and the generous support of the Pender community.

Saturna Island

(pop. 359)



Completed in January 2005, the Saturna Medical Clinic was built as part of the Saturna Rec. and Cultural Centre on donated land with over \$575,000 raised from the community. The Clinic is run by the Saturna Community Club Society.

Family Physician Recruitment and Retention

Other Communities – *We are not alone!*

The attraction and retention of family practitioners in rural communities across the country has become a highly competitive enterprise:

- Fewer younger, energetic, enthusiastic doctors choose family practice in small communities.
- Over the last ten years, the level of sophistication in family physician recruitment has been developing and building momentum.
- Physician recruitment has become an industry unto itself; in fact there are recruitment fairs just for recruiters!
- Many communities have been developing long-term recruitment and retention strategies, offering generous incentive packages including housing, retention bonuses, tuition support, moving expenses, set up costs, etc. For example:
 - Up to \$250,000 in bonuses to attract new recruits (Bancroft & Belleville).
 - \$100,000 over five years to doctors who set up their practice in the local medicine centre (Quinte West).
 - \$25,000 per year to students that agree to practice in the county after graduation (Hastings County).
 - A new deal for doctors loaded with performance incentives expected to make it easier to attract new doctors costing the an extra \$14 million (PEI).

To counter this we need a well thought out long term strategy. A fully equipped primary and trauma care facility on Gabriola can attract and bring together family practitioners, nurses, visiting medical specialists, allied health professionals and other health care providers to deliver better health care, tailored to our own specific needs.

Far beyond the building of a building, we are creating a system of care!

Galiano Island

(pop. 1,258)



The Galiano Health Care Society, a non-profit society, was incorporated in 1985. In April 1991 the Galiano Health Care centre was built in order to offer accommodation for health care professionals on-island and to encourage them to locate there. It is a 2,360 sq. ft. building which cost \$285,000.

Mayne Island

(pop. 1,112)



The Mayne Island Health Centre Association (MIHCA) has been in existence for over 30 years. In 1976 the Health Centre was opened and equipped with funds raised by the community. In 2007 the Mayne Island Improvement District took over management of the facility, however MIHCA continues to fund raise for specialized health equipment and facilities.