

Innovation & Development Commons  
Brown Bag Lunch – April 23, 2020  
Everyone Welcome!

**Virtual Session Via WebEx Only**

12:15pm – 1:00pm



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**Exploring the Experiences of Rural Emergency Room Nursing Staff with Recruitment and Retention of Rural Physicians: a unique viewpoint on a systemic challenge**

Emergency Departments across Canada play an important role both in their function of providing care to patients and also in serving as a resource for helping identify ways in which we can meaningfully recruit and retain fit for purpose physicians to rural and remote communities. The ED staff – in particular the ED nursing staff – have valuable insights into the health care system, health care provider suitability to rural practice, community needs and the rural practice environment, which could inform future rural health care policy development, recruitment and retention initiatives.

This presentation will review the methods and key findings from a focus group study, conducted in five rural communities across northern BC, that explored ER nurse perspectives on perceived facilitators and barriers among new-to-practice ER physicians – in particular IMGs – which may be affecting patient outcomes, staff morale and hospital administration. Key themes include: problems preventing well-integrated rural ER practice; challenges at the onset of rural practice; adapting to a steep learning curve and expectations surrounding efficiency; effective teamwork and communication; and characteristics of a great rural physician.

More research needs to be done to better understand what the ideal rural practice environment and supports would look like, to which medical leaders are able to recruit to. Future policy could then be informed and directed by the research, in order to facilitate retention of providers as well as accommodating the needs of the various community stakeholders so that both providers and citizens are able to flourish and benefit from high quality, longitudinal health care.

Teleconference :1 877-385-4099 Passcode: 8353420#  
WebEx <https://innovationdevelopment.webex.com>  
Meeting Password: brownbag