

Recruitment incentives for New Physicians and Medical Residents
2022-2023 PROGRAM GUIDELINES
 (updated on July 18, 2022)

Overview

The objective of this program is to provide recruitment incentives to Medical Residents as well as newly recruited physicians and specialists in designated fields.

Recruitment incentive offers are conditional on the reception of an employment offer from one of the Regional Health Authorities and are subject to approval from the Department of Health.

Eligible Physicians, who have accepted a job offer, are required to sign a Return-of-Service (ROS) agreement and commit to establishing a full-time practice within 6 months of receiving the recruitment incentives or completing their residency training.

Recruitment incentives may be available to Medical Residents in family medicine who are in their last two (2) years of residency training and Medical Residents in one of the designated Specialties who are in their last three (3) years of residency training, as well as to new physicians up to 6 months prior to their start date.

Program guidelines are revised annually and may be modified as required without notice to meet current and anticipated physician resource needs. A maximum number of incentives are offered annually based on availability of funds allocated for the program for each fiscal year.

Eligible Physicians	Location	Amount	ROS
Family physicians (community-based practice)	Urban area	\$50,000	2-years
Hospitalists & ER physicians	Urban area	\$50,000	2-years
Specialists in designated fields	Urban area	\$50,000	2-years
Anesthetists	Provincial	\$100,000	4-years
Family physicians (community-based practice)	Rural area	\$100,000	4-years
Hospitalists & ER physicians	Rural area	\$100,000	4-years
Specialists in designated fields	Rural area	\$100,000	4-years

Rural areas are defined as 40 KM outside Moncton, Fredericton, and Saint John.

Eligibility - Family Physicians in a community-based practice

Family practice - Urban:	Family practice - Rural:
<ul style="list-style-type: none"> • New Family physicians who establish a full-time community-based practice in an urban area may be eligible for a \$50,000 recruitment incentive. • Family physicians will be required to sign a Return-of-Service agreement and practice in the province for two (2) consecutive years. • Family physicians will be expected to take patients from the Patient Connect NB registry and/or meet RHA practice expectations. 	<ul style="list-style-type: none"> • New Family physicians who establish a full-time community-based practice in a rural area may be eligible for a \$100,000 recruitment incentive. • Family physicians will be required to sign a Return-of-Service agreement and practice in the province for four (4) consecutive years. • Family physicians will be expected to take patients from the Patient Connect NB registry and/or meet RHA practice expectations.

Family Physicians with an Urban/Rural regional practice must have a Family Medicine community-based practice physically located in a rural area and have at least 50% of their patients in a rural area to be eligible for the rural incentive.

Eligibility – Hospitalists & ER Physicians

Hospitalists and ER physicians - Urban:	Hospitalists and ER physicians - - Rural:
<ul style="list-style-type: none"> • New Hospitalists and ER physicians who practice full-time in an urban area may be eligible for a \$50,000 recruitment incentive. • Hospitalists and ER physicians will be required to sign a Return-of-Service agreement and practice in the province for two (2) consecutive years. 	<ul style="list-style-type: none"> • New Hospitalists and ER physicians who practice full-time in a rural area may be eligible for a \$100,000 recruitment incentive. • Hospitalists and ER physicians will be required to sign a Return-of-Service agreement and practice in the province for four (4) consecutive years.

Eligibility – Designated Specialties

<p>Designated Specialties - Urban:</p> <ul style="list-style-type: none"> • New Physicians working full time in one of the approved specialties listed below in an urban area may be eligible for a \$50,000 recruitment incentive. • Physicians will be required to sign a Return-of-Service agreement and practice in the province for two (2) consecutive years. 	<p>Designated Specialties - Rural:</p> <ul style="list-style-type: none"> • New Physicians working full time in one of the approved specialties listed below in a rural area may be eligible for a \$100,000 recruitment incentive. • Physicians will be required to sign a Return-of-Service agreement and practice in the province for four (4) consecutive years. 		
<p style="text-align: center;">List of approved specialties (2022-2023)</p> <table style="width: 100%; border: none;"> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • Anesthesiology** • Endocrinology • Gastroenterology • General Internal Medicine • Geriatric Medicine • Hematology • Neurology • Obstetrician-gynecology </td> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • Oncology • Ophthalmology • Otolaryngology • Pediatrics • Plastic Surgery • Psychiatry • Thoracic Surgery </td> </tr> </table> <p style="text-align: center;"><i>Note: Other specialties may be considered if the position has been vacant for more than 12 months or the region is 50% below its full time equivalent (FTE) target in that specialty.</i></p>		<ul style="list-style-type: none"> • Anesthesiology** • Endocrinology • Gastroenterology • General Internal Medicine • Geriatric Medicine • Hematology • Neurology • Obstetrician-gynecology 	<ul style="list-style-type: none"> • Oncology • Ophthalmology • Otolaryngology • Pediatrics • Plastic Surgery • Psychiatry • Thoracic Surgery
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<p>** Anesthetists - Urban & Rural</p> <ul style="list-style-type: none"> - Due to the increased need for anesthetists to enable the province to achieve its goals related to improvements for surgical capacity and reduced wait times, Anesthetist are now eligible for an \$100,000 recruitment incentive, irrespective of location. - Anesthetists will be required to sign a Return-of-Service agreement and practice in the province for four (4) consecutive years. 			

Definitions and Guidelines

Rural Area

- Rural areas are defined as 40 KM outside Moncton, Fredericton, and Saint John.

Full time

- Full time equals 1 full time equivalent (FTE) or 29 hours per week in the ER department. Physicians who have been authorized to work part-time must work at least the equivalent of 0.60 FTE and will be required to provide a longer Return-of-Service which will be prorated accordingly.

Disqualifications

- Physicians relocating from one region to another within New Brunswick are not eligible for a recruitment incentive.
- Physicians who are currently working in the province (except locums) or who have previously practised in New Brunswick are not eligible unless they must have moved out-of-province permanently for a minimum of one year and have never received a recruitment incentive.
- Physicians can only receive one recruitment incentive over the course of their career, even if they have moved out of the province for one year or more or elect to complete another residency training program.

Exceptions

- Physicians who have accepted a Return-of-Service position through the CaRMS matching process, may be eligible for a recruitment incentive if they meet the eligibility requirements of the program. The Return-of-Service for the recruitment incentives will be over and above the Return-of-Service for the residency.

Application Process

- Recruitment incentive offers are conditional on the reception of an employment offer from one of the Regional Health Authorities and are subject to approval from the Department of Health
- The Regional Health Authority will submit a request on behalf of the physician.