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New Physicians – Mobility Patterns in the First Ten Years of Work

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CAHSPR

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Objectives

The purpose of this study is to:

- To understand the mobility of new physicians across Canada;
- To identify how long new physicians stay in their jurisdiction of first registration, and the possible factors that impact the retention of new physicians.

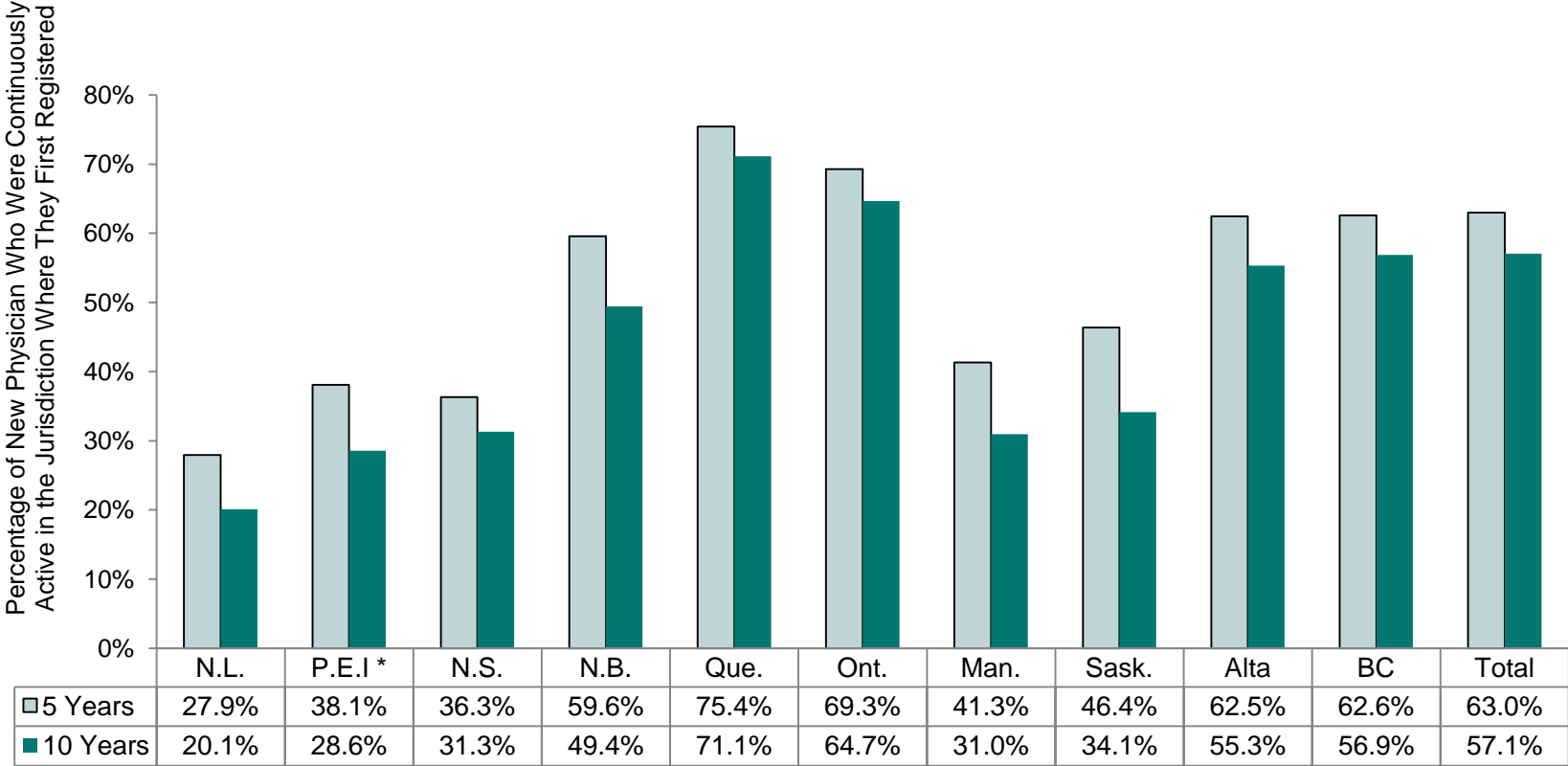
Methods

- Data Sources
 - Scott's Medical Database (SMDB) at Canadian Institute for Health Information (CIHI)
- Analysis
 - Cohort:
 - New physicians who started between 1997 to 2001
 - A physician must be active in consecutive years in his or her respective jurisdiction to be considered retained
 - Variables
 - Country of Graduation
 - Province of Graduation
 - Broad Specialty



Results

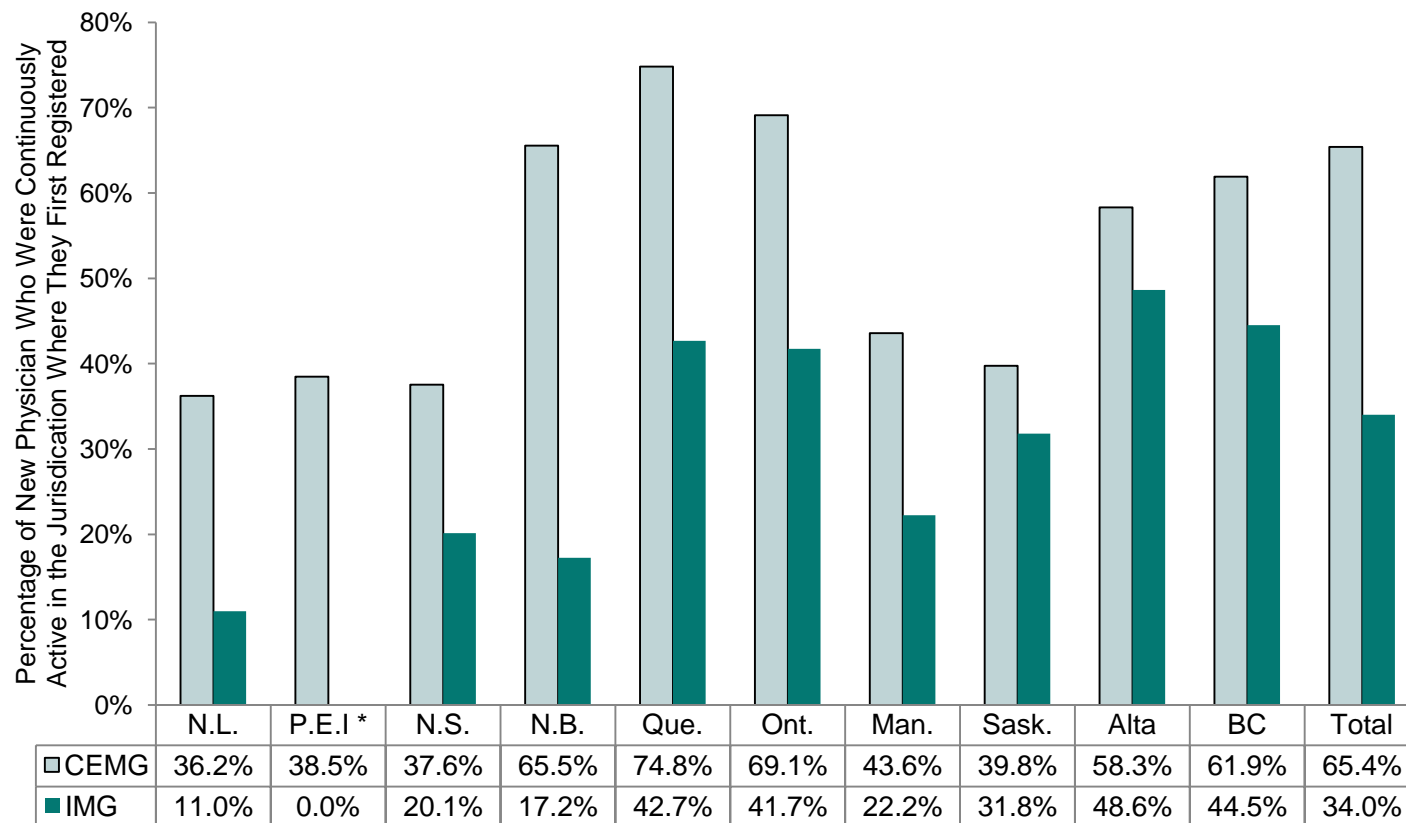
How Long Do New Physicians Stay in Each Jurisdiction ?



* P.E.I. have small counts, interpret results with caution.

Source: Scott’s Medical Database, Canadian Institute for Health Information.

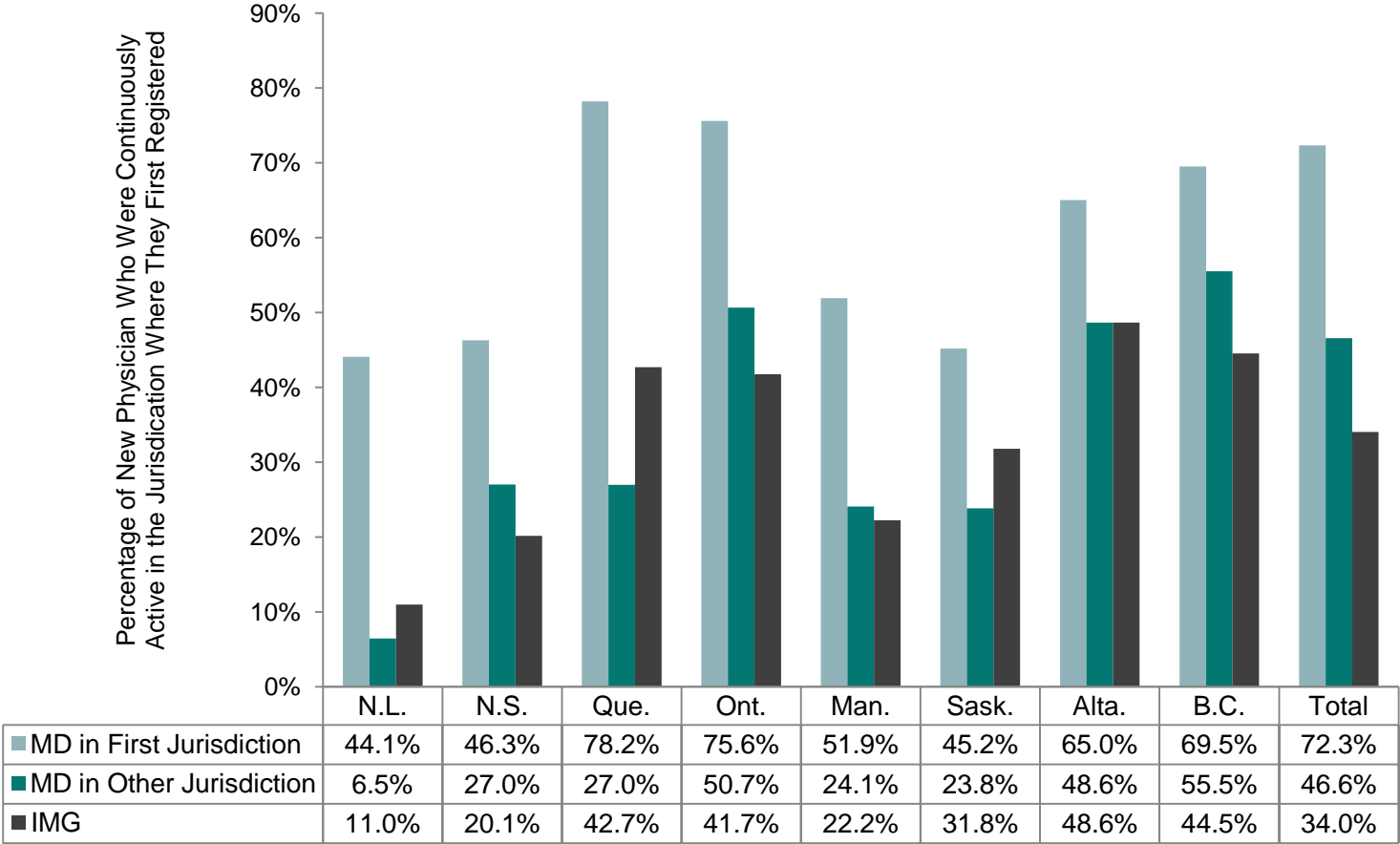
What Impact Does the Country of Graduation Have on the Retention Rate of New Physicians?



* P.E.I. have small counts, interpret results with caution.

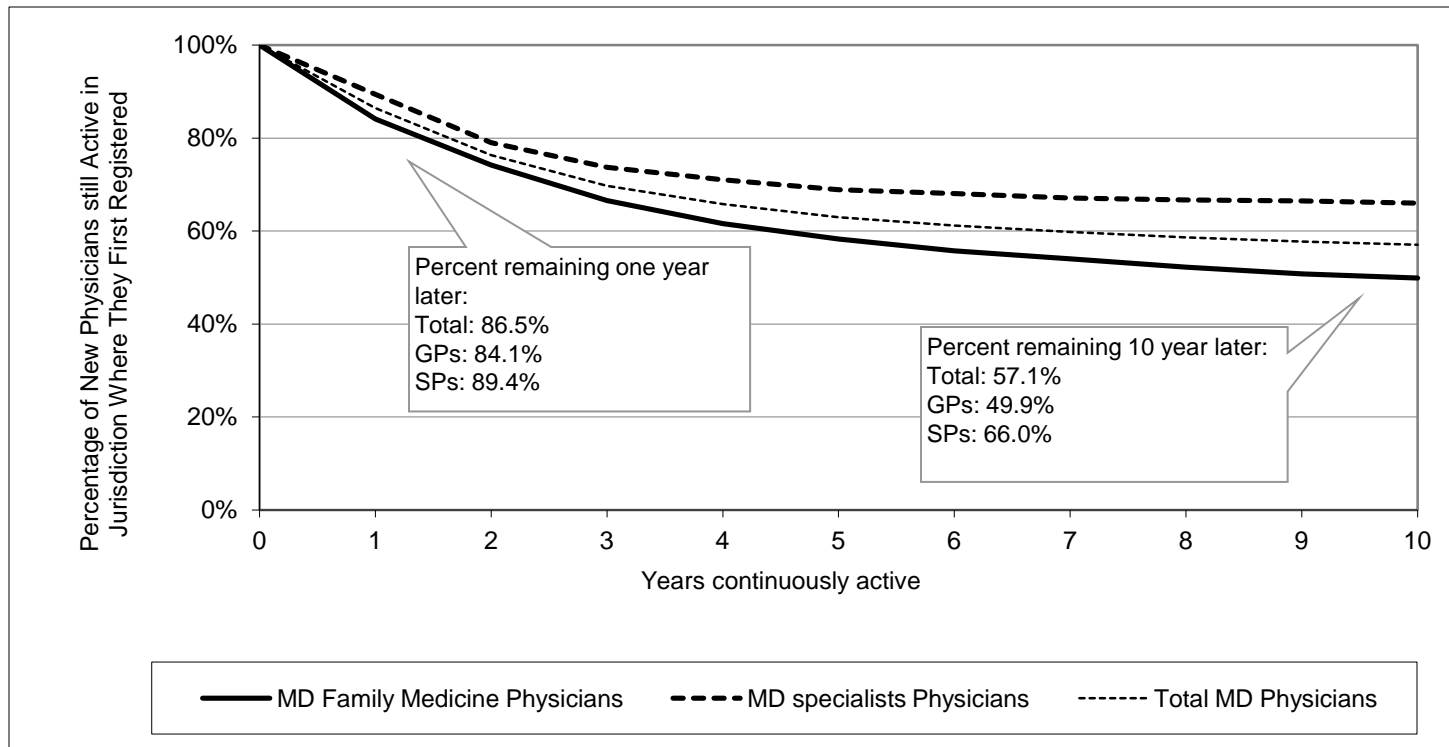
Source: Scott's Medical Database, Canadian Institute for Health Information.

What Impact Does the Province of Graduation Have on the Retention Rate of New Physicians?



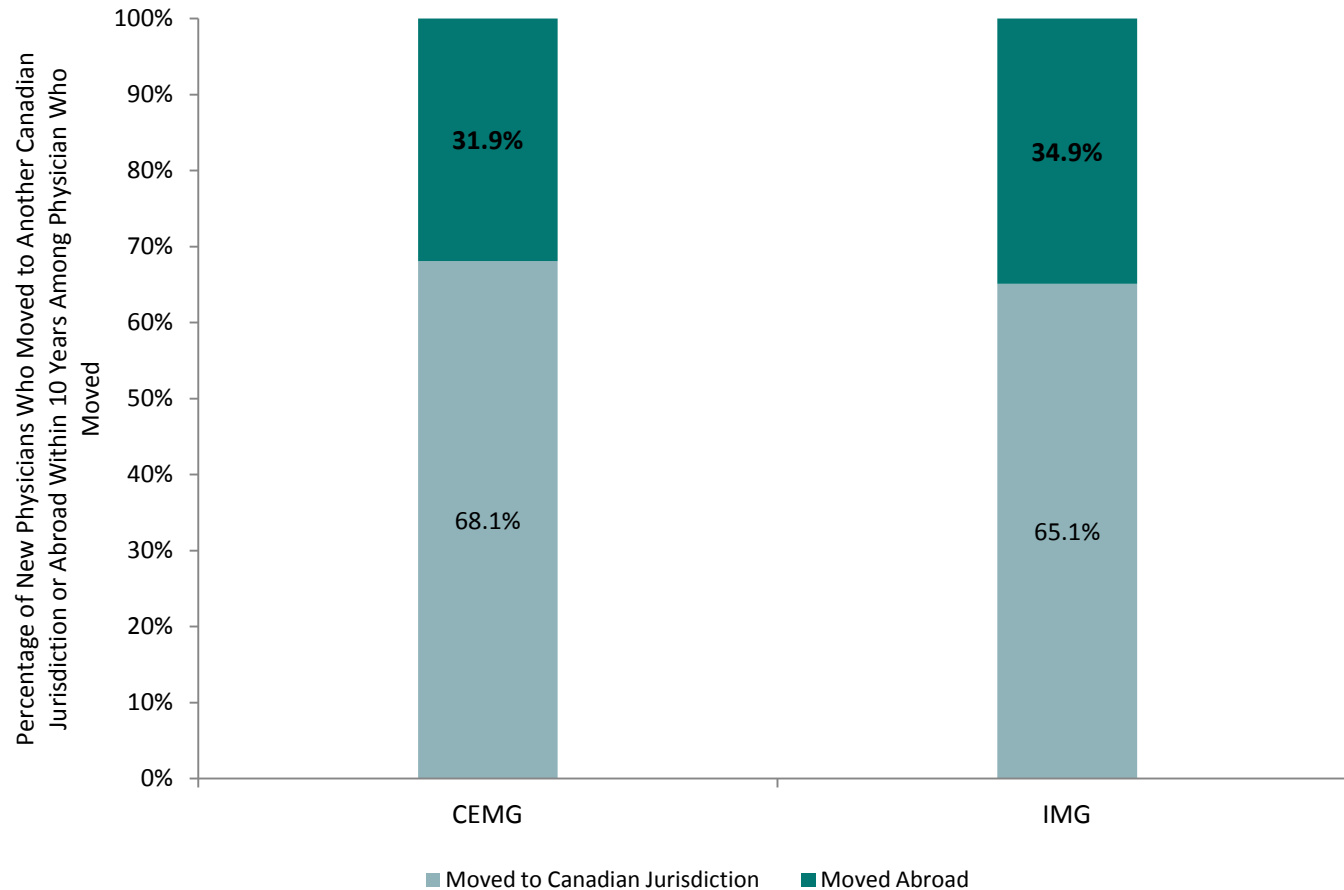
Source: Scott's Medical Database, Canadian Institute for Health Information.

What Impact Does the Type of Physician Have on the Retention Rate of New Physicians?



Source: Scott's Medical Database, Canadian Institute for Health Information.

For New Physicians Who Leave Their Jurisdiction of First Registration, Where Do They Go?



Source: Scott's Medical Database, Canadian Institute for Health Information.

How Well Do We Keep New Family Physicians in the Rural Area - Methodology



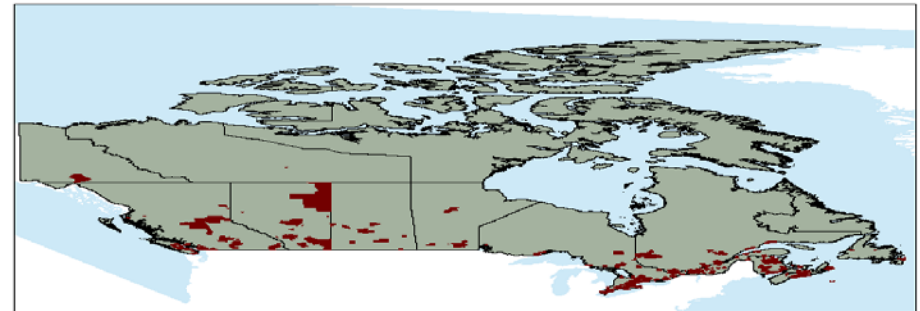
– Variables

- Urban/Rural : Based on Statistics Canada's methodology, postal codes within census metropolitan areas (CMAs) or census agglomerations (CAs) were coded as urban, while postal codes outside of CMAs or CAs were coded as rural.

– Cohort

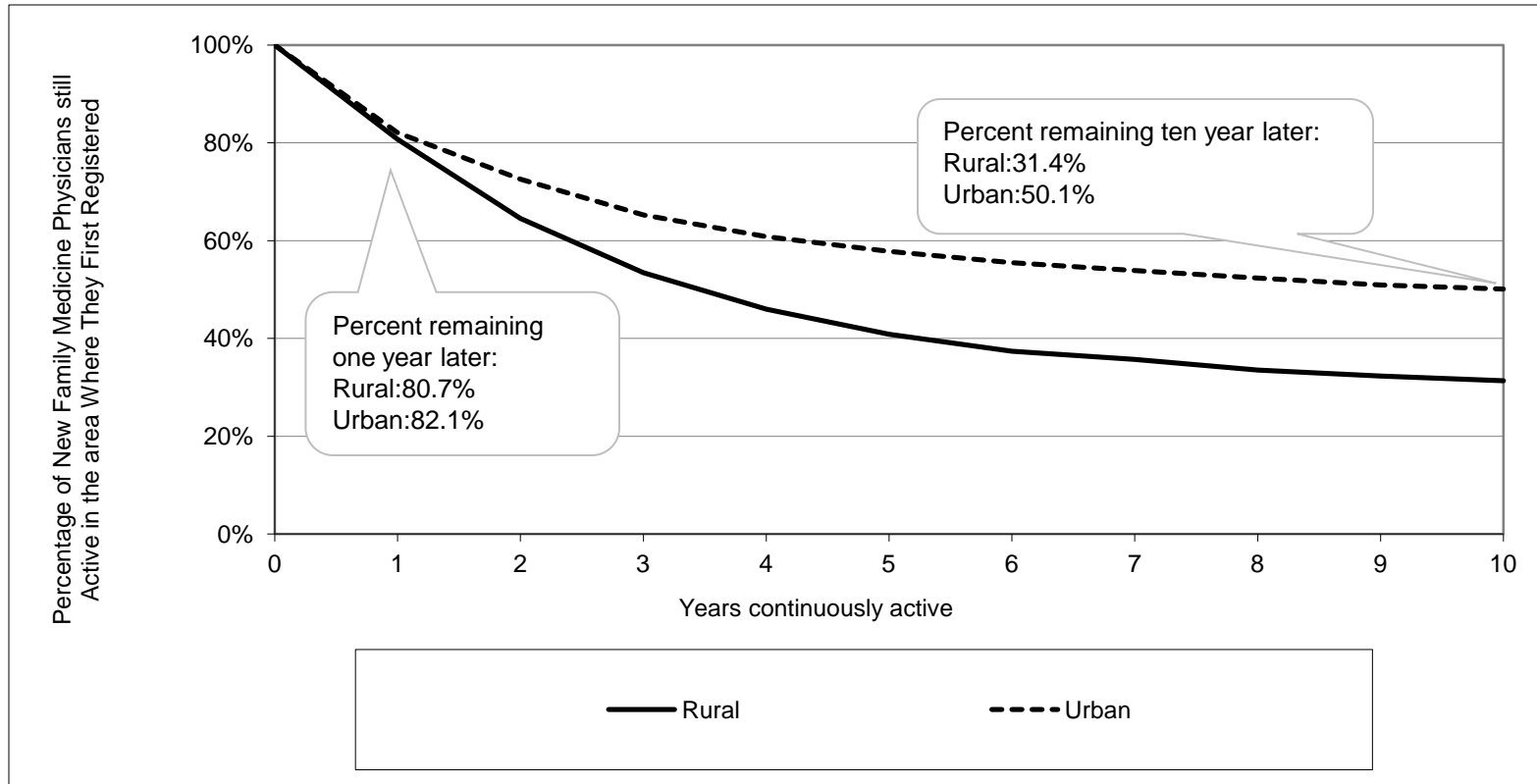
- New family physicians who started between 1997 to 2001
- A physician must be active in consecutive years in his or her respective rural or urban community to be considered retained

Urban Areas in Canada
2011 Census



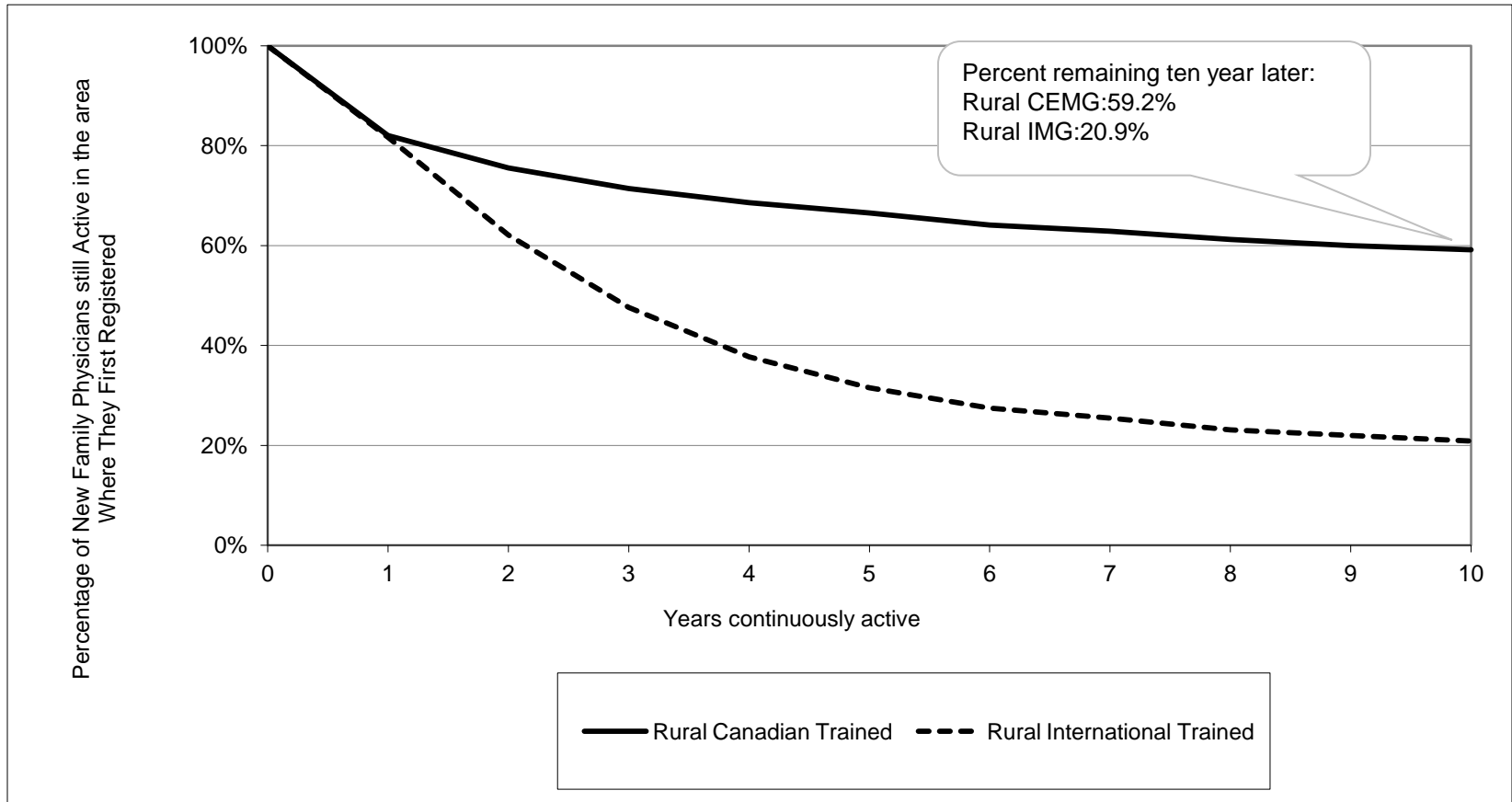
Source:
Statistics Canada, 2011 census boundary file

How Well Do We Keep Family Physicians in the Rural Area - Results



Source: Scott's Medical Database, Canadian Institute for Health Information.

How Well Do We Keep Family Physicians in the Rural Area - Results



Source: Scott's Medical Database, Canadian Institute for Health Information.

Summary of Findings

- Physicians are the most mobile in the first five years of their career.
- Where they are trained is a key factor in understanding retention rates. Physicians who obtained their MD from the same jurisdiction they start working in are much less mobile than other CEMGs and IMGs.
- Family Medicine Physicians in rural areas are more mobile than physicians in urban areas. In rural areas, CEMGs are much less mobile than IMGs.



Thank you!



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