



RECRUITMENT AND RETENTION INCENTIVES IN NEWFOUNDLAND AND LABRADOR

Put your skills to great use in a unique and remarkable part of the world. Urban or rural, coastal or inland, connected or remote, if you're looking to grow your career in a place with adventure around each corner, then let's put on the kettle and have a chat.

Healthcare professionals in Newfoundland and Labrador are nothing short of extraordinary. Their perseverance and commitment to the people of our province, every day, is truly one of a kind.

We think you will love our province. Our people. Our culture. So come, and be Extraordinary Every Day with us!



Physicians

- + Family Practice Start-up Program of \$150,000
- + New Family Physician Income Guarantee
- + Family Practice Renewal Program, including condition-based fee code initiatives to support comprehensive care delivery
- + 20 per cent Family Physician Rural Premium Program (Fee for Service physicians) at designated facilities
- + Salaried Family Physician Remoteness bonus (under development)
- + Fee for Service Family Physician Obstetrical bonus up to \$10,000
- + Fee for Service Physician Rural Retention bonus (specialists) up to \$15,000 after 36 months
- + Rural Community Comprehensive Care bonus (Fee for Service family physicians) of \$10,000
- + Salaried Physicians Geographic Retention bonus up to \$42,000 after 36 months
- + Fee for Service Psychiatry Consultation bonus up to \$25,000
- + Oncology and Pathology bonus up to \$60,000
- + 20 per cent Rural Fee for Service Psychiatry Premium Program
- + Travelling Fellowship Program funding
- + Practice Ready Assessment, a 12-week clinical field assessment for international medical graduates
- + Physician Management and Leadership Program, one of only a few programs in Canada that provides an academic route to the Canadian Certified Physician Executive designation
- + Ukrainian Physician Licensure Support Program: up to \$10,000 in funding to offset the costs associated with obtaining licensure in Newfoundland and Labrador
- + Housing allowance
- + One-year pilot program to cover the cost of licensing fees and liability protection for eligible retired family physicians who wish to return to the workforce
- + New Practice Start-up Advance for Fee for Service Specialists
- + Canadian Medical Protective Association reimbursement
- + 70 per cent of Electronic Medical Record expenses covered for Fee for Service Family Physicians, plus government-funded EMR support team for assistance/support
- + 100 per cent of EMR expenses covered for salaried Family Physicians, plus government-funded EMR support team for assistance/support

Medical Students and Residents

- + Undergraduate Medical Student Bursary Program \$7,500
- + Medical Resident Bursary Program up to \$90,000

EXTRAORDINARY.
EVERY DAY.



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