

# From Education to Sustainability: A Blueprint for Addressing Physician Recruitment and Retention in Rural and Remote Ontario

[Acknowledgements](#)

[Executive Summary](#)

## Contents

### I [Introduction](#)

### II [Demographic Overview](#)

- A. [Introduction](#)
- B. [Rural and Northern Population and Geography](#)
- C. [Rural and Northern Community Needs for Primary Hospital Care](#)
- D. [Rural and Northern Needs for Specialists](#)

### III [Solutions](#)

#### A. [Medical Education](#)

- 1. [Before Medical School: High School](#)
- 2. [Pre-Medical Undergraduate Rural Exposure to Rural Medical Experiences](#)
- 3. [Medical School Admission Committees](#)
- 4. [Undergraduate Core Rural Curriculum Component](#)
- 5. [Undergraduate Medical Student Electives](#)
- 6. [Undergraduate Return of Service Agreements](#)
- 7. [Postgraduate Rural Medical Training](#)
- 8. [Rural Physician Faculty Appointments / Teaching Activities](#)
- 9. [Training of Rural Teachers](#)
- 10. [Advanced Skills Training for Residents and Practising Rural Physicians](#)
- 11. [Re-entry Training Positions](#)
- 12. [Continuing Medical Education](#)

#### B. [Rural Practice Issues](#)

- 13. [Referral / Support Network](#)
- 14. [Medical Informatics](#)
- 15. [Telephone Triage](#)
- 16. [Physician Licensing](#)
- 17. [Allied Health Professionals](#)
- 18. [Rural Physician Clinical Support Program](#)
- 19. [Renumeration for Family Physicians](#)

20. [Physician Payment / Specialists](#)
  21. [Natural Limits, Including Retirement and Burnout](#)
  22. [Physician "Turf" issues](#)
  23. [Spousal and Family Concerns](#)
  24. [Locum Programs](#)
- C. [Infrastructure](#)
25. [Community Development Officers](#)
  26. [Rural and Remote Areas Program \(RRAP\)](#)
  27. [Rurality Index](#)

#### **IV [Future Directions](#)**

- A. [The Need for Other Health Care Reforms](#)
- B. [A Call to Action](#)

#### **V [Appendices](#)**

1. [List of Participants](#)
2. [Ontario Population Breakdown by Region](#)
3. [Population per Active Physician in Ontario by Planning Region](#)
4. [Population per Non-Specialist in Central East Ontario by County](#)
5. [Population per Non-Specialist in Central West Ontario by County](#)
6. [Population per Non-Specialist in East Ontario by County](#)
7. [Population per Non-Specialist in North East Ontario by County](#)
8. [Population per Non-Specialist in North West Ontario by County](#)
9. [Population per Non-Specialist in South West Ontario by County](#)
10. [Population per GP / FP Billing \\$60K by Planning Region](#)
11. [Population per Active Physician in Southern Ontario by Planning Region](#)
12. [Population per Active Physician in Northern Ontario by Planning Region](#)
13. [Population per Non-Specialist in Southern Ontario](#)
14. [Population per Non-Specialist in Northern Ontario](#)
15. [Population per Non-Specialist in Southern Ontario by County](#)
16. [Population per Non-Specialist in Northern Ontario by County](#)
17. [Population per Specialist in Southern Ontario by Planning Region](#)
18. [Population per Specialist in Northern Ontario by Planning Region](#)
19. [Executive Summary: Toward a New Vision for Globally Funded Group Practice Agreements](#)

#### **VI [Bibliography](#)**