Specialist physician employment in Canada: unpeeling the onion to stimulate change

November 2015 Royal College Physician Employment Summit

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Act 1: Unpeeling the onion

- Scene 1: A bird’s eye view of specialist physician employment in Canada
- Scene 2: What happened to those who reported employment challenges in 2013?

Act 2: Employment data in context

Act 3: And now what?
Act 1: Unpeeling the onion:

Scene 1:

A bird’s eye view of the data on specialist physician employment in Canada
Royal College Employment Study: 2011-2014 survey response rates

- **2011**
  - Specialists: 33% (530/1597)
  - SubSpec: 33% (658/2002)
  - Overall: 32% (128/405)
  - 27% (127/465)

- **2012**
  - Specialists: 33% (586/1766)
  - SubSpec: 32% (713/2231)
  - Overall: 33% (586/1766)

- **2013**
  - Specialists: 33% (586/1766)
  - SubSpec: 39% (209/542)
  - Overall: 40% (731/1823)

- **2014**
  - Specialists: 33% (586/1766)
  - SubSpec: 36% (698/1927)
  - Overall: 40% (940/2365)

Source: Royal College Employment Study Survey 2011-2014
Employment Status: 2011-2014 (specialists and subspecialists combined)

Number of Responses

<table>
<thead>
<tr>
<th>Year</th>
<th>Additional Training Planned</th>
<th>Found Employment</th>
<th>No Job Placement: Pursuing Further Training</th>
<th>No Job Placement: Not Pursuing Further Training</th>
<th>Not Applied for Jobs Yet</th>
<th>NR</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011 (n=623)</td>
<td>317 (51%)</td>
<td></td>
<td>85 (14%)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2012 (n=709)</td>
<td>339 (48%)</td>
<td></td>
<td>123 (17%)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2013 (n=898)</td>
<td>405 (45%)</td>
<td></td>
<td>158 (18%)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2014 (n=934)</td>
<td>425 (45%)</td>
<td></td>
<td>128 (14%)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Royal College Employment Study Survey 2011-2014
Employment Status: 2011-2014 (Specialists only)

Number of Responses

Source: Royal College Employment Study Survey 2011-2014
Employment Status: 2011-2014
(Subspecialists only)

Source: Royal College Employment Study Survey 2011-2014
Some factors:

- Secured full time employment:
  - 65% in 2013 vs 72% in 2014
- Return of Service posts:
  - 3 (3%) in 2013 vs 28 (19%) in 2014

82% Full Time

Source: Royal College Employment Study Survey 2011-2014
Most impacted disciplines reporting employment challenges: 2014

- Otolaryngology
- Cardiac Surgery
- Ophthalmology
- Neurosurgery
- Hematology
- Urology
- Obs and Gynecology
- Anesthesiology
- Plastic Surgery
- Hematological Pathology
- Orthopedic Surgery
- Nuclear Medicine
- Radiation Oncology
- Gastroenterology

Most impacted disciplines with >25% response rate reporting employment challenges

Source: Royal College Employment Study Survey, 2011-2014
Why pursuing further training 2013-2014

**Specialists**

<table>
<thead>
<tr>
<th>Year</th>
<th>Interest/Passion for the Domain</th>
<th>More Employable</th>
<th>Requirement for Position</th>
<th>Other</th>
<th>Could not find a position</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>76% (n=432)</td>
<td>4%</td>
<td>17%</td>
<td>34%</td>
<td>4%</td>
</tr>
<tr>
<td>2014</td>
<td>72% (n=408)</td>
<td>13%</td>
<td>40%</td>
<td>54%</td>
<td>4%</td>
</tr>
</tbody>
</table>

**Subspecialists**

<table>
<thead>
<tr>
<th>Year</th>
<th>Interest/Passion for the Domain</th>
<th>More Employable</th>
<th>Requirement for Position</th>
<th>Other</th>
<th>Could not find a position</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>58% (n=71)</td>
<td>1%</td>
<td>33%</td>
<td>64%</td>
<td>1%</td>
</tr>
<tr>
<td>2014</td>
<td>58% (n=87)</td>
<td>17%</td>
<td>56%</td>
<td>58%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Source: Royal College Employment Study Survey 2013-2014; Column totals may exceed 100% as this question allowed for multiple responses.
Reasons for not finding employment – 2014 New certificants

### Why do you feel you do not have a job placement? (n=127) (select all that apply)

- Wish/Need to stay near family: 39%
- Can't/Won't move to another city (spousal emp): 27%
- Do not like living in a rural/remote setting: 24%
- Do not want to live in another province/territory: 18%
- Do not like working in a community hospital: 4%
- Do not like working in an academic hospital: 3%
- Do not like living in an urban setting: 1%

### (most important reason)

Source: Royal College Job Placement Survey 2013/2014. Column totals may exceed 100% as this question allowed for multiple responses. Includes the cohort who reported: a) that they were pursuing additional training because they couldn’t find a position and b) those who could not find an positions and no further training planned.
Act 1: Unpeeling the onion:

Scene 2:

What happened to those who reported employment challenges in 2013?
# 2013 Cohort Survey: Population

<table>
<thead>
<tr>
<th></th>
<th>2013 Cohort Survey</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Population N (%)</td>
</tr>
<tr>
<td>Specialists</td>
<td>116 (69%)</td>
</tr>
<tr>
<td>Subspecialists</td>
<td>53 (31%)</td>
</tr>
<tr>
<td>Total</td>
<td>169 (100%)</td>
</tr>
</tbody>
</table>

Source: Royal College Employment Study, 2013 Cohort Study
2013 Cohort Population

2013 Cohort Population (N=169)

- 56% (n=94) No job placement and pursuing further training
- 35% (n=59) No job placement and not pursuing further training
- 9% (n=16) Not yet applied for jobs

Source: Royal College Employment Study, 2013 Cohort Study
2013 Cohort Survey: Job?

Specialists and Subspecialists

- Yes = 42 (58%)
- No = 30 (42%)

n = 72

Source: Royal College Employment Study, 2013 Cohort Study
2013 Cohort Survey: Those with jobs

n=72

Yes=42 (58%)

No=30 (42%)

n=42

Full Time 29 (69%)
Part Time 13 (31%)

n=39

Permanent 25 (64%)
Temporary 4 (10%)
Locum 10 (26%)

Source: Royal College Employment Study, 2013 Cohort Study
2013 Cohort Survey: Those with Jobs

How long to find employment?

\[ n=35 \]

Source: Royal College Employment Study, 2013 Cohort Study
2013 Cohort Survey: Those **without jobs**

<table>
<thead>
<tr>
<th>n=30</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Continuing training</strong></td>
<td>23 (77%)</td>
<td>n=72</td>
</tr>
<tr>
<td><strong>Unemployed</strong></td>
<td>7 (23%)</td>
<td></td>
</tr>
</tbody>
</table>

- **Most important reason**
  - Too few positions: 26 (87%)

Source: Royal College Employment Study, 2013 Cohort Study
Act 2:
Employment data in context
Employment data and context

Let's make it about me
Orthopedic Surgery

- National benchmarks in two areas
  - Hip replacement – 182 days
  - Knee replacement – 182 days
- Surgeons’ volume hip and knee services
  - 6% of all procedural services in 2012 billing data
  - 4th most reported after Surgical Assistance, Injection/Aspiration of joint and Fractures (major and minor)

Wait times consistent....

<table>
<thead>
<tr>
<th>% within benchmark</th>
<th>Hip replacement:</th>
<th>Knee replacement</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>84% (2010), 83% (2014)</td>
<td>80% (2010), 79% (2014)</td>
</tr>
</tbody>
</table>

But be mindful of trends ...

From 2010-2014, 28% and 24% increase in Hip and Knee replacements respectively

Source: Canadian Institute for Health Information
Ophtalmology

• National benchmarks
  - Cataract Surgery – 112 days
• Surgeons’ volume cataract services
  - Highest reported procedural service (6.14%) in 2012 billing data

Wait times consistent....

% within benchmark

2010: 83% within 112 days
2014: 80% within 112 days

Moderate change in # of procedures...

From 2010-2014, 7% increase in # of cataract surgery procedures

Source: Canadian Institute for Health Information
Physician Workforce Supply: Orthopedic Surgeons

<table>
<thead>
<tr>
<th>Metric</th>
<th>Overall</th>
<th>Ortho Surgery</th>
</tr>
</thead>
<tbody>
<tr>
<td>CaRMS R1 Spots</td>
<td><strong>UP 2% since 2013</strong></td>
<td><strong>DOWN 21% since 2013</strong></td>
</tr>
<tr>
<td>PGY1 Trainees</td>
<td><strong>UP 13% since 2010</strong></td>
<td><strong>DOWN 16% since 2010</strong></td>
</tr>
<tr>
<td>New Certificants</td>
<td><strong>UP 31% since 2010</strong></td>
<td><strong>UP 11% since 2010</strong></td>
</tr>
<tr>
<td>Licensed Physicians</td>
<td><strong>UP 15% since 2009</strong></td>
<td><strong>UP 15% since 2009</strong></td>
</tr>
</tbody>
</table>

- 37% of Orthopedic Surgeons are aged 55+
- 29% of Orthopedic Surgeon services are for patients aged 65+
## Physician Workforce Supply: Ophthalmologists

<table>
<thead>
<tr>
<th>Metric</th>
<th>Overall</th>
<th>Ophthalmology</th>
</tr>
</thead>
<tbody>
<tr>
<td>CaRMS R1 Spots</td>
<td><strong>UP 2%</strong> since 2013</td>
<td><strong>Up 8%</strong> since 2013 (i.e., +3)</td>
</tr>
<tr>
<td>PGY1 Trainees</td>
<td><strong>UP 13%</strong> since 2010</td>
<td><strong>Up 18%</strong> since 2010 (i.e., +6)</td>
</tr>
<tr>
<td>New Certificants</td>
<td><strong>UP 31%</strong> since 2010</td>
<td><strong>Down 6%</strong> since 2010 (i.e., -3)</td>
</tr>
<tr>
<td>Licensed Physicians</td>
<td><strong>UP 15%</strong> since 2010</td>
<td><strong>UP 8%</strong> since 2010</td>
</tr>
</tbody>
</table>

- **46%** of Ophthalmologists are aged 55+
- **56%** of Ophthalmologist services are for patients aged 65+
Act 3: And now what?
And now what?

GETTING DOWN TO WORK
Why are we doing this?
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