

# Joint Physician Recruitment and Retention Plan

Strategic Planning 2020-20??

*Draft for Discussion*

## **The Mandate of the Joint Municipal Physician Recruitment and Retention Committee is to:**

1. Undertake strategic planning, program development, implementation and evaluation of initiatives for the recruitment and retention of new and existing Physicians, medical student locums and/or resident physicians within the area served by the Committee membership catchment population by support of Councils of participating towns or municipalities;

# Purpose of a Strategic Planning

- Sets the direction and establishes priorities
- Defines success, prioritizes and measures the outcomes of activities
- Ensures everyone is on the same page (including our healthcare partners) and simplify decision making

# Components of a Strategic Plan

- Mission, Vision, Strategic objectives
- Analyses:
  - Market
  - Competitor
  - SWOT
- Strategy map, balanced score card and funding streams
- Key initiatives to achieve strategic objectives
- Dashboard to track, monitor and evaluate progress

# For Discussion at Next Meeting

- Whole committee or Sub committee
- Dedicated a meeting or additional meeting
- Timeline for completion
- Approvals required
- Open Discussion