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SPRING 2009



Love on the Move: Physician couples

Dr. Smita Jain, an obstetrician/gynecologist in London, UK, and her husband, Dr. Vivek Jain, an orthopedic surgeon, have wanted to move to Canada ever since they visited her uncle in Toronto a few years ago.

She's excited about moving to Prince George, BC: "We both have busy jobs, so it would be nice to have life slow down a little bit. From a family point of view, it would be really nice."

The Jains are not alone in their wish.

"Last year, we filled 235 physician vacancies, the majority of which were family practitioner positions. Currently, we have applications from over 60 physician couples who are interested in moving to BC," says John Mabbott, Executive Director of Health Match BC.

More on physician relationships...page 2

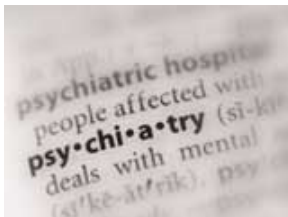
Going Coastal

After training in the UK, New Zealand and Vancouver, Dr. Granger Avery moved to the rugged coastal island community of Port McNeill in 1974. "Remote areas are wonderful for teaching oneself - and for teaching others - about medicine," adds the former President of the BC Medical Association, and Clinical Professor, Department of Family Practice at UBC. "They're ideal for doctors who are rational risk-takers."

Interested in learning more about inspiring opportunities for physicians along BC's breathtaking coast?

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Your career, your choice: Psychiatry in BC



If you're a psychiatrist interested in rewarding career opportunities in British Columbia, Canada, consider these points before making a move.

- Rural or urban?
- Working on your own or with a close-knit team?
- Specialist or generalist?
- Academic or in the field?
- Permanent or locum?

Find out more...page 6

Couple time in the Kootenays

"When we set out for Canada, our main reason was to see the world and to gain experience of a first-world medical system," says Dr. Hendrik-Willen Snyman, a family physician in Castlegar, BC.

Their move to Castlegar in February 2008 was a great move for them as professionals... and as a couple.

Their story... page 7



COMMUNITIES IN ACTION

Rural, yes. Isolated, no.

As evidence of our government's commitment and our health care community's pledge to support rural health care professionals, Health Match BC is proud to be a sponsor of A Collective Commitment to Action: Rural Health Workforce Symposium to be held in Prince George from May 31 to June 2.

The goal of the symposium is to improve the health of people who live in rural communities by ensuring that all of their local health professionals have the skills, competencies, continuing education opportunities, and interprofessional support that they need to ensure a healthy and rewarding practice.

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OUR RECRUITERS ON THE ROAD

Our team of five experienced recruiters participates in events in Australia, Canada, the UK, and the United States. Be sure to drop by our booth at any one of the conferences listed below. We'd love to meet you!

April 16 – 18, Halifax: 17th Annual Rural and Remote Medical Conference

April 23 – 25, Philadelphia: American College of Physicians - Internal Medicine 2009

May 2 – 5, Baltimore: Pediatric Academic Societies - Annual Meeting 2009

May 12 – 15, Victoria: 16th World Congress on Disaster and Emergency Medicine

May 16 – 21, San Francisco: American Psychiatric Association - Annual Meeting 2009

May 17 – 20, Sydney: The Royal Australasian College of Physicians - Physicians Week 2009

May 29 – June 2, Orlando: American Society of Clinical Oncology - Annual Meeting 2009

For more information on meeting with our recruitment services team at these conferences, please email recruit@healthmatchbc.org



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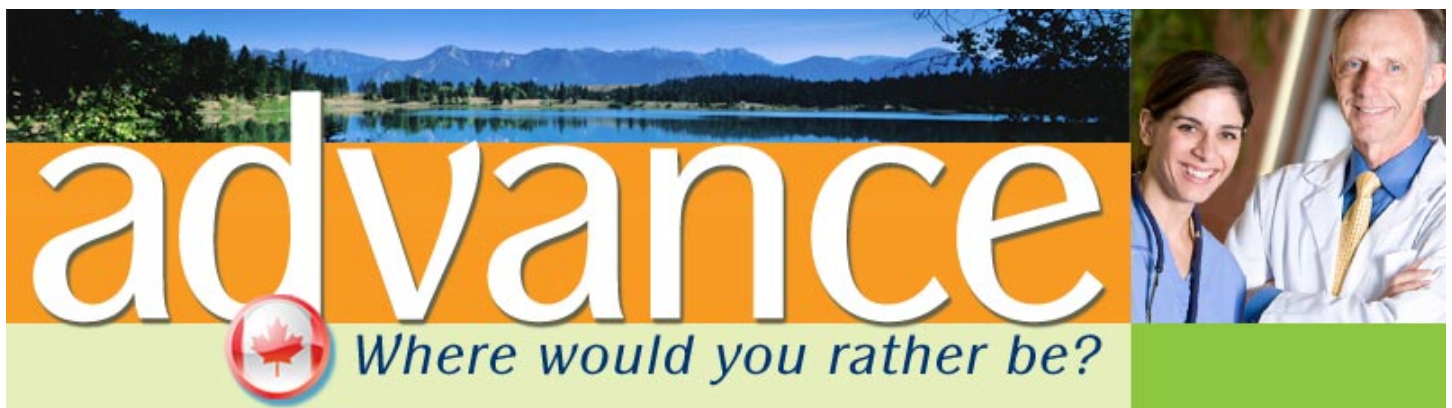


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Ministry of Health Services

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Ministry of Health Services

Love on the Move

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Physicians are marrying other physicians more than ever before... and odds are that they'll move one day.

the 120 hours a week on the medical wards and ER again and it would be easier than this," he notes.

"However, the help and kindness we have been shown by Health Match BC and all the physicians and others that we have met has been superb. It only goes to reinforce our decision about Canada being the right place for us to settle."

Relatively easy

More and more doctors are marrying other doctors, revealed a 2005 study in *Canadian Family Physician*. The proportion of female family physicians (FPs) married to doctors has stayed the same for the last 40 years, yet the proportion of male FPs married to doctors increased from 4.5% to 18% during the same period. And chances are that they'll move at least once during their careers.

"If they're both FPs, a move can be relatively easy due to the number of vacancies, especially in rural areas. It's usually more difficult for a specialist couple to move, as there are not always two vacancies at the same time in one location, especially in smaller communities," says Margaret Kennedy, Chair of the Canadian Association of Staff Physician Recruiters, and a Senior Consultant, Physician Services, with Health Match BC.

Dr. Trevor Aiken, a family physician in Northumberland, UK, has been planning a move to BC with his wife, Dr. Fiona Dryden, and their young family for years.

"There are many positive and exciting aspects to all of this for us and any negative experiences we have had are solely due to the enormity of uprooting and starting all over again. One of the things that creates a sometimes overwhelming sense of responsibility is having to move a young family as well. Getting them settled has to go smoothly, otherwise there's no point to all of this," he says.

Superb help

"The whole process is not for the fainthearted and is possibly the most stressful thing we have ever done. Give me

"The help and kindness we have been shown by Health Match BC and all the physicians and others that we have met has been superb. It only goes to reinforce our decision about Canada being the right place for us to settle."

*Dr. Trevor Aiken,
 Northumberland, UK*



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Ministry of Health Services

Commuter marriages: one couple's story

Main story: Love on the Move: Physician couples... page 2

"It's much more complicated to move when it's a dual-career couple," says Dr. Michael Myers, Vice Chair of Medical Education in Psychiatry and Behavioural Sciences at SUNY-Downstate Medical Center in Brooklyn, USA; former director of the Marital Therapy Clinic at St. Paul's Hospital in Vancouver; and author of *Doctors' Marriages: A Look at the Problems and Their Solutions*.



"It's even more tricky if they can't come to an agreement."

He suggests couples could consider various compromises, such as a five-year plan where one partner says, "We'll move there because you want to, but after five years, then we go where I want to."

In other cases, a commuter marriage may be the answer. When he taught at the University of British Columbia in Vancouver, Dr. Myers had residents who were in a four-year program, some of whom had spouses in other cities. "It's expensive and it's hard, but it can be done. One or two years can be manageable."

Longer, he admits, can be too difficult.

Sold on BC

Two years was long enough for Dr. Osayuwame Igbinosa, a family physician from London, UK, and his wife, Dr. Christine Igbinosa. "I saw an advertisement for Health Match BC in the *British Medical Journal* so I called them," he recalls. "They were very helpful and quite impressive and they sold me on the idea of moving to BC."

"I had a friend who was in Ontario. When we came to visit, we fell in love with Canada. As much as I loved Ontario, I didn't love the weather," he laughs. "I wanted good weather, lots of extracurricular activities and a smaller, community-based city."

It was his daily commute in London that clinched the decision to move. "I hardly knew anything about my children. They were asleep every night by the time I got home. I wanted more of a family-oriented life, more of a balance."

Family-oriented move

His wife was at a critical part of her training so it wasn't a good time for her to leave. "We came to BC and visited different parts before we chose Nanaimo. We decided that I would move here first to take a look and if I liked it, then she and the children would join me," says Dr. Igbinosa. "To be honest, I engineered the move. Like a typical man, I thought we just had to move. She had to think of closing down the house and all of the details."

He moved to Nanaimo, BC, in November 2006. "It's great here," he says. "I can go to work and come back home in half an hour. It's got great weather and it's very family-oriented."

A big change

Dr. Igbinosa's wife joined him in September 2008. The family separation was stressful, but they have no regrets.

Ironically, one of the biggest challenges the two FPs faced was practice-based: "Professionally, it's been a big change for both of us. In the UK, we were using EMRs (electronic medical records) but most clinics here have charts. We weren't too keen to go back to this practice. This was the main challenge that we had."

For more information on physician vacancies in Nanaimo and elsewhere on Vancouver Island, click [here](http://www.healthmatchbc.org) or email recruit@healthmatchbc.org.



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Ministry of Health Services

Advice from the “Love Doctor”

Main story: Love on the Move: Physician couples... page 2



Dr. Michael Myers, author of *Doctors' Marriages: A Look at the Problems and Their Solutions*

Although many couples often move for training or opportunities they can't get at home, it can still be emotionally wrenching.

“For some, their family of origin is very important to them, especially if they want to have their extended family help with their children. They have all the stressors of acculturation in addition to the stress of the move. Moving to a province where they have friends may make it easier,” says Dr. Michael Myers, Vice Chair of Medical Education in Psychiatry and Behavioural Sciences at SUNY-Downstate Medical Center in Brooklyn, USA; former director of the Marital Therapy Clinic at St. Paul's Hospital in Vancouver, BC; and author of *Doctors' Marriages: A Look at the Problems and Their Solutions*.

Mature love

“A move can really test a relationship. For too long in medicine, there's been too much emphasis on advancement in one's career, paying short shrift to one's marriage or family. Times are changing,” adds Dr. Myers, a past President of the Canadian Psychiatric Association (CPA).

“The bottom line is communication. You have to have a maturity about you. There's a saying that with mature love, you love your spouse more.”

The challenge is that the traits that make a person a good physician — such as control, perfectionism and dedication — often work against creating and maintaining healthy relationships.

Spousal lead

Sometimes the male's career trumps even when both are equally well-trained. “We male physicians are much more defined by what we do,” says Dr. Myers. “Sometimes women recognize this, or they may be more open to their other roles and will move because their husband's going to be happier.”

Statistics support this theory. In the 2007 National Physician Survey by the College of Family Physicians of Canada (CFPC), the Canadian Medical Association (CMA), and the Royal College of Physicians and Surgeons of Canada (RCPSC), 28.4% of female physicians listed career opportunities for their spouse/partner as a reason why they selected their current work location, while only 13.8% of male physicians indicated this as a reason.

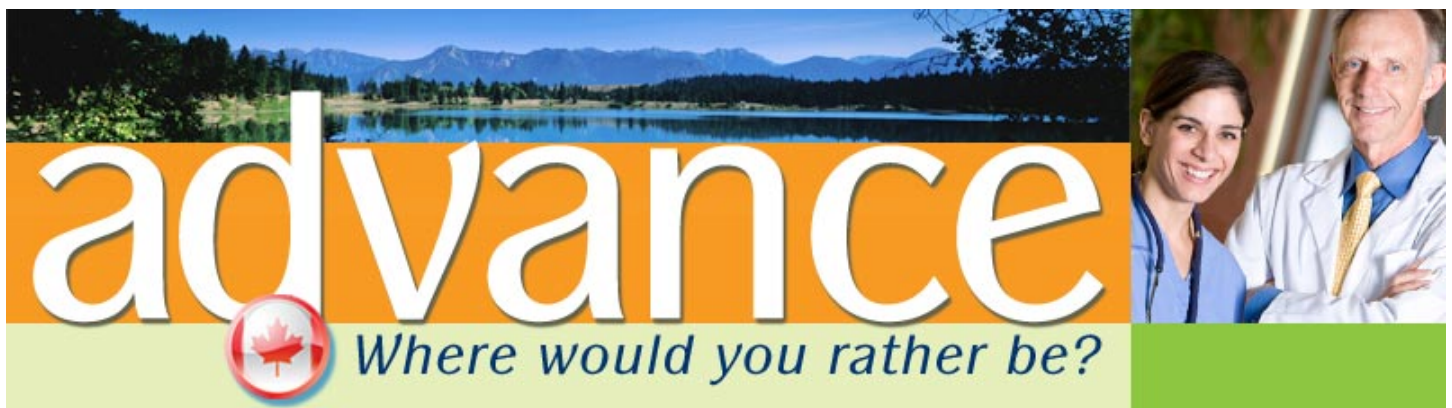
“Moving is a tough decision. If you're in mid-career and beyond, you realize you will have to wind down your career sometime. When you're building a practice, you won't want to move.”

Words of wisdom

Dr. Myers is a specialist in physician health. In September 2008, he was awarded a President's Commendation by the Canadian Psychiatric Association for his pioneering work and advocacy in the field of physician mental health.

He lectures widely throughout North America and Europe on this subject. For more advice, read his articles on physician relationships:

- “The well-being of physician relationships”
- “Medical marriages and other intimate relationships”



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Ministry of Health Services

Going Coastal

After training in the UK, New Zealand and Vancouver, Dr. Granger Avery leapt at the chance to move to the rugged coastal community of Port McNeill in 1974, because "I thought I'd better go somewhere where I could learn to make a decision again."

"Remote areas are wonderful for teaching oneself - and for teaching others - about medicine," adds the former President of the BC Medical Association, and Clinical Professor, University of British Columbia's Department of Family Practice. "They're ideal for doctors who are rational risk-takers."

Port McNeill is just one of the communities on BC's legendary coast that offers rewarding opportunities for physicians, both permanent and locum.

Pacific gateway

Consider joining Dr. Avery in Port McNeill, home of the district hospital for the North Island. Not far away, there's also a vacancy in Port Alice, a sheltered gateway to the majestic Pacific.

Further north, there are a few specialist and FP positions in booming Prince Rupert, the international travel hub for northern BC. Across the Hecate Strait, the Masset Hospital is ready to welcome another doctor to the team practicing at the tip of the Queen Charlotte Islands or Haida Gwaii.

For a great adventure, check out "the Bellas": the island village of Bella Bella, the largest community on the central coast, or Bella Coola if you're looking for a more temperate climate.

Coveted islands

Love to surf? Catch a wave to Tofino where there just happens to be one permanent family practitioner position and one locum gig in this world-famous surfing mecca.

For less rugged, but still pristine, coastal adventures, explore specialist or FP careers in the laid-back cities of Campbell River, Comox or Courtenay. You'll be the envy of your colleagues if you practice on the coveted islands of Gabriola or Hornby, or snap up the surgical position on the crown jewel of international getaways, Salt Spring Island.

You can have the best of both worlds by practicing in the coastal communities of Qualicum Beach, Parksville, Powell River, or Duncan, all within easy access of Vancouver. Currently, there's only one locum position in popular Sechart on the Sunshine Coast.

Permanent or locum

Looking for a paid tour of BC's coast? Explore some of the locums throughout the region. Work for six months, or stay for a year or more... the choice is yours.

For more information on inspiring opportunities for physicians along BC's breathtaking coast, contact Health Match BC.

This article was first published in *Just for Canadian Doctors* magazine. (To read the feature story on BC's coastal communities, click here for the March/April 2009 issue and then go to page 27.)

"Remote areas are wonderful for teaching oneself - and for teaching others - about medicine. They're ideal for doctors who are rational risk-takers."

*Dr. Granger Avery,
 Port McNeill, BC*



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Ministry of Health Services

Your career, your choice: Psychiatry in BC



If you're a psychiatrist interested in great career opportunities in British Columbia, Canada, consider these points before making a move.

1. Rural or urban?

Psychiatry is one field in BC where there are more opportunities in major urban communities than there are in rural centres. In fact, the majority of vacancies for psychiatrists in BC today are in the greater Vancouver

area. So if you're looking for a rewarding career in one of the top cities in the world, explore the inspiring opportunities in the scenic Fraser Valley, home to numerous psychiatric opportunities all within an easy drive of Vancouver.

"As the fastest growing health authority in BC, Fraser Health has a variety of opportunities for psychiatrists particularly those interested in child and geriatric psychiatry," says Dr. Terry Isomura, Medical Director for Fraser Health's Mental Health and Addiction Services. "We have a strong foundation of core services and are leaders in many areas, especially early psychosis intervention and shared care."

She adds: "Recently, we've opened three new specialized mental health facilities and launched several pilot projects. Plans are underway to expand the current academic programs. It's an exciting time to be a psychiatrist here."

2. Working on your own or with a close-knit team?

Whether you prefer to consult frequently with a closely knit inter-professional team, or relish the flexibility of an independent practice, there is a broad range of practice opportunities in BC. There are senior administrative positions such as Medical Directors of mental health facilities in Vancouver and neighbouring Burnaby, to hospital-based openings in nearby Surrey, New Westminster, White Rock, and Abbotsford.

3. Specialist or generalist?

There's something for everyone. You can choose from a variety of opportunities throughout BC - adult, administrative, neurological, pediatric, geriatric, and forensic psychiatry specialties. There are also several subspecialty opportunities available such as adolescent or adult eating disorder clinics, as well as numerous addictions programs.

4. Academic or in the field?

"BC continues to be the world leader in community-based mental health services," says Judy Clark, Corporate Director of Recruitment Services with the Provincial Health Service Authority. "Our programs and services are breaking new ground with an innovative, decentralized model based on a best-practice standard that includes replacing large institutions with new specialized, smaller, home-like facilities."

No matter where you work, you'll benefit from the thriving academic health science centres affiliated with the University of British Columbia, the University of Victoria, and the University of Northern British Columbia.

5. Permanent or locum?

Not exactly sure what you're looking for? Consider a locum position as a means of finding out which community is best for you to try. It can take anywhere from three months to six months to finalize the paperwork required for your move (depending on your citizenship, licensing, training, etc.) but we guarantee that we'll make it as painless as possible.

Once your application is finalized, you're welcome to try a locum posting before deciding on a permanent career position.

For more information on opportunities, salary expectations (fee-for-service payments plus session fees can result in a very rewarding compensation package), spousal employment, or relocation incentives, please email recruit@healthmatchbc.org or go to Psychiatry in BC.

For a list of all psychiatry vacancies in BC, [click here](#).



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Ministry of Health Services

Couple time in the Kootenays

Related story:

Opportunities in the sunny Kootenays... page 8

"When we set out for Canada, our main reason was to see the world and to gain experience of a first-world medical system," says Dr. Hendrik-Willen Snyman, a family physician in Castlegar, BC. "Having most of our experience as emergency medical officers in South Africa, we thought it was necessary to gain some experience in general family practice before specializing in internal medicine."

"It was a good time in our life to move; it was easier because we don't have any children. We didn't know much about Canada or BC, but we had friends who had moved to Princeton, BC so we knew we wanted to join them. And being from South Africa, we're used to a very sunny climate so we didn't want to go to the coast. Our friends, who are both physicians, referred us to the Health Match BC website so we looked at the options there and chose Castlegar," says his wife, Dr. Elizma Eksteen. "We had a very pleasant experience with Health Match BC. Even now, with all the paperwork that we still have to do, they're really helping us."



More resources

Their move to Castlegar in February 2008 was a great move for them as professionals... and as a couple.

"We both worked in ER in South Africa, so for 90 hours a week we didn't see each other," she explains. "Now we both work day shifts and some weekends, so we get to spend a lot more time with each other."

"We really enjoy Castlegar – there are a lot of outdoor activities and the people are really friendly. Practicing medicine in the Kootenays is different. There's not always fast access to specialists, although we can phone them at anytime. But we also have more resources available. For example, in South Africa, only a specialist can order a CT scan, while we're able to order one here. But in South Africa, the waiting list for patients to see specialists is shorter."

No regrets

They have no regrets about making the move but it wasn't all days of wine and roses. The extensive paperwork required for them to immigrate and be licensed put a damper on things: "We started the paperwork—getting all the letters from references—18 months before we moved here."

The only really hard part of the move was leaving their families. "In the one year that we've been here, we have returned to South Africa once," says Dr. Snyman. "We also met up with our family in Europe. They have not yet had a chance to visit us here though."



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Ministry of Health Services

Opportunities in the sunny Kootenays

Main story: Couple time in the Kootenays... page 7



Interested in joining Dr. Eksteen and Dr. Snyman in Castlegar? There's only one vacancy left for a family physician in Castlegar at this time. But in the same sunny region, there are some great opportunities, including:

Calling all art lovers!

Just to the north of Castlegar is the city of Nelson. Located on the shores of the beautiful Kootenay Lake and

surrounded by the Selkirk Mountains, it has over 350 heritage buildings and is known as "City of the Arts". Consistently ranked as the #1 small-town arts community in Canada, there are opportunities in Nelson for two family practitioners and one pediatrician.

Mining your options

South of Castlegar is the city of Trail on the Columbia River, just 18 km north of the Canada-USA border. Known as the "Home of Champions", it's a regional financial and service centre with one of the largest lead-zinc smelters in the world. If you love to golf, mountain bike, fish, or winter sports, check out the opportunities in Trail – from family practitioners to specialty opportunities such as emergency, internal medicine, neurology, and psychiatry.

Skiers' delight

If you love to ski or snowboard, the Kootenays offer lots of options. Rossland, just 10 km south of Trail, is a winter mecca for skiers with epic snow and affordable . Nestled along the Alberta border is Fernie, home to some of the best champagne powder in the world.

The website for Golden just about says it all: "Anything worth trying, is worth trying twice. Keep it real. Explore. Have fun." These great communities feature exciting practice opportunities as well, ranging from family practitioners to GP/Anesthetist and GP/Surgery.

For a complete list of vacancies for specialists and family practitioners in the Kootenays, click here.



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Ministry of Health Services

Rural, yes. Isolated, no.

A lot of people, when viewing a map of British Columbia, are fascinated by how many communities there are nestled along the thousands of finger lakes dotting the province, or tucked into the countless mountain ranges that give our province its majestic beauty.

If you are used to such breathtaking geography, exploring the many rural physician opportunities is an exciting prospect. If you're not familiar with practicing medicine in rural communities, then we want to assure you that it's nothing to be afraid of. You are not alone.

A Collective Commitment

As evidence of our government's commitment and our health care community's pledge to supporting rural health care professionals, A Collective Commitment to Action: Rural Health Workforce Symposium will be held in Prince George from May 31 to June 2.

"Our focus is on collective action and commitment; less on talk and more on action," says Dr. Ronald Lindstrom, Symposium Planning Group Chair. "Our goal is to improve the health of all citizens in rural communities. To do that, we need health care workers with appropriate skills and competencies, and the education to get them there."

"Everyone is welcome to participate," adds John Mabbott, Executive Director of Health Match BC. "Your participation, involvement, and actions are critical to the success of our rural health workforce."

For more information, email the Rural Health Workforce Symposium. The symposium is sponsored by Health Match BC, the BC Academic Health Council, the Interprofessional Rural Program of BC, and the Rural Coordination Centre of BC.

Heart of the Matter

Over 120 physicians, health care administrators, rural community leaders and Health Match BC participated in The Heart of the Matter: Rural Health Symposium in Clearwater, BC from March 26 to 28.

The symposium was spearheaded by Clearwater Mayor John Harwood and the Clearwater Recruitment Committee. The committee was established last year to welcome more physicians to their picturesque community through the "Hug a Doctor in Clearwater" campaign.

Speakers included George Abbott, Minister of Health Services; Murray Ramsden, CEO, Interior Health; Dr. Douglas Blackman, Senior Deputy Registrar with the College of Physicians and Surgeons of BC; Dr. Granger Avery, Executive Director of the Rural Coordination Centre of BC; Dr. Robert Woollard, former Head of the Department of Family Practice at UBC; and Clearwater's Dr. John Soles, the North/West Representative of the Society of Rural Physicians of Canada.

"Our goal is to improve the health of all citizens in rural communities. To do that, we need health care workers with appropriate skills and competencies, and the education to get them there."
Dr. Ronald Lindstrom,
Planning Group Chair,
Rural Health Workforce Symposium