

Physician Recruitment Report

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Net Impact

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Physician Recruitment Report provides insights on the **Physician Starts, Departures, Hires, Vacancies**, and other recruitment related activity summaries in Nova Scotia. It also presents these metrics at Zone or and community level to provide more granular understanding. This report is generated monthly using data collected by Medical Affairs.

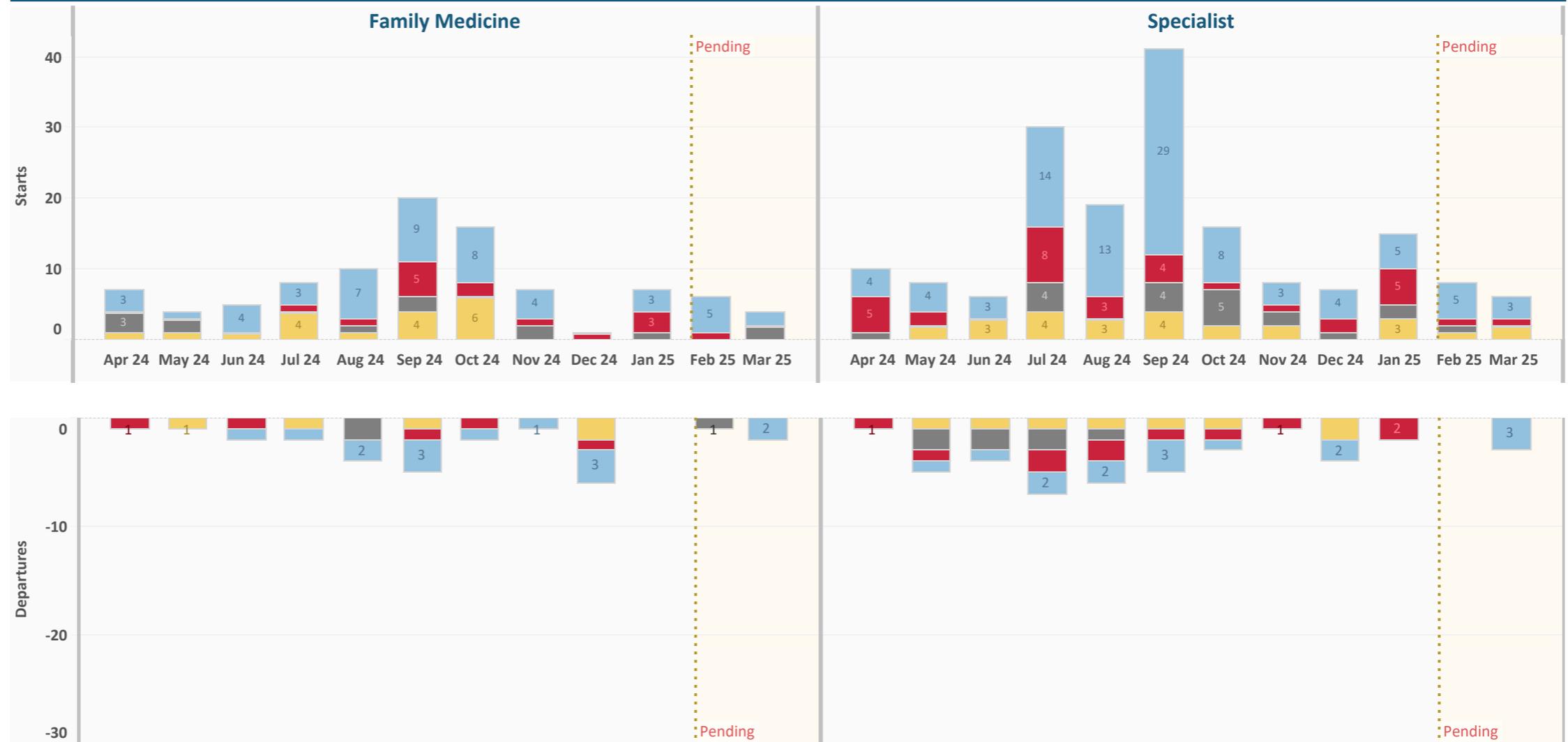
Physician Recruitment Report

Net Impact of Starts and Departures

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Zone CENTRAL EASTERN NORTHERN WESTERN

Starts and Departures FY 2025



YTD Net Impact of Start and Departures in FY 2025 (April - January)

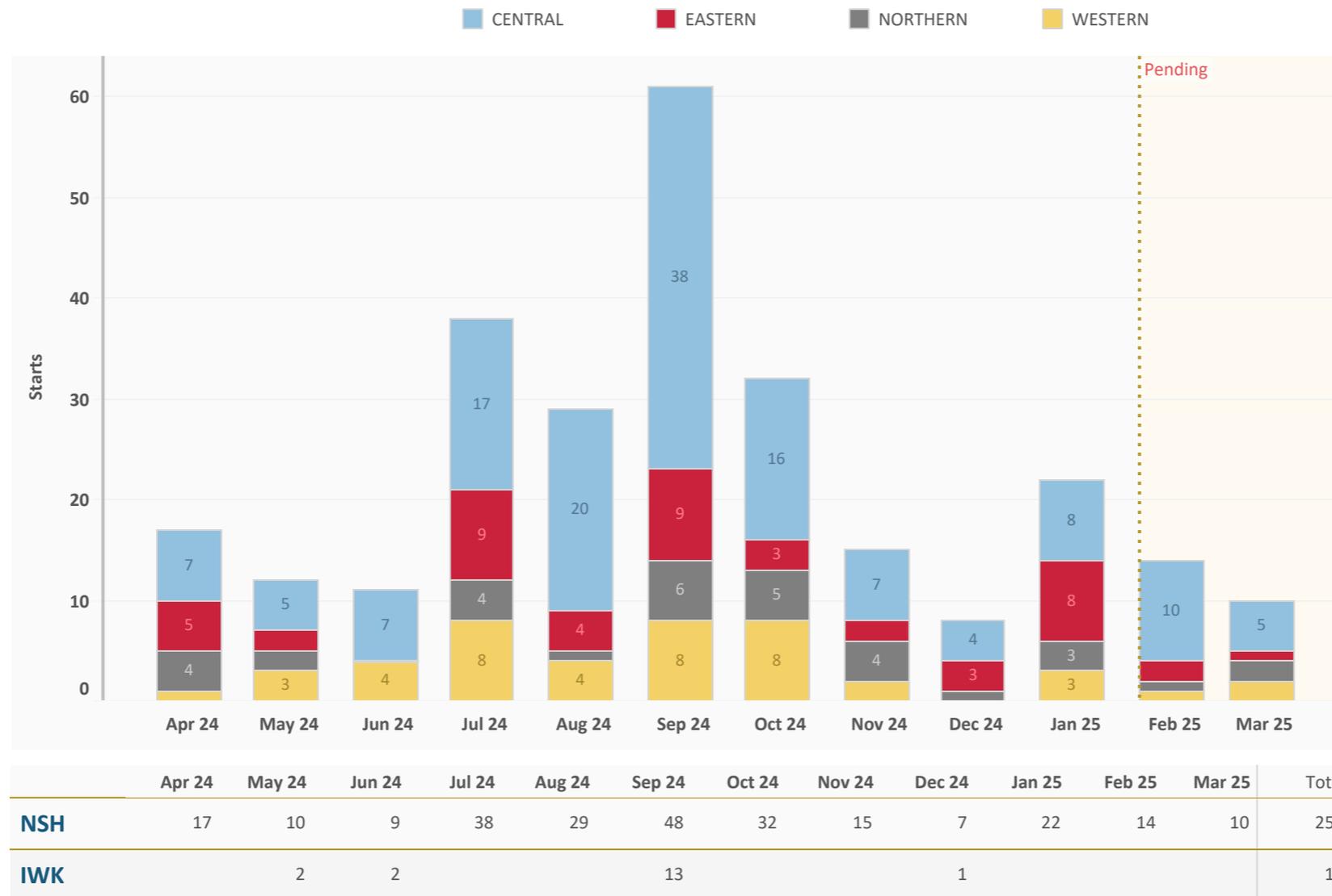
	CENTRAL		IWK	EASTERN		NORTHERN		WESTERN		Grand Total
	Family Medicine	Specialist	Specialist	Family Medicine	Specialist	Family Medicine	Specialist	Family Medicine	Specialist	
Departed Physician HeadCount	14.0	12.0		5.0	11.0	3.0	7.0	6.0	8.0	66.0
Number of New Physician Start-Zonal	42.0	69.0	18.0	14.0	31.0	11.0	19.0	18.0	23.0	245.0
Net Impact	28.0	57.0	18.0	9.0	20.0	8.0	12.0	12.0	15.0	179.0

Net impact is calculated by taking the difference between start positions and departures, including Change of scope of practice and Relocation within NS departures.

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Physician Starts (Completed and Pending)

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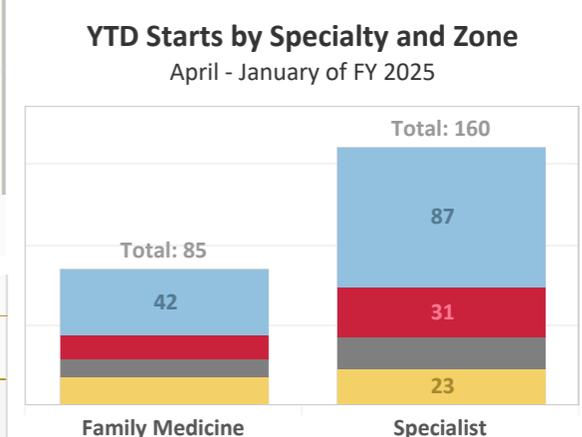


YTD Physician Starts by Zone

Zone	Completed	Pending
CENTRAL	129.0	15.0
EASTERN	45.0	3.0
NORTHERN	30.0	3.0
WESTERN	41.0	3.0
Grand Total	245.0	24.0

YTD YoY Comparison (April - January)

Fiscal Year	Western	Northern	Eastern	Central	Total
FY 2023	31	16	27	72	146
FY 2024	38	21	37	64	160
FY 2025	41	30	45	129	245



Total New Physician Starts for Current Year to Date FY 2025 April - January is 234

The Zonal, Specialist, and other breakdown figures will not sum to the total provincial new starts headcount, as individual physicians may be accounted for in multiple groups

A new physician start is the culmination of months of work by the recruitment team and stakeholders in attracting and setting up physicians to work in the province.

85 of these starts were family physicians

160 starts were specialty physicians. *Specialty physicians include those working as hospitalists and in emergency medicine. A full breakdown of starts by specialty is included on the last page of this report.*

Between now and the end of the fiscal year, the recruitment team is anticipating 24 new physician starts.

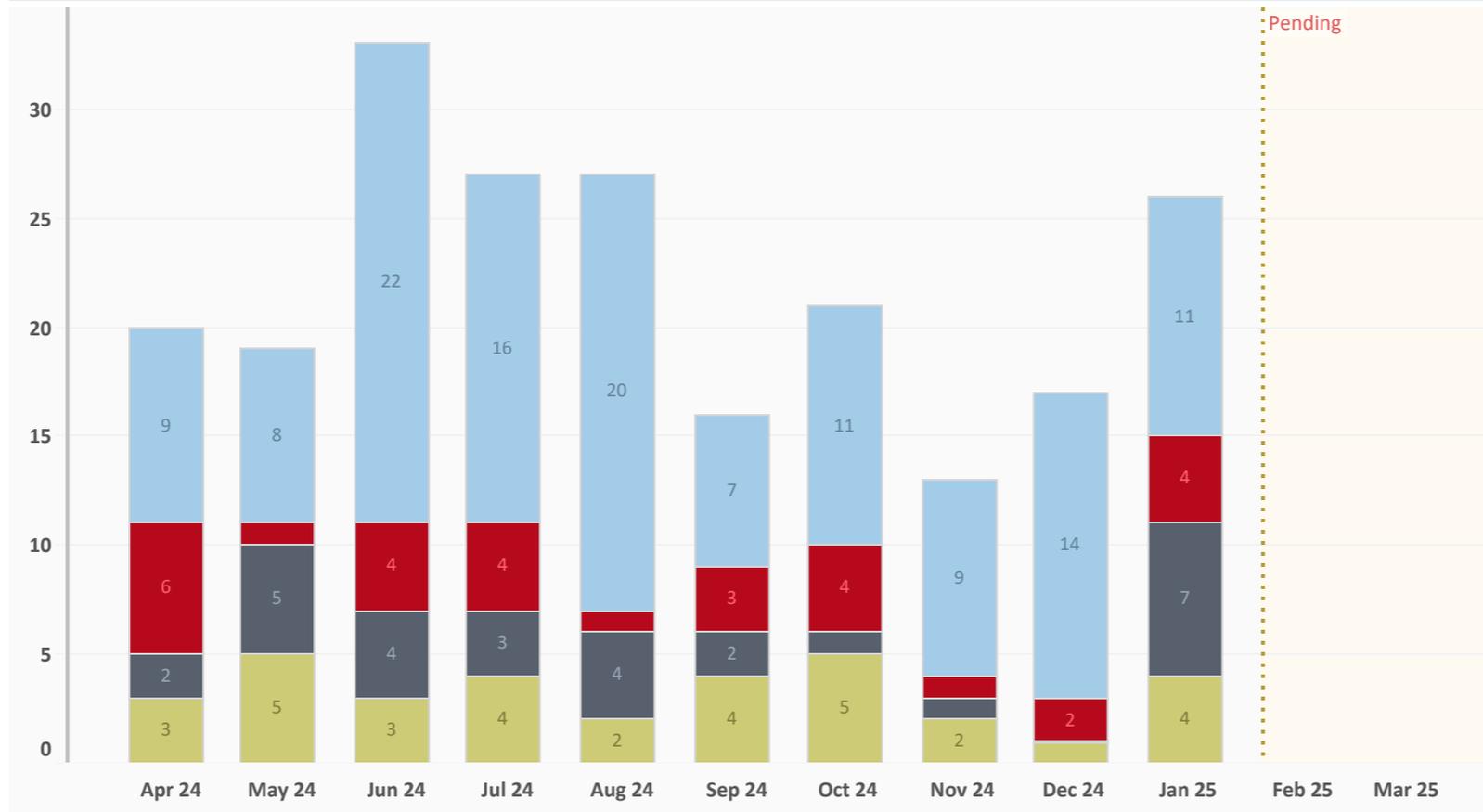
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Zone CENTRAL EASTERN NORTHERN WESTERN

FY 2025 YTD Offers Made and Offers Accepted



FY 2025 YTD - Offers Made Progress (Physician)

	Central	Eastern	Northern	Western
Offers Made	126	29	28	33
Offers Accepted	121 (96%)	27 (93%)	26 (93%)	32 (97%)
Physician Starts	30 (24%)	11 (38%)	11 (39%)	11 (33%)

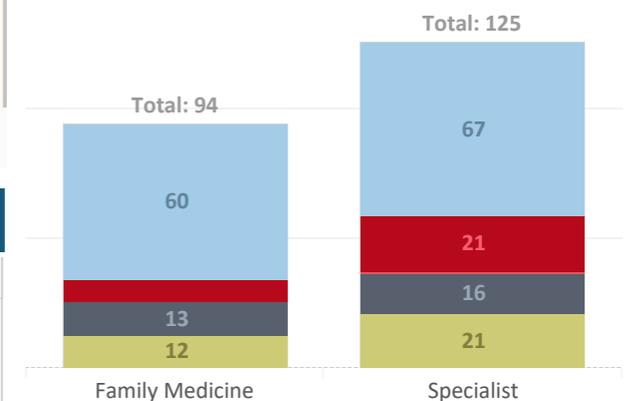
YTD Offers Made and Offers Accepted

Zone	Number of Offer Accepted Physician-Zonal	Number of Physician Offers Made-Zonal
CENTRAL	106.0	102.0
EASTERN	26.0	24.0
NORTHERN	21.0	22.0
WESTERN	29.0	28.0
Grand Total	182.0	176.0

YTD Year-over-Year Comparison (Physician Offers Made April - January)

FY 2023	32	15	38	25	110
FY 2024	37	25	42	31	135
FY 2025	33	29	30	127	219

YTD Offers Made By Speciality and Zone April - January of FY 2025



Description:

The number of made offers is a useful leading metric for anticipating the number of new physician starts that will occur over the next 12 months. It is also indicative of the follow-up activity resulting from site visits. From, **01 April 2025 to the end of January 2025**, **219** offers were made across all zones.

Speciality	Offers Made
Family Medicine	94
Specialist	125

Speciality physicians include hospitalists and emergency medicine physicians. It's estimated that the average time from offer acceptance to start date is 97 days.

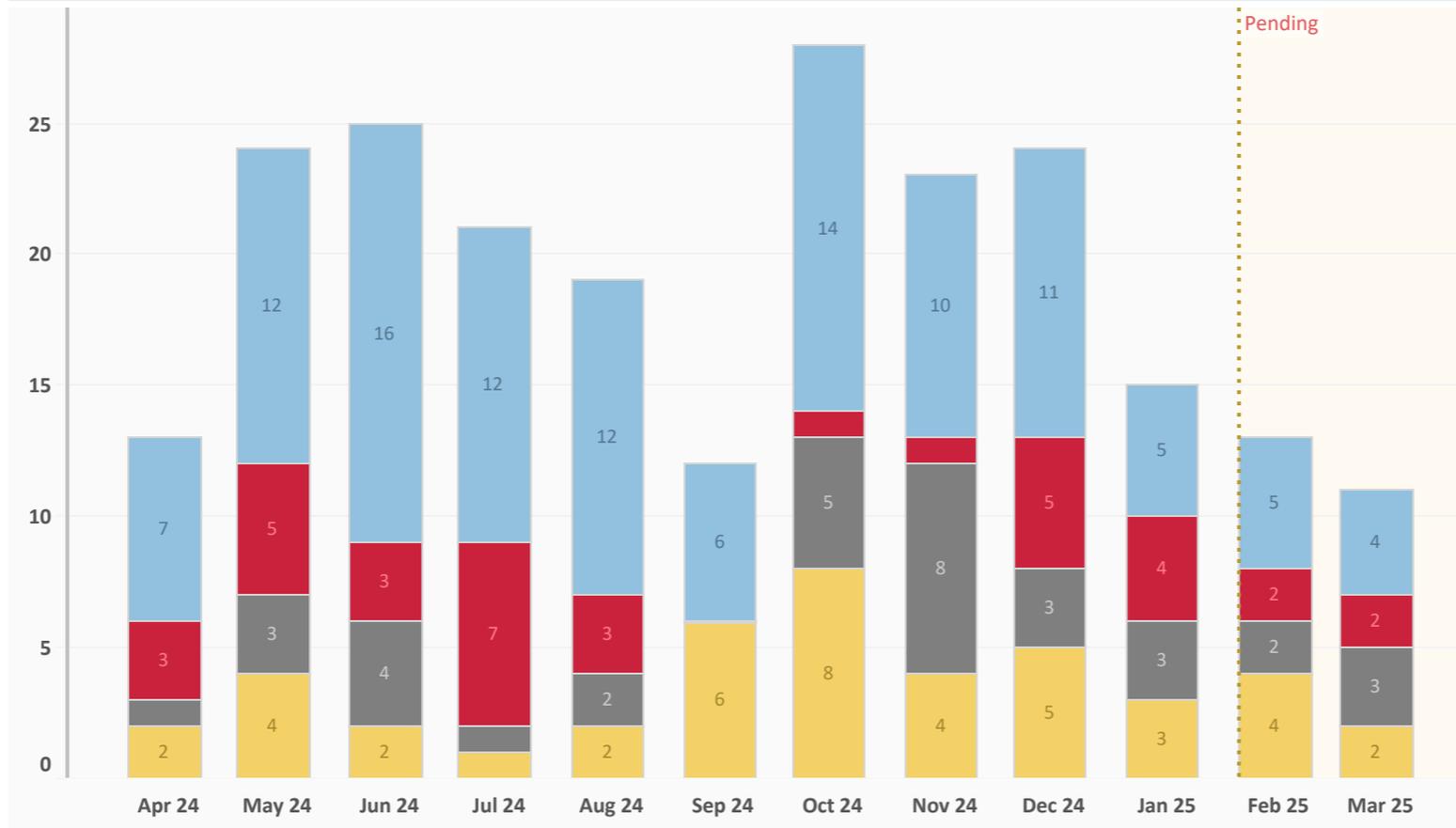
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Physician Site Visits

CENTRAL EASTERN NORTHERN WESTERN

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FY 2025 YTD Site Visits (Completed and Scheduled)



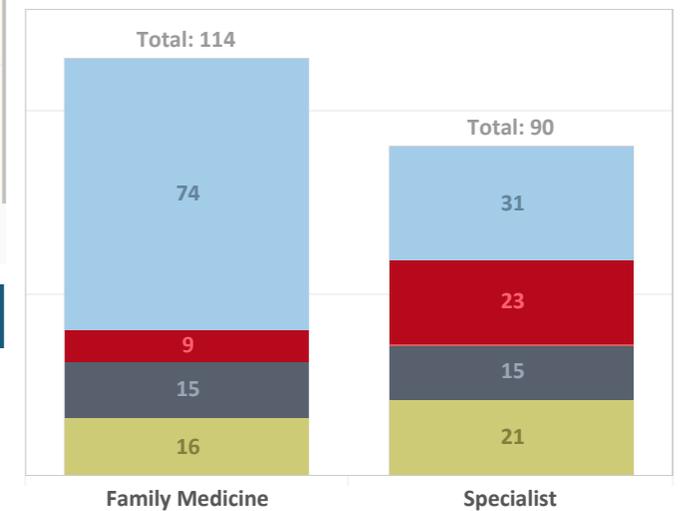
YTD Site Visits by Zone

Zone	Completed	Pending
CENTRAL	105.0	9.0
EASTERN	32.0	4.0
NORTHERN	30.0	5.0
WESTERN	37.0	6.0
Grand Total	204.0	24.0

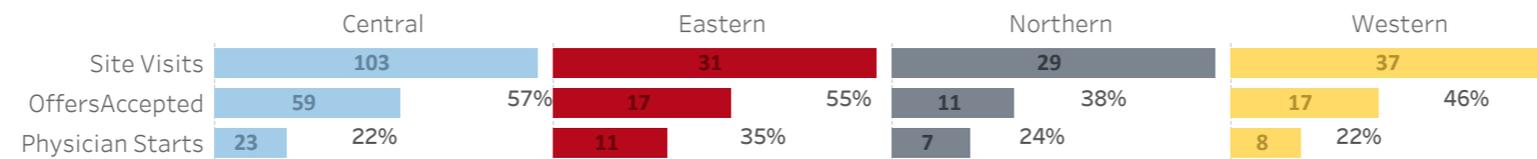
Year-over-Year Comparison (Completed Site Visits April - January)

Fiscal Year	Central	Eastern	Northern	Western	Total
FY 2023	34	14	16	17	81
FY 2024	37	19	34	25	115
FY 2025	37	30	32	105	204

YTD Completed Visits By Speciality and Zone April - January of FY 2025



FY 2025 - Physician Site Visits Progress



Description:

The number of site visits is a useful metric for measuring the interest among perspective physicians in opportunities with Nova Scotia Health. From 01 April 2025 to the end of January 2025, 204 site visits were completed across all zones.

114 of these visits were for family physicians. 90 were for specialty positions (includes hospitalists and emergency medicine physicians).

As on January 2025, the recruitment team currently has 24 site visits scheduled till end of FY 2025. The average time from a site visit to a physician start date is 199 days.

Physician Recruitment Report

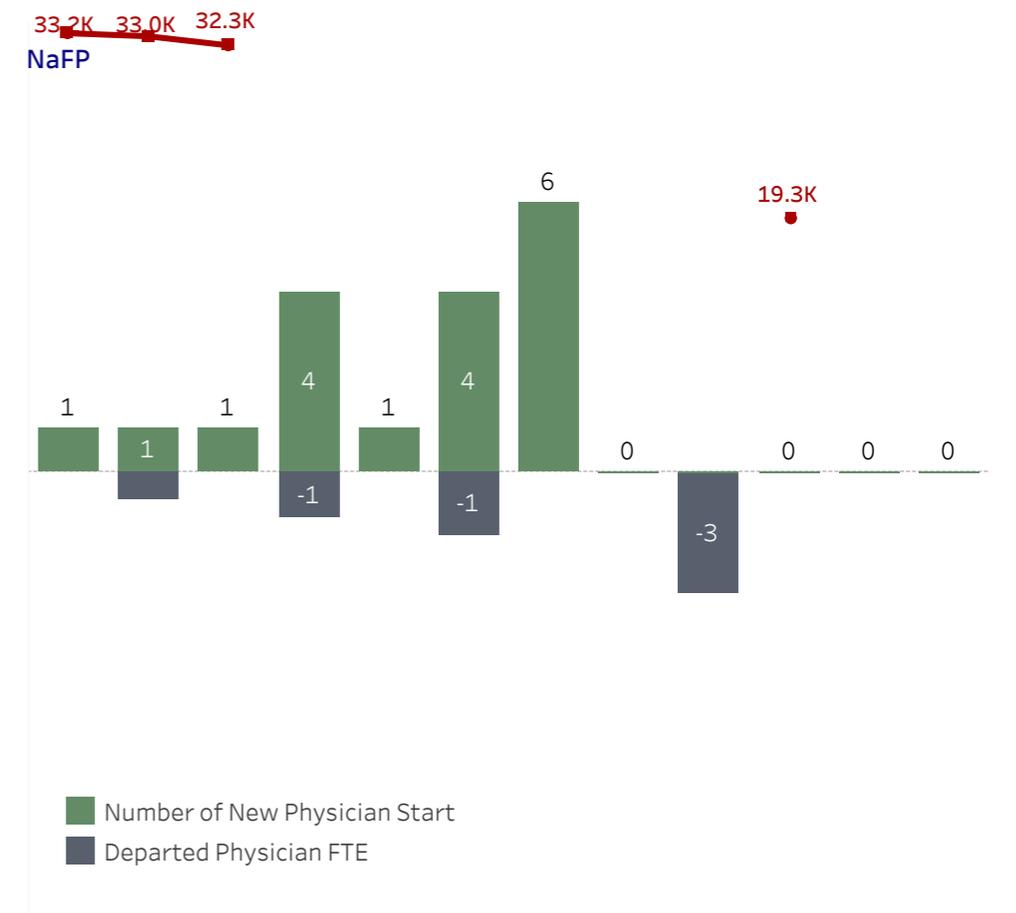
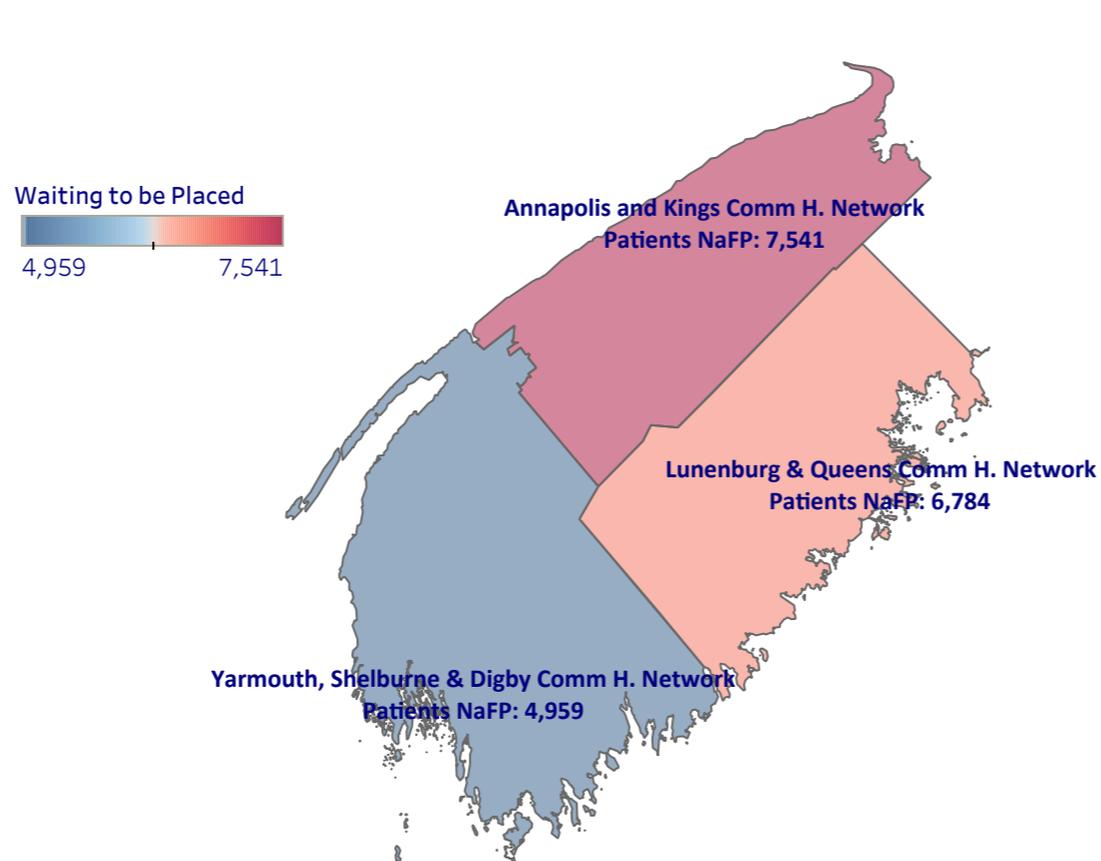
Family Medicine in Western Zone

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Breakdown by Community Network

	NaFP	Actively Recruiting Vacancy	YTD Departures	YTD Starts	Future Departures this FY	Pending Starts this FY
WESTERN						
Annapolis and Kings Comm H. Network	7,541.00	14.00	2.00	8.00	0.00	0.00
Lunenburg & Queens Comm H. Network	6,784.00	9.20	1.00	3.00	0.00	0.00
Yarmouth, Shelburne & Digby Comm H. Network	4,959.00	10.80	3.00	7.00	0.00	0.00
Total	19,284.00	34.00	6.00	18.00	0.00	0.00

Family Medicine Starts, Departures and Patients Waiting to be Placed



Please be advised that NaFP values for the period from July 2024 to December 2024 are not suitable for reporting purposes due to restructuring and validation processes within the NaFP. As a result, these values have not been made available on this page

April 2024 May 2024 June 2024 July 2024 August 2024 September 2024 October 2024 November 2024 December 2024 January 2025 February 2025 March 2025

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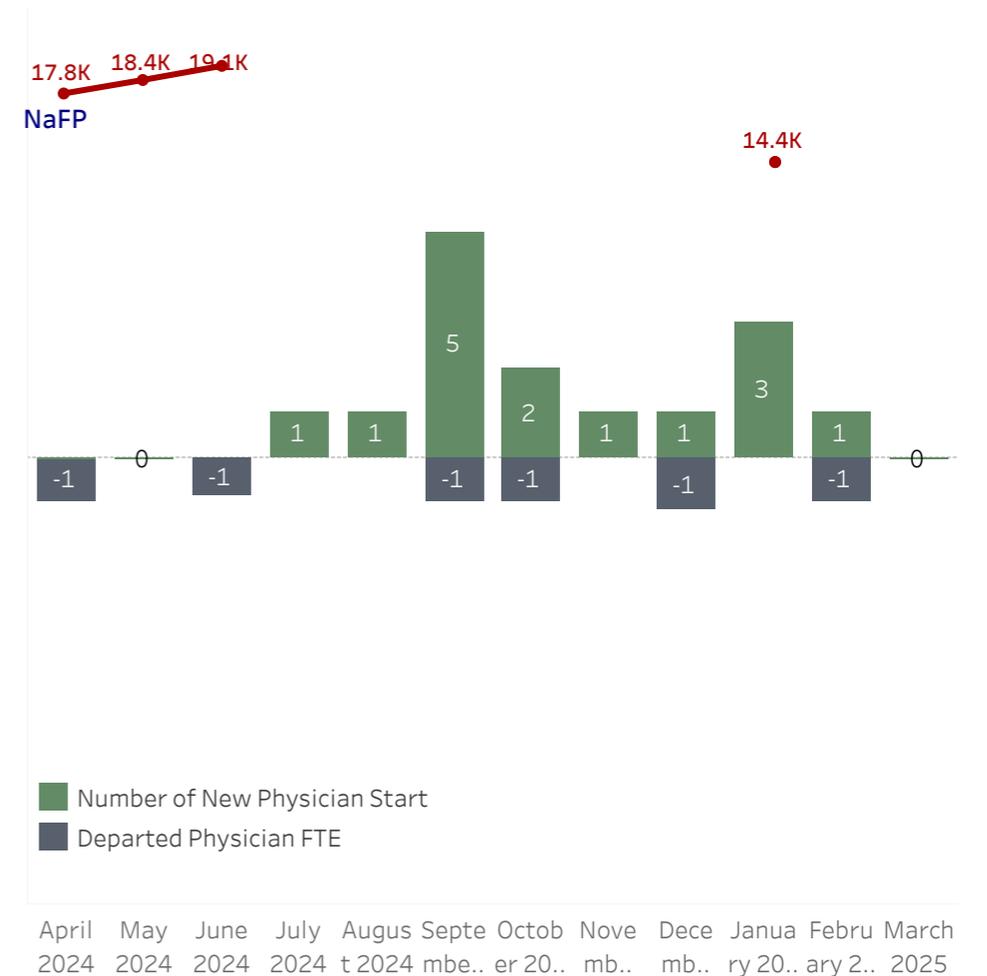
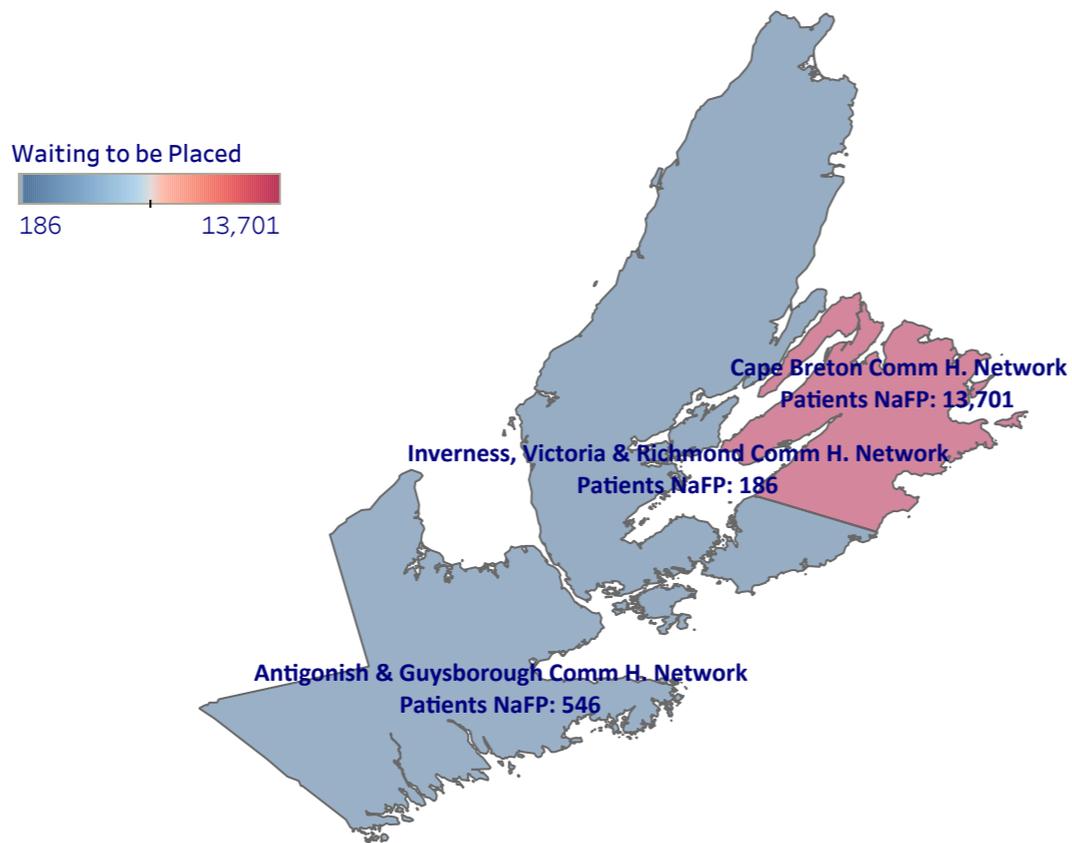
Family Medicine in Eastern Zone

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Breakdown by Community Network

	NaFP	Actively Recruiting Vacancy	YTD Departures	YTD Starts	Future Departures this FY	Pending Starts this FY
EASTERN Antigonish & Guysborough Comm H. Network	546.00	4.00	2.00	3.00	0.00	1.00
Cape Breton Comm H. Network	13,701.00	19.00	2.00	10.00	1.00	0.00
Inverness, Victoria & Richmond Comm H. Network	186.00	3.90	2.00	1.00	0.00	0.00
Total	14,433.00	26.90	6.00	14.00	1.00	1.00

Family Medicine Starts, Departures and Patients Waiting to be Placed



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Physician Recruitment Report

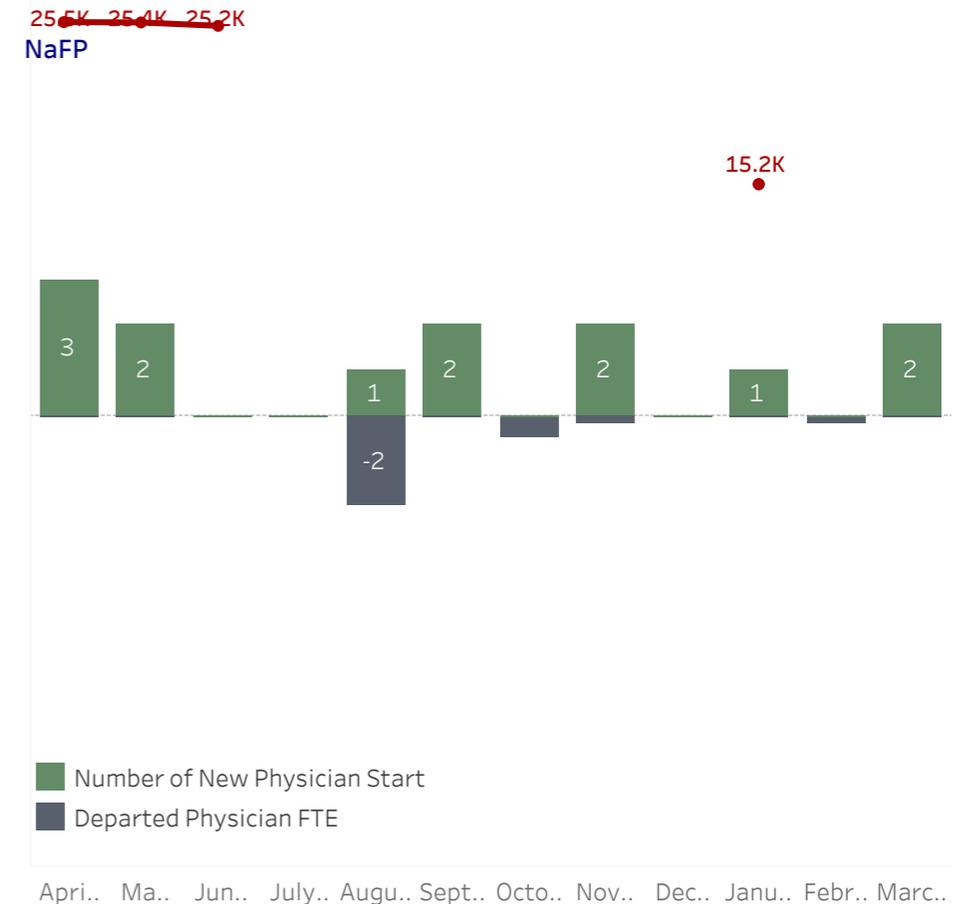
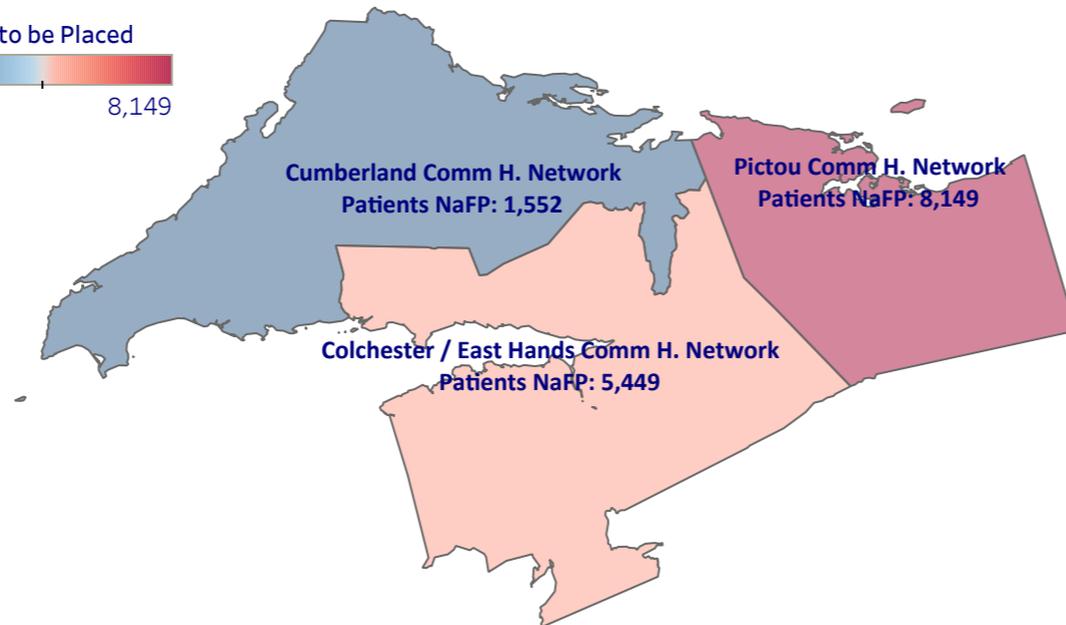
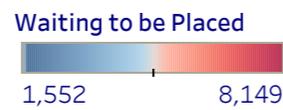
Family Medicine in Northern Zone

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Breakdown by Community Network

	NaFP	Actively Recruiting Vacancy	YTD Departures	YTD Starts	Future Departures this FY	Pending Starts this FY
NORTHERN Colchester / East Hands Comm H. Network	5,449.00	5.05	3.00	5.00	1.00	1.00
Cumberland Comm H. Network	1,552.00	11.20	0.00	1.00	0.00	0.00
Pictou Comm H. Network	8,149.00	5.75	0.00	2.00	0.00	0.00
Total	15,150.00	22.00	4.00	11.00	1.00	2.00

Family Medicine Starts, Departures and Patients Waiting to be Placed



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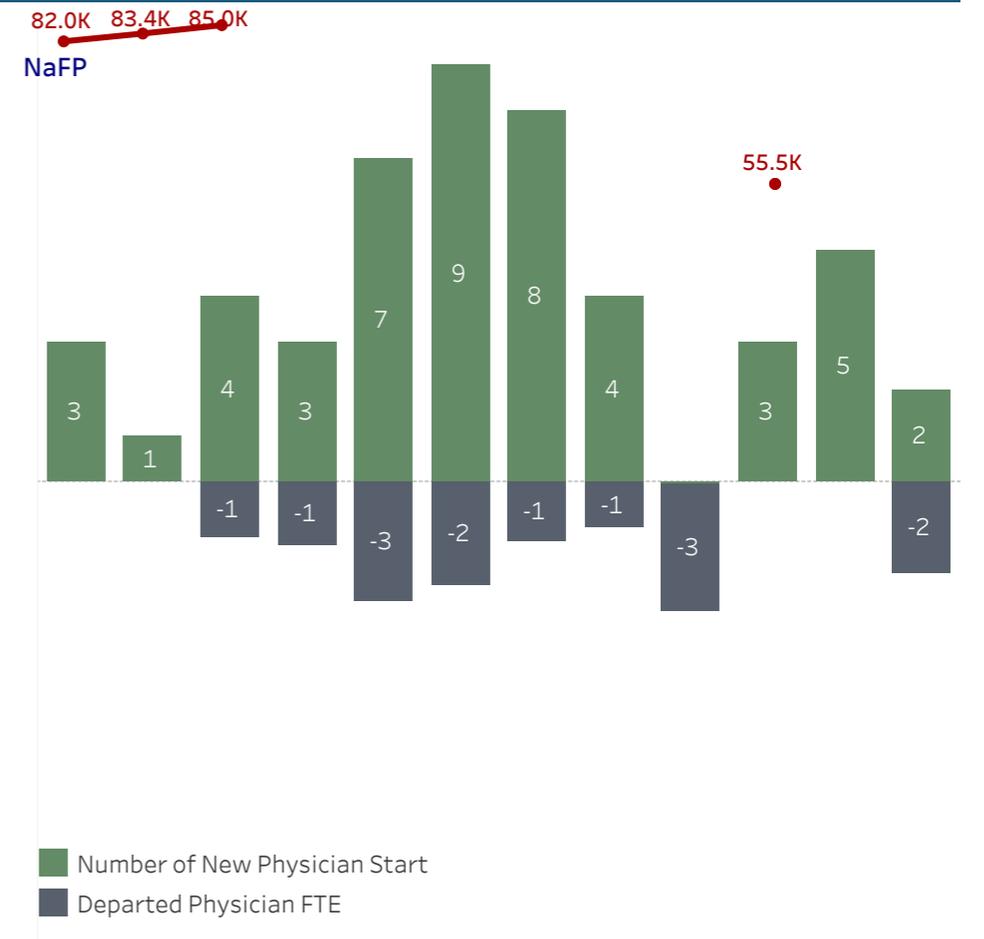
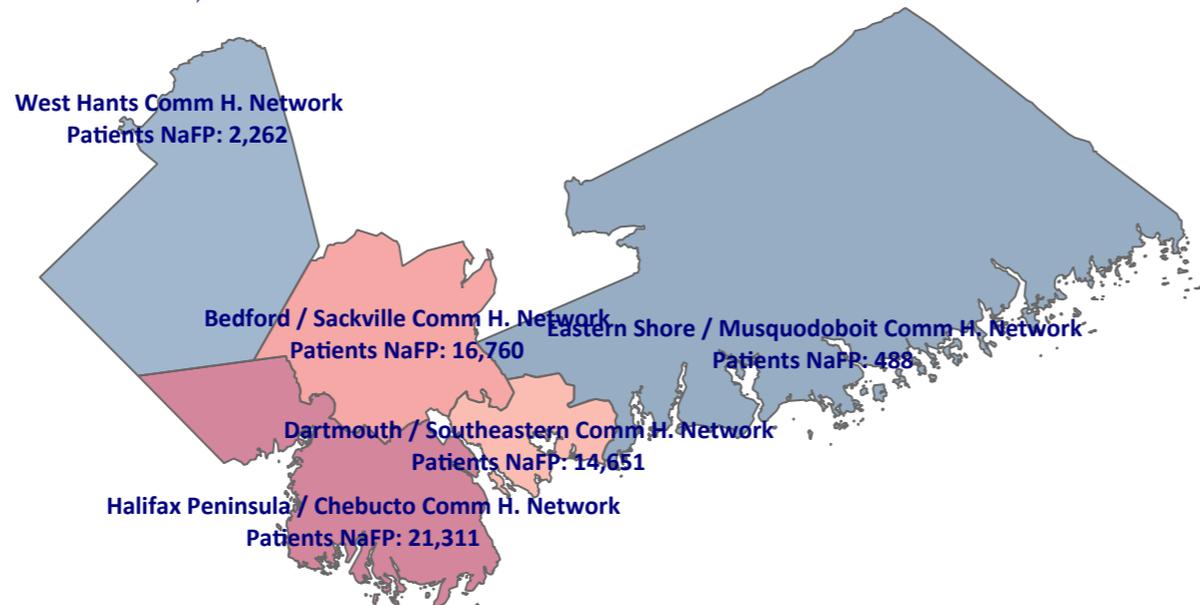
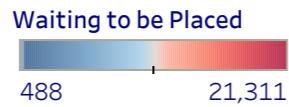
Family Medicine in Central Zone

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Breakdown by Community Network

	NaFP	Actively Recruiting Vacancy	YTD Departures	YTD Starts	Future Departures..	Pending Starts this..
Bedford / Sackville Comm H. Network	16,760.00	2.10	2.00	4.00	0.00	0.00
Dartmouth / Southeastern Comm H. Network	14,651.00	10.80	2.00	7.00	0.00	4.00
Eastern Shore / Musquodoboit Comm H. Network	488.00	2.00	0.00	1.00	0.00	0.00
Halifax Peninsula / Chebucto Comm H. Network	21,311.00	10.30	9.00	26.00	1.00	3.00
West Hants Comm H. Network	2,262.00	3.40	2.00	4.00	1.00	0.00
Total	55,472.00	28.60	15.00	42.00	2.00	7.00

Family Medicine Starts, Departures and Patients Waiting to be Placed



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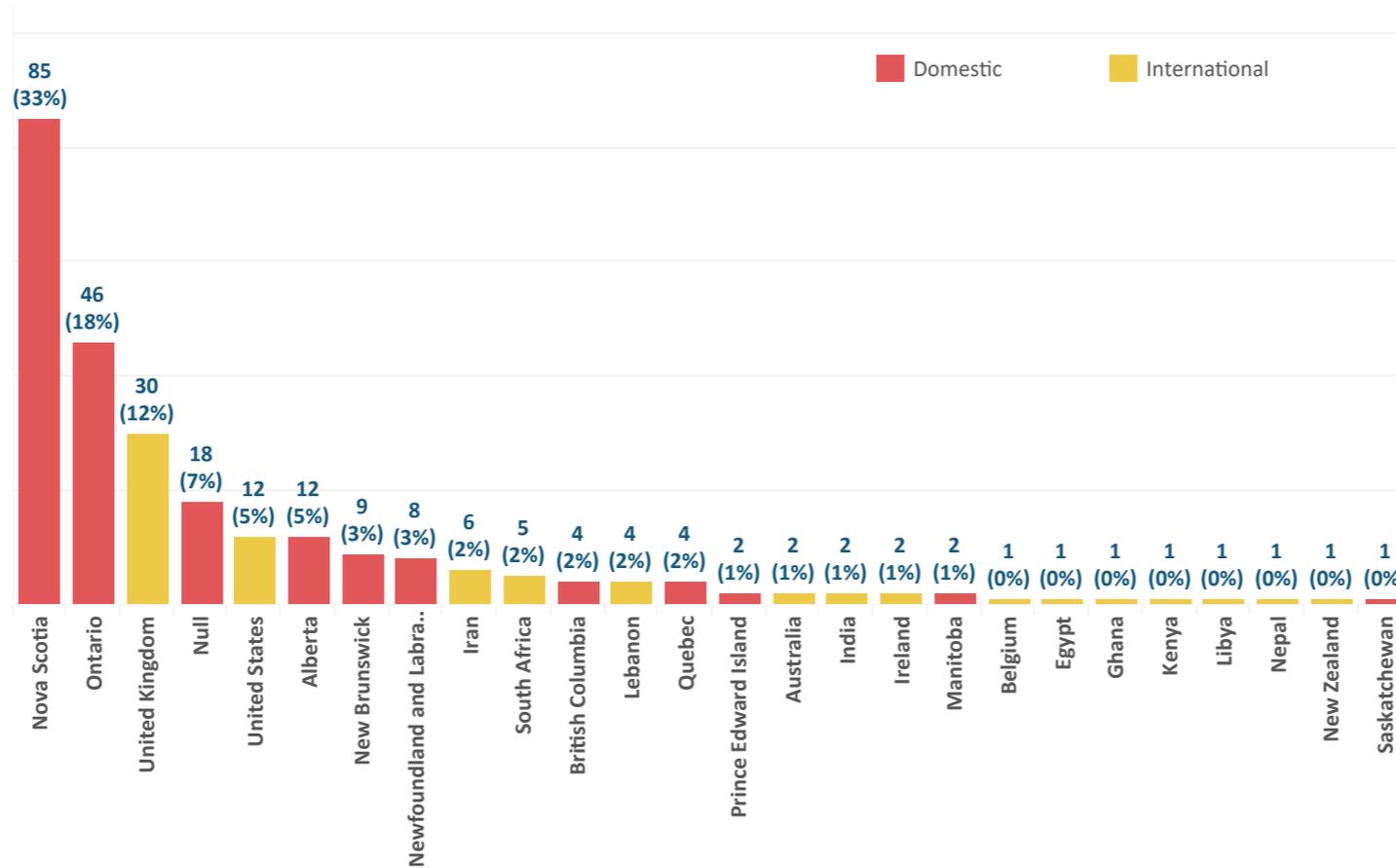
April 2024 May 2024 June 2024 July 2024 August 2024 September 2024 October 2024 November 2024 December 2024 January 2025 February 2025 March 2025

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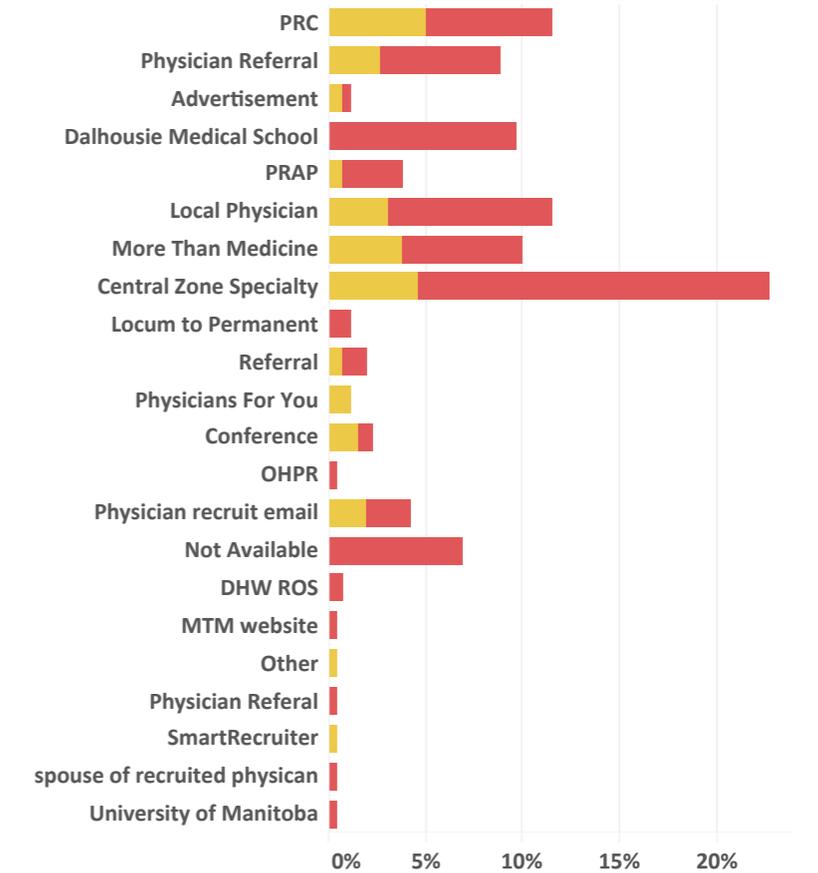
Origin and Sources of Newly Recruited Physicians

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FY 2025 Physician Starts (Includes Pending) by Origin



Source of First Contact with Physicians Starting in FY 2025



FY 2025 Breakdown by Zone and Specialty(Completed and Pending Starts)

		Domestic	International
Central	Family Medicine	25	23
	Specialist	77	17
Eastern	Family Medicine	10	5
	Specialist	20	13
Northern	Family Medicine	10	3
	Specialist	20	0
Western	Family Medicine	15	3
	Specialist	19	7
Grand Total		190	70

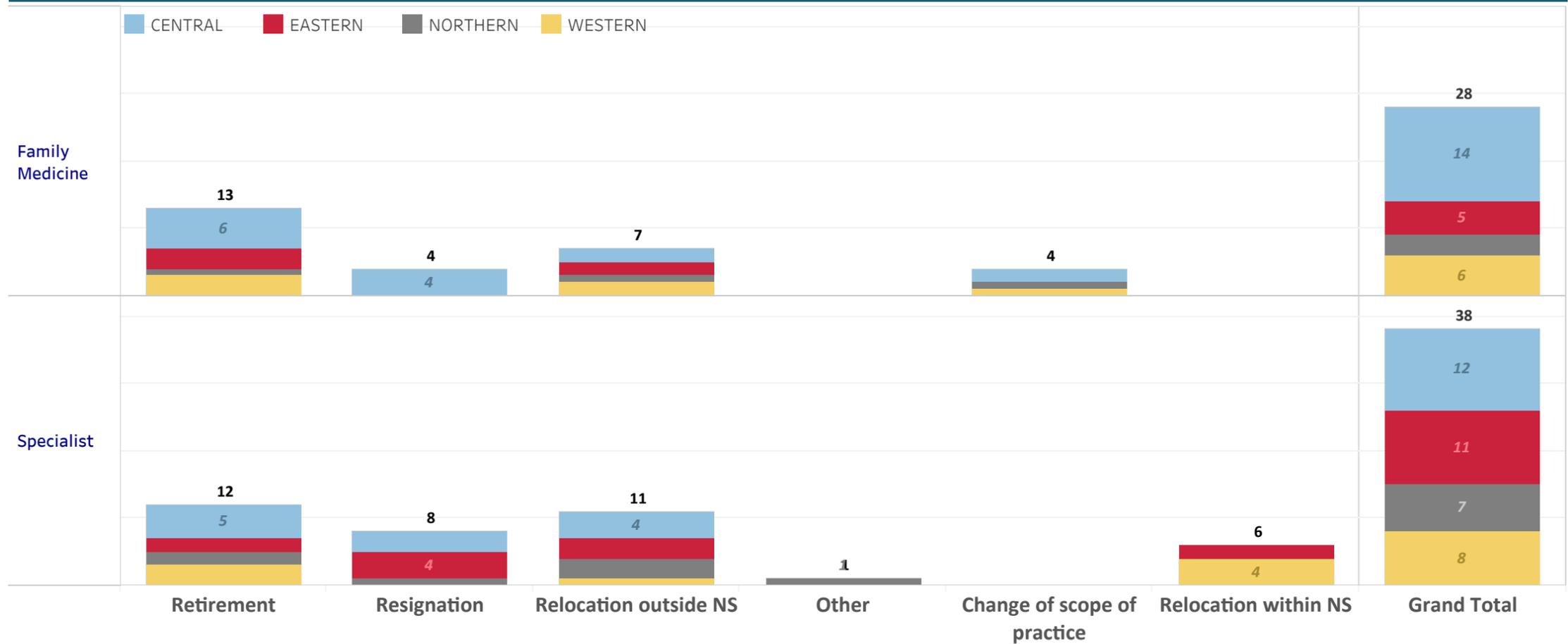
YoY Comparison of Origin of Physicians(Completed and Pending Starts)



Physician Recruitment Report

Physician Departures Breakdown

FY 2025 YTD Departures by Reason



FY 2025 (Departed and Scheduled) Departures by Reason

Completed departures are indicated by number outside the parentheses. Pending departures this fiscal are indicated within Parentheses ()

		Retirement	Resignation	Relocation outside NS	Other	Relocation within NS	Change of scope of pra..	Change of Scope of Pra..	Grand Total
Family Medicine	CENTRAL	6(2)	4()	2()			2()		14(2)
	EASTERN	3()		2()			(1)		5(1)
	NORTHERN	1()		1()			1()	(1)	3(1)
	WESTERN	3()		2()			1()		6()
Specialist	CENTRAL	5(2)	3()	4(1)					12(3)
	EASTERN	2()	4()	3()		2()			11()
	NORTHERN	2()	1()	3()	1()				7()
	WESTERN	3()		1()		4()			8()
Grand Total		25(4)	12()	18(1)	1()	6()	4(1)	(1)	66(7)

Notes on Departures data:

Departures data only includes those that have been approved by the Replacement MD committee for an approved vacancy. The numbers do not include where there was an approval for service reduction. The 'Change of Scope' category includes instances where a physician continues to practice or takes on an administrative role but has left their previous practice. The 'Other' category includes reasons related to illness, education or any other reason not captured by one of the other categories.

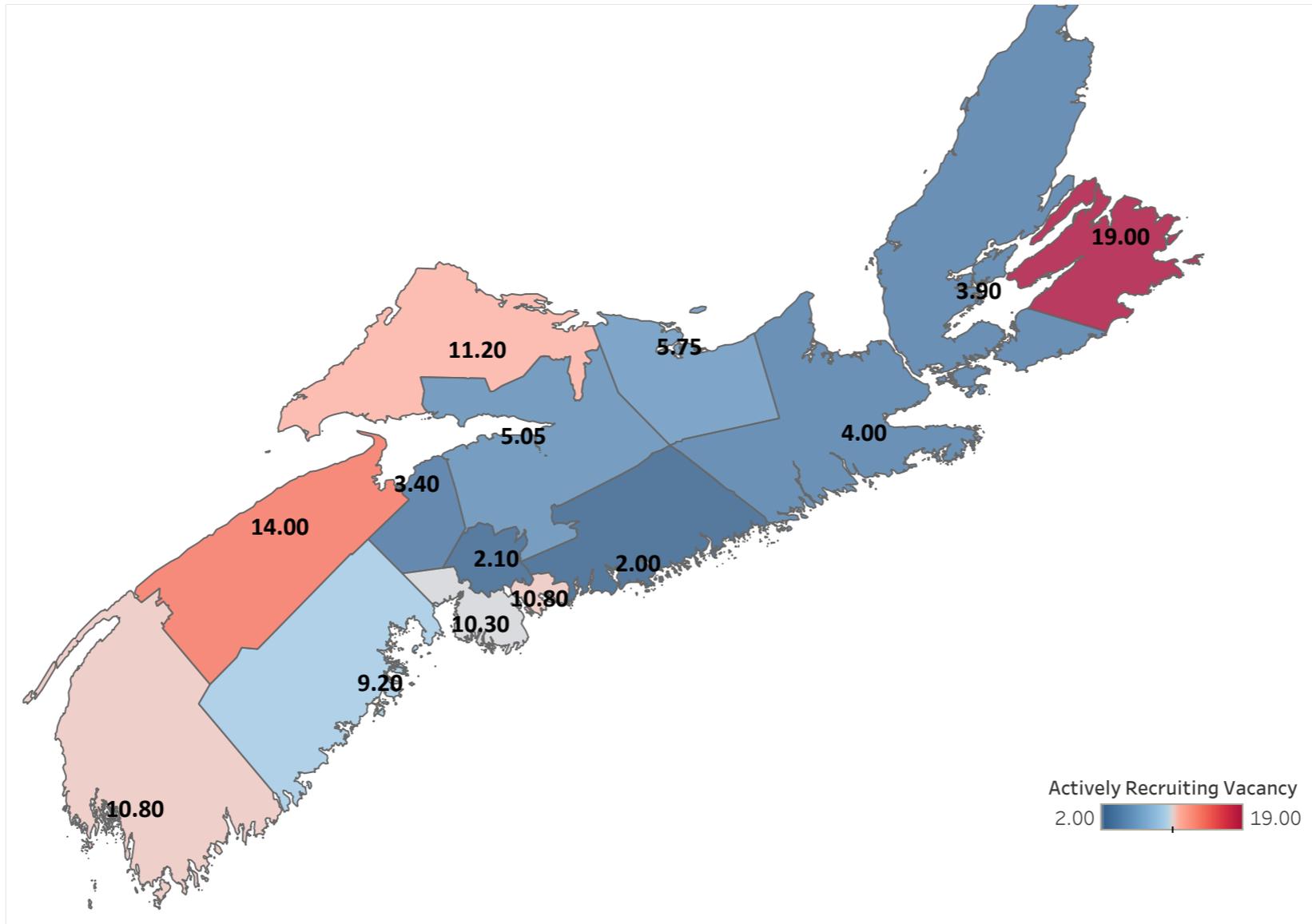
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Family Medicine Vacancies(Actively Recruiting and Current)

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	CENTRAL	EASTERN	NORTHERN	WESTERN	Total
Actively Recruiting Vacancy	28.60	26.90	22.00	34.00	111.50
Current Vacancy	42.05	26.70	23.80	34.20	126.75



Two vacancy metrics are reported

a) Actively being recruited Vacancy numbers reflect FTEs that are actively being recruited. This includes positions that are vacant with no pending start and currently filled positions where a vacancy is pending. It does not include current vacancies where there is a pending start or pending departure for which a replacement has been found.

b) Current Vacancy numbers reflects the number of current vacant FTE positions as of the reporting month. these numbers are shown inside () in the breakdown table in this view.

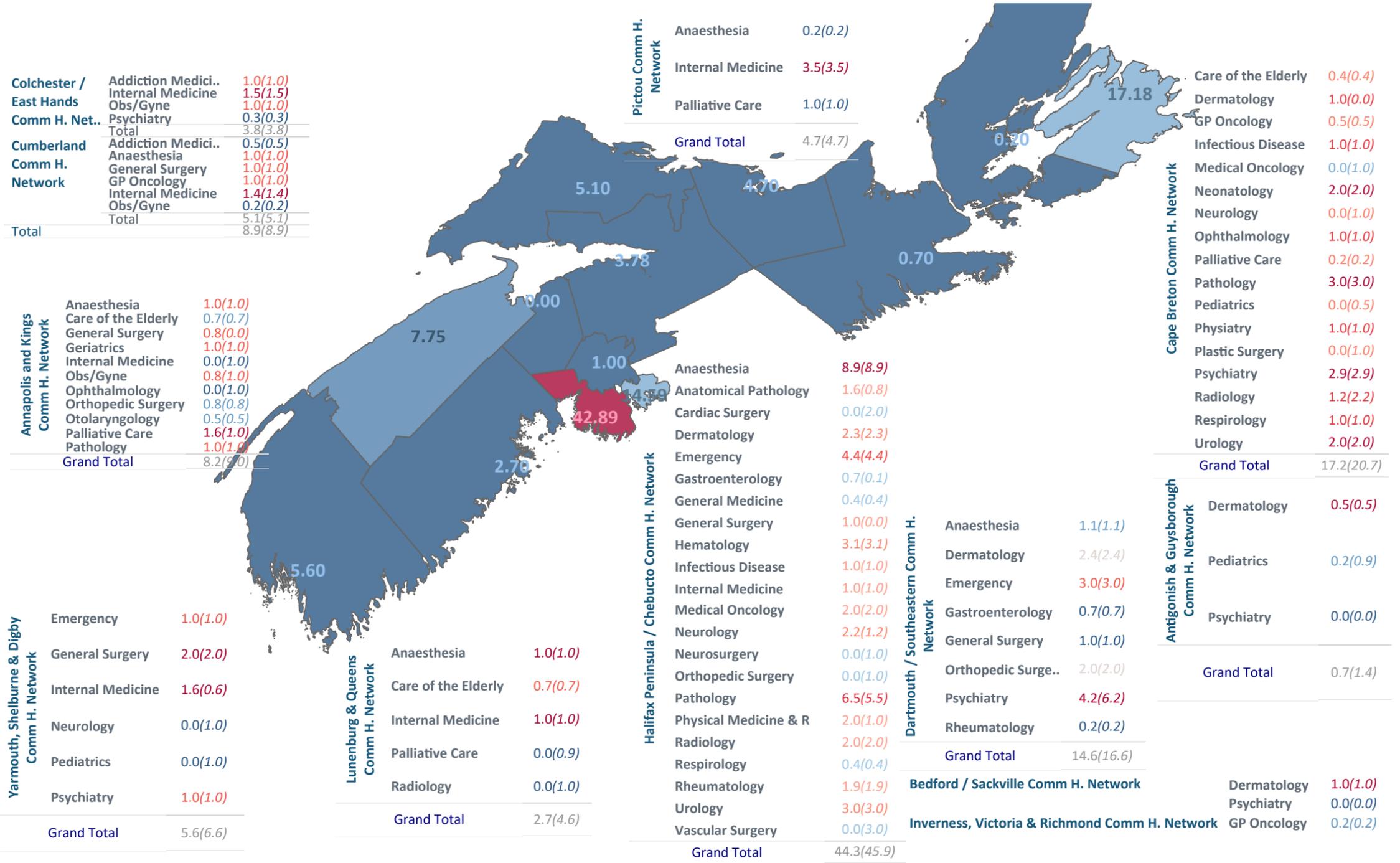
	ActivelyR..	CurrentV..
CENTRAL		
DART. SOUTH	6.60	6.60
HALIFAX FAIRVIEW	2.50	2.50
WEST HANTS	2.10	2.10
HALIFAX CITADEL	2.00	4.30
EASTERN SHORE MU..	2.00	1.00
COLE HARBOUR	2.00	2.00
HALIFAX NEEDHAM	1.70	0.20
TANTALLON	1.60	0.60
LOWER SACKVILLE	1.50	4.60
SPRYFIELD	1.45	0.45
DART. EAST	1.20	3.10
DART. NORTH	1.00	3.00
CLAYTON PARK	1.00	3.50
HANTS SHORE	0.90	0.90
BEDFORD	0.60	3.15
WINDSOR	0.40	0.40
TIMBERLEA		0.75
SACKVILLE SOUTH		1.00
PRESTON		0.90
HALIFAX CHEBUCTO		1.00
EASTERN		
SYDNEY	8.00	7.00
NORTH SYDNEY	5.00	4.00
GLACE BAY	3.00	3.00
NEW WATERFORD	2.00	3.00
NEIL'S HARBOUR	2.00	2.00
CANSO	1.50	1.50
ANTIGONISH	1.50	1.50
SYDNEY MINES	1.00	1.00
L'ARDOISE	1.00	1.00
GUYSBOROUGH	1.00	1.00
BADDECK	0.50	0.50
INVERNESS	0.40	1.20
NORTHERN		
AMHERST	5.40	5.40
NEW GLASGOW	4.70	5.70
TRURO	2.85	2.85
PUGWASH	2.00	2.00
PARRSBORO	2.00	2.00
SPRINGHILL	1.80	1.80
SHUBENACADIE	1.20	2.10
PICTOU	1.05	1.05
BASS RIVER	0.50	1.50
ELMSDALE	0.30	0.40
MILLBROOK		0.20
WESTERN		
KENTVILLE	5.72	4.22
YARMOUTH	4.70	4.70
BRIDGEWATER	4.55	5.80
BARRINGTON	3.30	3.30
PUBNICO	2.40	2.40
NEW MINAS	2.25	2.25
ANNAPOLIS ROYAL	1.95	1.95
BERWICK	1.75	2.25
LIVERPOOL	1.35	1.35
MAHONE BAY	1.00	1.00
HUBBARDS	1.00	1.00
CANNING	0.70	0.70
LUNENBURG	0.60	
WOLFVILLE	0.50	0.50
AYLESFORD	0.50	0.50
WEYMOUTH	0.40	0.40
GREENWOOD	0.40	0.40
CHESTER	0.40	0.40
CALEDONIA	0.30	0.30
MIDDLETON	0.23	0.23
NEW GERMANY		0.75
KINGSTON		0.50

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Specialists Vacancies(Actively Recruiting and Current)

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	CENTRAL	EASTERN	NORTHERN	WESTERN	Total
Actively Recruiting Vacancy	58.48	18.08	13.57	16.05	106.19
Current Vacancy	61.08	21.23	13.57	19.75	115.64



Two vacancy metrics are reported
a) Actively being recruited Vacancy numbers reflect FTEs that are actively being recruited. This includes positions that are vacant with no pending start and currently filled positions where a vacancy is pending. It does not include current vacancies where there is a pending start or pending departure for which a replacement has been found.
b) Current Vacancy numbers reflects the number of current vacant FTE positions as of the reporting month. these numbers are shown inside () in the map and breakdown table in this view.
Does NOT include IWK

Specialist Vacancies

Physician Recruitment Report

Physician Starts by Specialty and Community

Completed starts are indicated by number outside the parentheses. Pending starts this fiscal are indicated within Parentheses ().

		Family Medicine	Anatomical Pathology	Anesthesiology	Diagnostic Imaging	Gastroenterol..	General Surgery	Geriatrics	Internal Medicine	Medical Oncology	Obstetrics and Gynecology	Orthopedic Surgery	Pediatrics	Plastic	Psychiatry	Respirology	Emergency Medicine	Hospitalist	Community Pediatrics	Dermatology	Endocrinology	Hematological Pathology	Hematology	Infectious Disease	Internal Medicine with..	Neurology	Neurology – Pediatric	Ophthalmology	Other- OR Assist	Otolaryngology - Head and Ne..	Pediatric Critical Care	Pediatric Emergency M..	Radiation Oncology	Rheumatology	Surgery	Urology				
Central	Armdale / Spryfield / Herr..	1 (0)																																						
	Bedford / Hammonds Plai..	1 (0)																																						
	Clayton Park	9 (0)																																						
	Cole Harbour / Eastern Pa..	0 (1)																																						
	Dartmouth	4 (1)		1 (0)					2 (0)							5 (1)			0 (1)																		2 (0)			
	Dartmouth East	1 (0)																	1 (0)																					
	Dartmouth North	1 (1)																																						
	Eastern Shore / Musquod..	1 (0)																																						
	Halifax	13 (3)	1 (0)	8 (1)	4 (0)	2 (0)		1 (0)	10 (0)	2 (0)	5 (0)	1 (1)	2 (0)		4 (2)	1 (0)	5 (0)	4 (2)	1 (0)	1 (0)	1 (0)	1 (0)	2 (0)			2 (0)	1 (0)	4 (0)		1 (0)	1 (0)	2 (0)	3 (0)	1 (0)		5 (0)				
	Halifax Needham	3 (0)																																						
	Preston/Lawrencetown/L..	1 (1)																																						
	Sackville South	3 (0)																																						
	West Hants	3 (0)																																						
Windsor	1 (0)																																							
Eastern	Antigonish	3 (1)		1 (0)					2 (0)		1 (0)	2 (0)																											4 (0)	1 (0)
	Cape Breton	2 (0)						1 (0)	1 (0)					0 (1)											1 (0)															
	Guysborough																																						1 (0)	
	Inverness	1 (0)																																						
	Sydney and Area				0 (1)																																			
	Sydney & Glace Bay	8 (0)		3 (0)			1 (0)	1 (0)	1 (0)	1 (0)					1 (0)		2 (0)	3 (0)		1 (0)					1 (0)													1 (0)		
Northern	Amherst	2 (0)		1 (0)																																				
	Elmsdale and Truro	5 (1)											1 (0)		1 (0)		2 (0)	2 (0)										1 (0)												1 (0)
	New Glasgow / Westville ..								0 (1)																															
	New Glasgow & Stellarton	3 (0)		2 (0)	1 (0)						2 (0)	1 (0)	2 (0)		1 (0)					1 (0)																				
	Pictou West	0 (1)																																						
	Truro and Area	1 (0)																																						
Western	Annapolis Royal	2 (0)																																						
	Bridgewater	1 (0)		1 (0)			1 (0)								2 (0)																									
	Chester	1 (0)																																						
	Clare	2 (0)																																						
	Digby	1 (0)																																						
	Kentville & Middleton	4 (0)			1 (0)							1 (0)	1 (0)		1 (0)		1 (0)	1 (0)								0 (1)	1 (0)													1 (0)
	Kingston	1 (0)																																						
	Lunenburg	1 (0)																																						
	New Minas	1 (0)																																						
	Shelburne	1 (0)																																						
	Yarmouth	3 (0)		2 (0)	1 (0)				1 (0)		2 (0)		2 (0)		1 (0)		0 (1)	1 (1)																						1 (0)
Provincial Total	84 (10)	1 (0)	19 (1)	7 (1)	2 (0)	2 (0)	3 (0)	17 (1)	3 (0)	10 (0)	3 (1)	10 (0)	0 (1)	16 (3)	1 (0)	10 (1)	17 (4)	1 (0)	3 (0)	1 (0)	1 (0)	2 (0)	1 (0)	0 (1)	4 (0)	1 (0)	6 (0)	1 (0)	1 (0)	1 (0)	2 (0)	4 (0)	1 (0)	7 (0)	2 (0)					

Physician Recruitment Report

FM Focused Physician Recruitment

The Full-Time Equivalent (FTE) for completed starts is represented by the number outside the parentheses, while the FTE for pending starts in the current fiscal year is indicated within the parentheses ().

	CENTRAL	EASTERN	NORTHERN	WESTERN	Grand Total
Family Medicine	32.80(6.90)	7.50(0.50)	6.40(2.00)	14.20()	60.90(9.40)
Family Medicine with OBS			1.00()		1.00()
Family Medicine with Care of the Elderly			1.00()	0.60()	1.60()
Family Medicine with Addiction Medicine		1.00()	0.60()		1.60()
Family Medicine GPO		1.50()		0.20()	1.70()
Grand Total	32.80(6.90)	10.00(0.50)	9.00(2.00)	15.00()	66.80(9.40)

	CENTRAL	EASTERN	NORTHERN	WESTERN	Grand Total	
Emergency Medicine	Family Medicine with Emergency		0.5()	1(1.00)	1.5(1.00)	
	Specialty with Emergency	3.08()	2()	1()	6.08()	
	Total	3.08()	2()	1.5()	1(1.00)	7.58(1.00)
Hospitalist	Family Medicine with Hospitalist	1.5()	3.75()	0.9()	1.5()	7.65()
	Specialty with Hospitalist	3(3.00)	2()		(1.00)	5(4.00)
	Total	4.5(3.00)	5.75()	0.9()	1.5(1.00)	12.65(4.00)