

## COLLABORATIVE CARE

### Recruiting a General Surgeon

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## RECRUITMENT ISSUES

- ◆ Scope of local Surgical Services
- ◆ Generally surgery is an old model
- ◆ Primary care must be integrated
- ◆ Use connection with hospitalists, house staff, faculty
- ◆ Lifestyle issues

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## Scope of Care

### General Surgery is an 'old' model

- ◆ General surgeons took care of all patient needs in the past
- ◆ Now need specialty support and adequate financing
- ◆ Secondary talent and training are useful
- ◆ OB is needed but surgeons are fearful due to malpractice issues

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## Integration

- ◆ Rural area referrals come from primary care
- ◆ On call system must be intact to retain ED population in rural hospitals
- ◆ Transfer system should be understood
- ◆ Medical consult process must be decided on

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## HOSPITALISTS

- ◆ Building a viable surgical practice is 'at the mercy' of the Hospitalists in many institutions
- ◆ Surgeons need to be supportive and accessible
- ◆ ED turn around time is vital for patient safety and constant stream of referrals
- ◆ Hospitalist and surgeons grow to be mutual support and referral system

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## TRANSPORT

- ◆ If you don't own an ambulance, NEGOTIATION is your only hope
- ◆ Rural transport is ground or air
- ◆ Rural roads are good, bad, icy, sloppy and generally full of large animals
- ◆ Air transport is dependent on weather and availability
- ◆ Make friends with your local Fire Department

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### Lifestyle

- ◆ Yes it is a long winter
- ◆ Do not recruit people who want to be in the Bahamas
- ◆ Do find out if the spouse wants to live here
- ◆ Employment for family?
- ◆ Schools for kids?
- ◆ How far is the Cleaners, the movie, the Pizza Parlor

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