

**PHYSICIAN RESOURCE MANAGEMENT IN ATLANTIC CANADA:
PROGRAMS IN NEW BRUNSWICK, NEWFOUNDLAND, NOVA SCOTIA AND
PRINCE EDWARD ISLAND**

Physician resource management plans are being set in motion across Canada in an effort to manage the number, mix, and distribution of physician resources. This paper describes plans recently implemented in the Atlantic Provinces of New Brunswick, Newfoundland, Nova Scotia, and Prince Edward Island. The methods used in each province are compared, with common and disparate techniques identified. Each of the Atlantic Provinces faced the reality that the number of physicians was growing more rapidly than the population, with declining fiscal resources available. To ensure adequate physician resources, appropriately distributed geographically and by specialty, each province has initiated a physician resource management plan, although each is at a different stage in the process. The Atlantic Provinces have many similarities, however, the structure of the plans reflect the unique characteristics of each province, both geographic and political. This study demonstrates how physician resource management plans may have differing structures, with common goals. The plans in the Atlantic Provinces provide examples of varied approaches to managing physician resources more efficiently within a fiscally constrained environment.

This paper describes and compares physician resource management plans which have been implemented in the Atlantic Provinces of New Brunswick, Newfoundland, Nova Scotia, and Prince Edward Island. The initiatives, which are in various stages of maturity, generally have common goals for managing physician resources. The plans have many traits in common, but also have distinct differences which tend to reflect the unique political and geographic characteristics of each province.