



Physicians in Manitoba (2025)

October 2025



Physicians in Manitoba • At-A-Glance

RECRUITMENT IMPROVES

Number of Physicians in Manitoba

3,498

2024/25
Source: CPSM

▲ **164**

Record Net Gain

Physicians Per 100,000 Residents

225

2024
Source: CIHI

▲ **2.5%**

Significant Increase

Physician Shortage

246

2024
Source: CIHI

▼ **100**

Significant improvement

RETENTION AT RISK

Interprovincial Outmigration of Physicians

9th / 10

2024
Source: CIHI

Lost 8.3 doctors / 1,000

One of 4 provinces with net loss

Projected Retirements and Relocations

710

Next 3 Years
Source: DRMB Annual Survey

21% of Physicians

Significant Risk

Students / Residents Planning to Stay

60%

2025
Source: DRMB Annual Survey

40% leaving or undecided

Risk of losing local grads

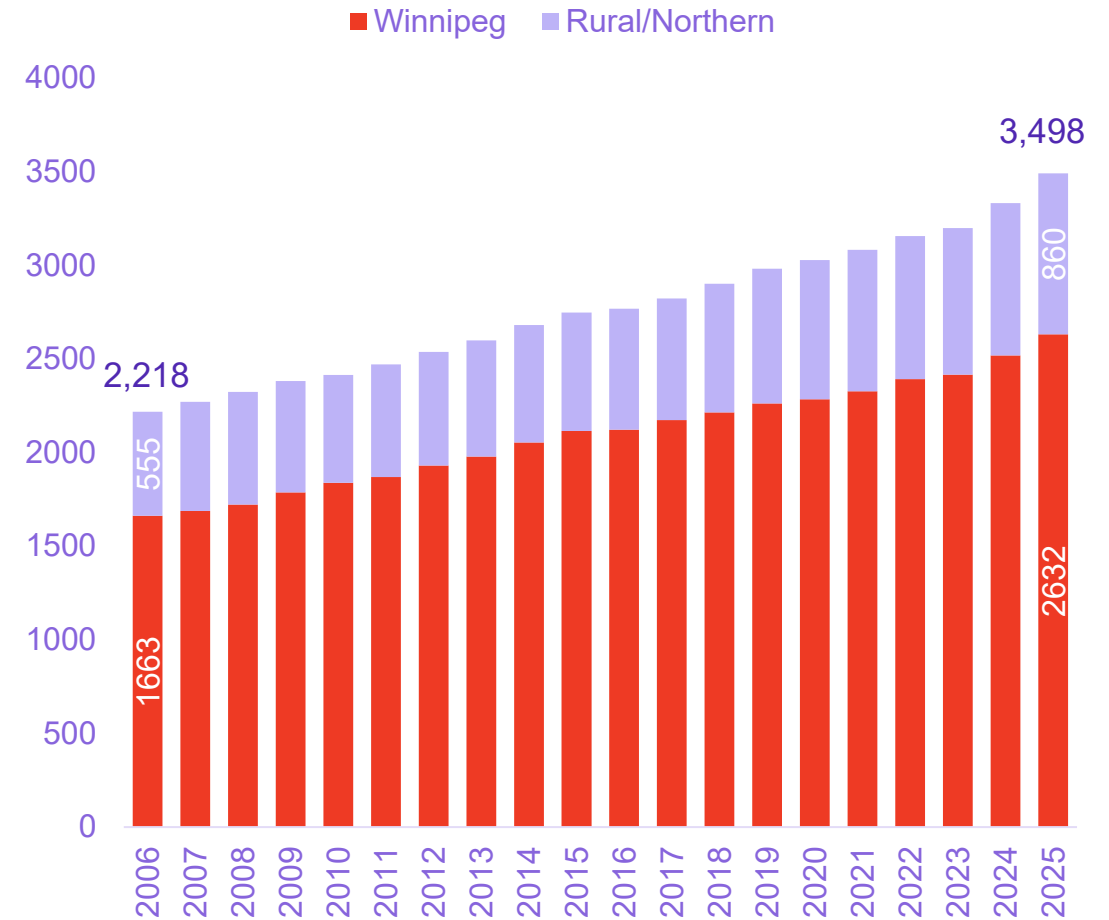
Physicians in Manitoba

The number of physicians has **grown every year for over two decades**.

In 2025, there was a **net increase of 164 physicians**. This is **the largest increase on record**, higher than the last year's record of 133 in a single year.

The 2025 year reflects the CPSM reporting period of May 1, 2024 to April 30, 2025.

Physicians in Manitoba



Source: College of Physicians and Surgeons of Manitoba

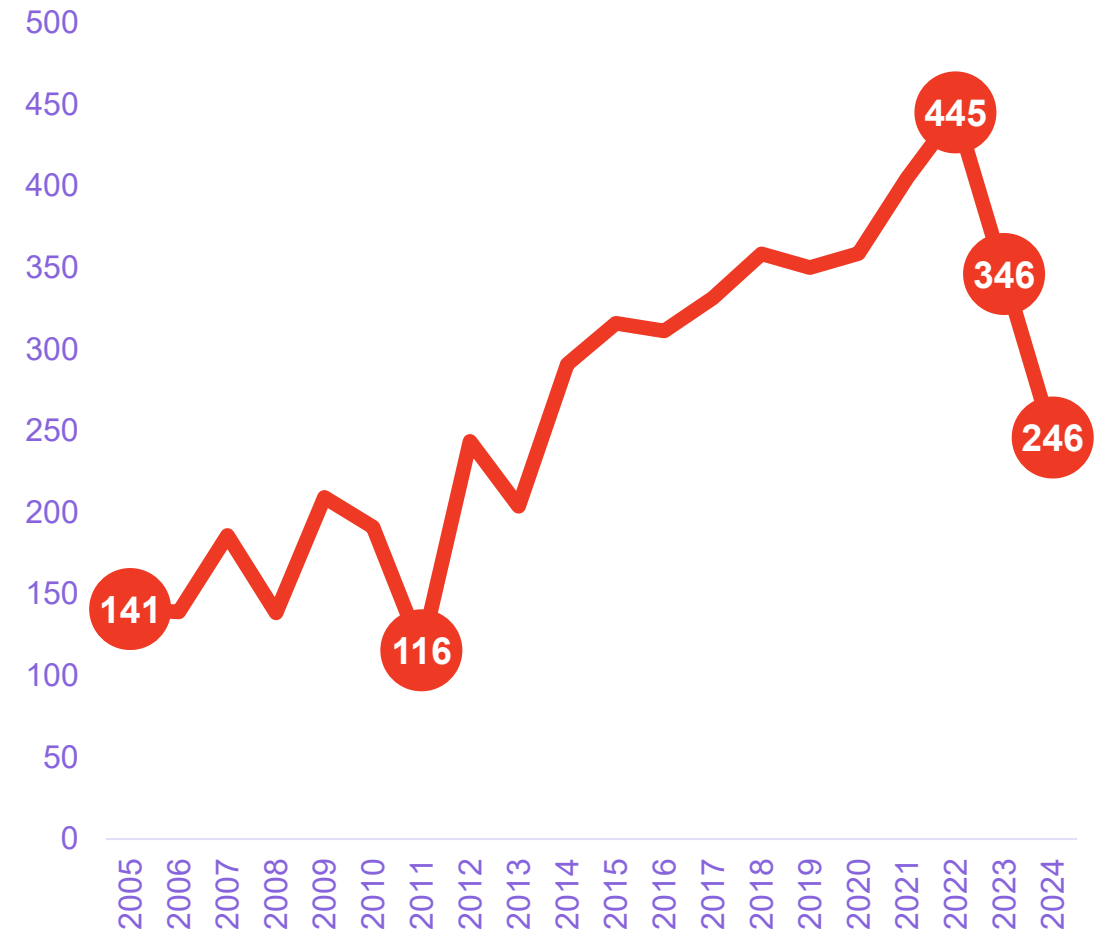
Physician Shortage

Manitoba is short 246 physicians compared to the national average of doctors per 100,000 residents.

While this shortage is still a major concern, **it is a sharp improvement from the record shortage of 445 physicians just two years ago year.**

This analysis calculates the physician shortage by comparing the number of physicians per 100,000 residents in Manitoba and across Canada, and determining the number needed in Manitoba to reach the national average.

Shortage of Physicians



Source: Canadian Institute for Health Information

Physicians by Province

Updated to 2024 (CIHI)

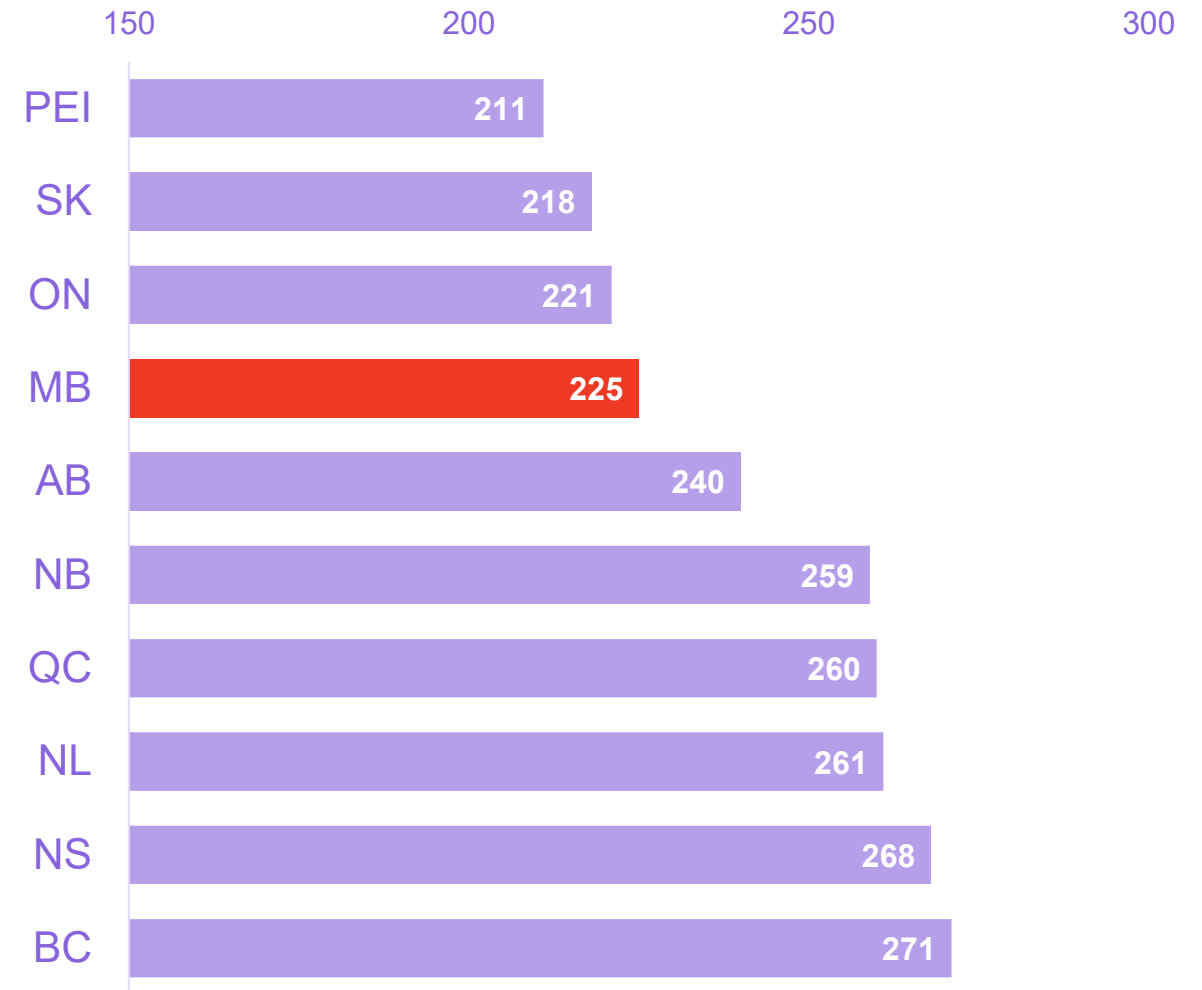
Overall, Manitoba ranks 7th in Canada on physicians per capita.

Manitoba has 225 physicians per 100,000 residents, a 2.5% increase over the previous year.

In contrast, the national average is 241 physicians per 100,000 residents, which decreased from 243 the previous year.

It would take 246 more physicians to reach the national average, and 697 more to become the best in Canada.

Physicians per 100,000 Residents



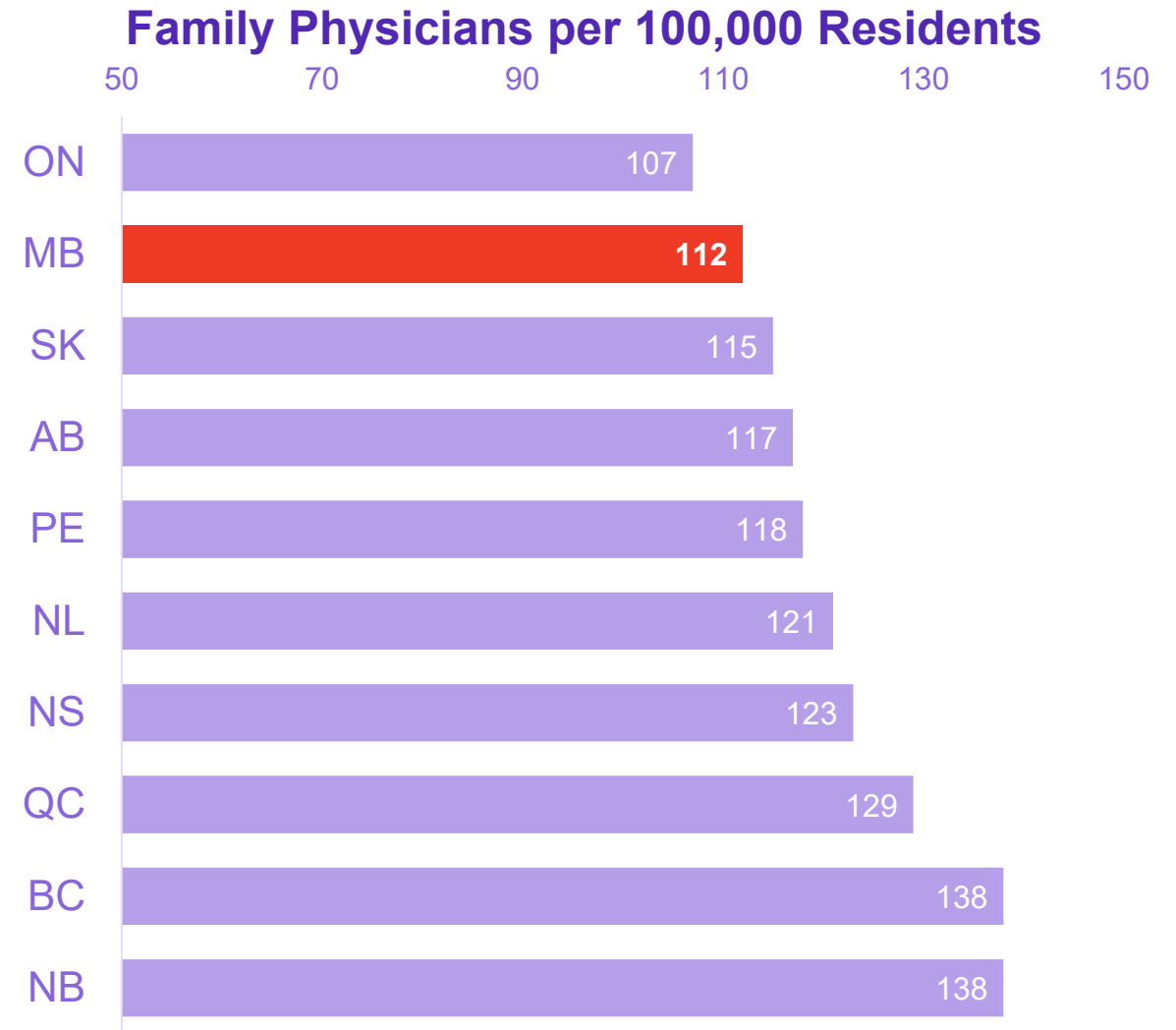
Source: Canadian Institute for Health Information

Family Physicians

Updated to 2024 (CIHI)

With 112 Family Physicians per 100,000 residents, Manitoba ranks 8th for number per capita in Canada.

It would take 110 more family physicians to reach the national average of 119 per 100,000 residents.



Source: Canadian Institute for Health Information

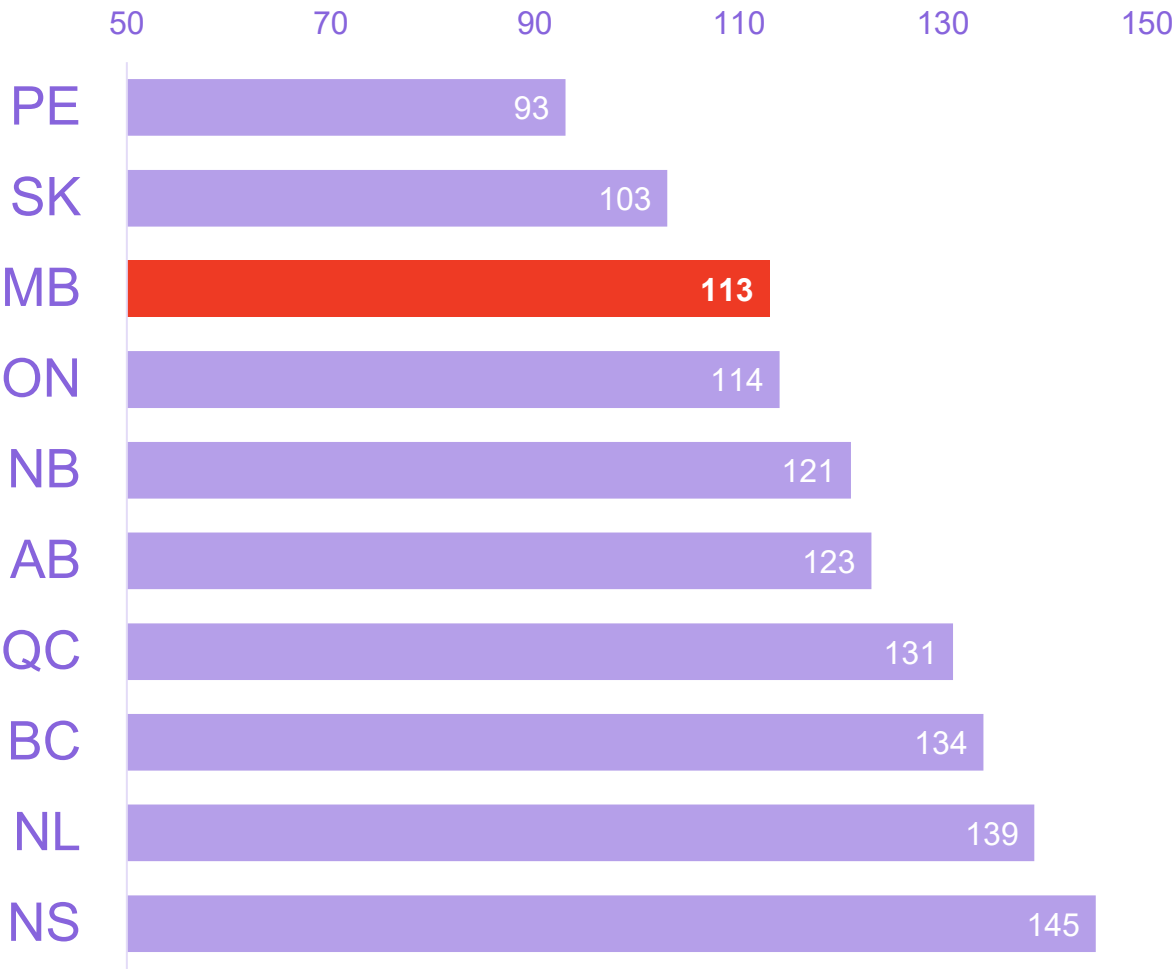
Specialists

Updated to 2024 (CIHI)

With 113 Specialists per 100,000 residents, Manitoba ranks 8th for number per capita in Canada.

It would take 136 more specialist physicians to reach the national average of 122 per 100,000 residents.

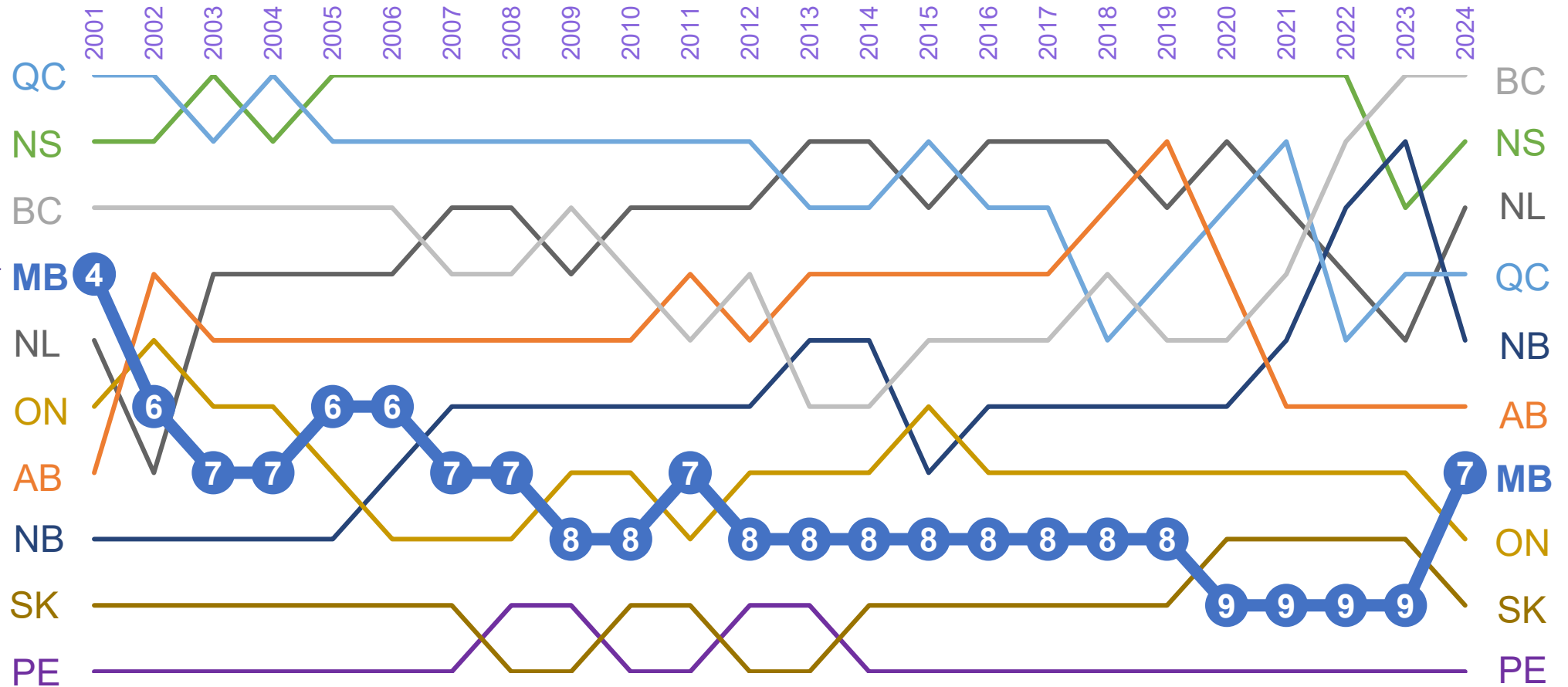
Specialist Physicians per 100,000 Residents



Source: Canadian Institute for Health Information

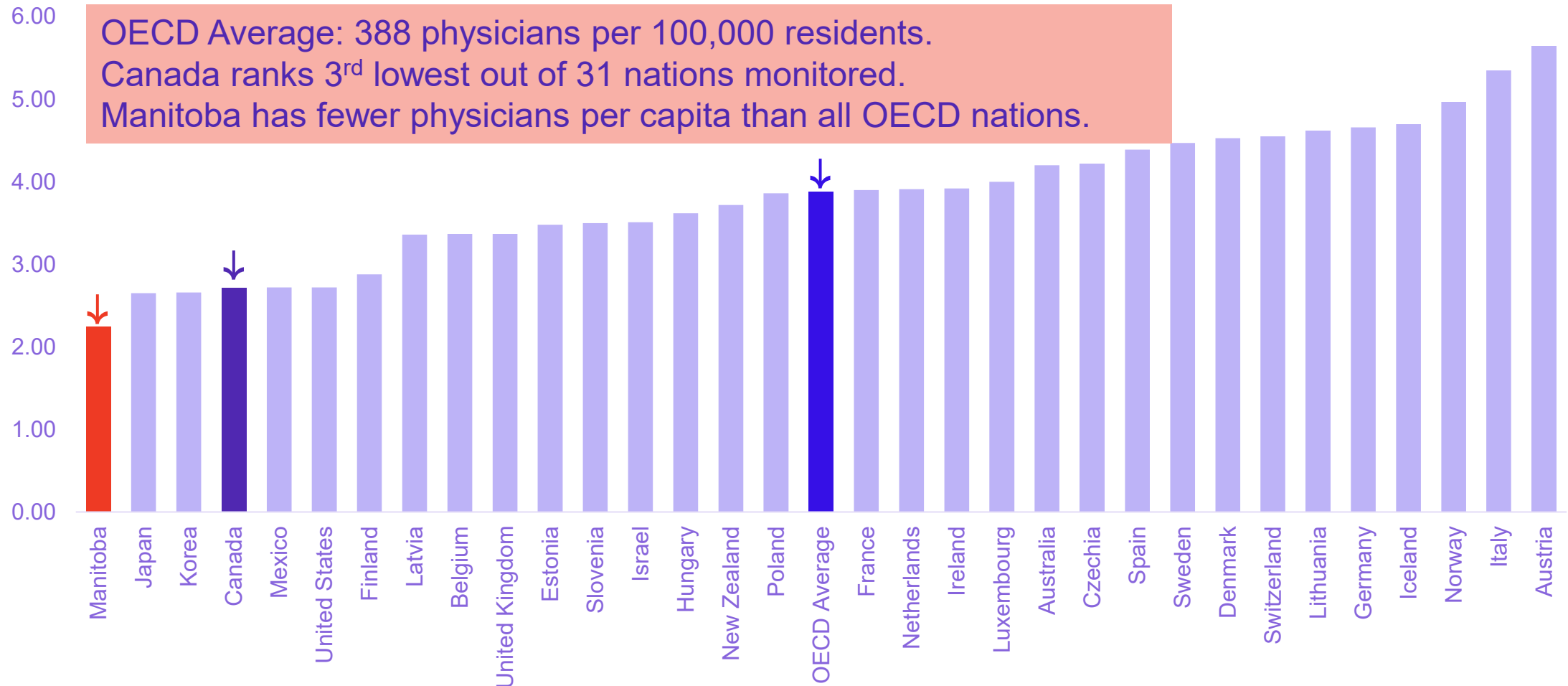
Physicians Per Capita: Ranking by Province

Manitoba's rank on physicians per capita has declined over the last two decades, but improved this year after record growth.



Source: Canadian Institute for Health Information

International Comparison: Physicians Per Capita



Source: Organization for Economic Cooperation and Development (OECD), physicians per 1,000 citizens

Looking Ahead

Retaining Physicians in Manitoba

Focusing on Retaining Physicians Longer

Over the last five years, an average of 248 doctors start practicing in Manitoba annually, but 155 leave practice, primarily moving to other jurisdictions or retiring.

While recruitment is an important component of any plan to address Manitoba's physician shortage, retaining doctors already in Manitoba is an essential foundation.



Source: CPSM Annual Reports

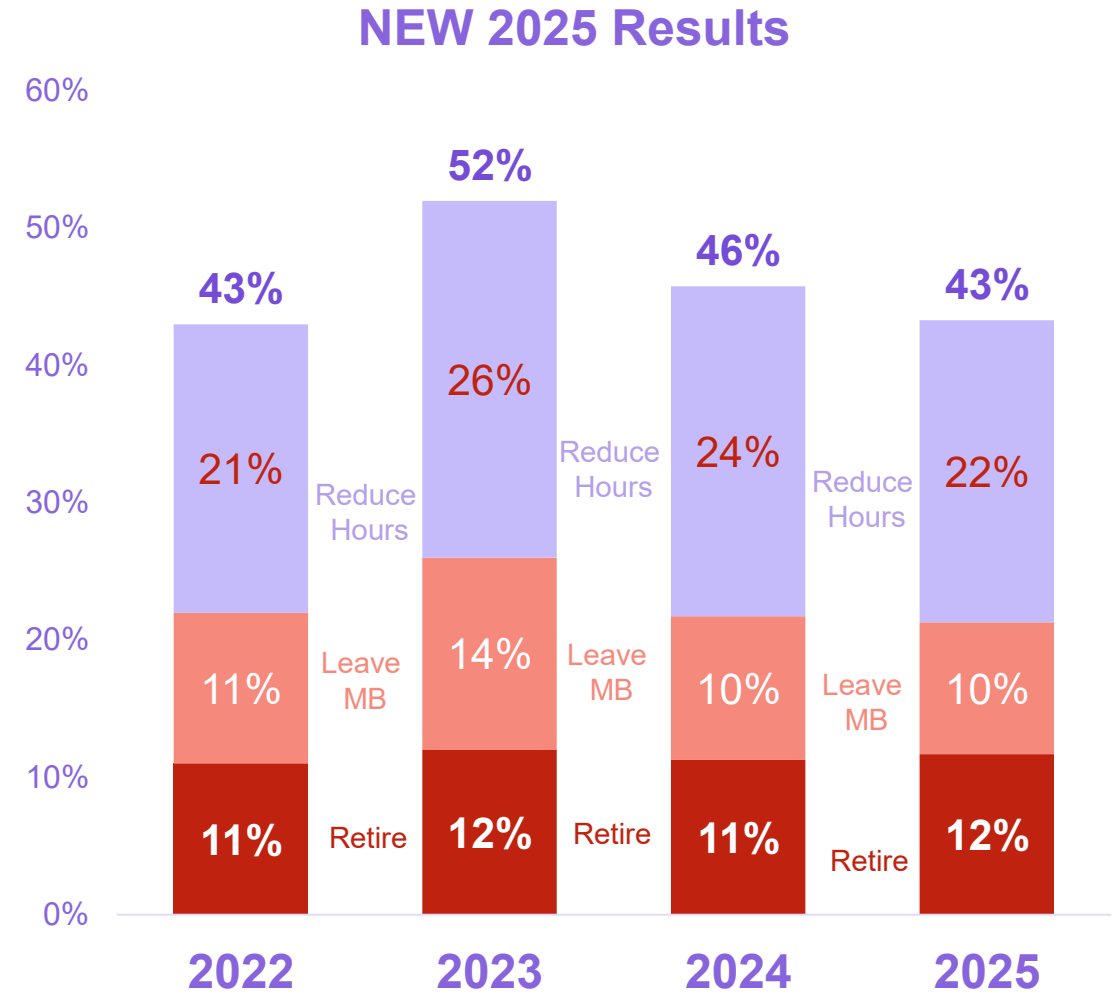
Practice Intentions Next Three Years

In the next three years, 43% of physicians are planning to:

- Retire (12%),
- Leave Manitoba (10%), or
- Reduce their clinical hours (22%).

This has decreased from last year, but it has still not improved over 2022.

Based on current intentions, Manitoba is at risk of losing 710 physicians to retirement and relocation over the next three years, up from 688 last year.

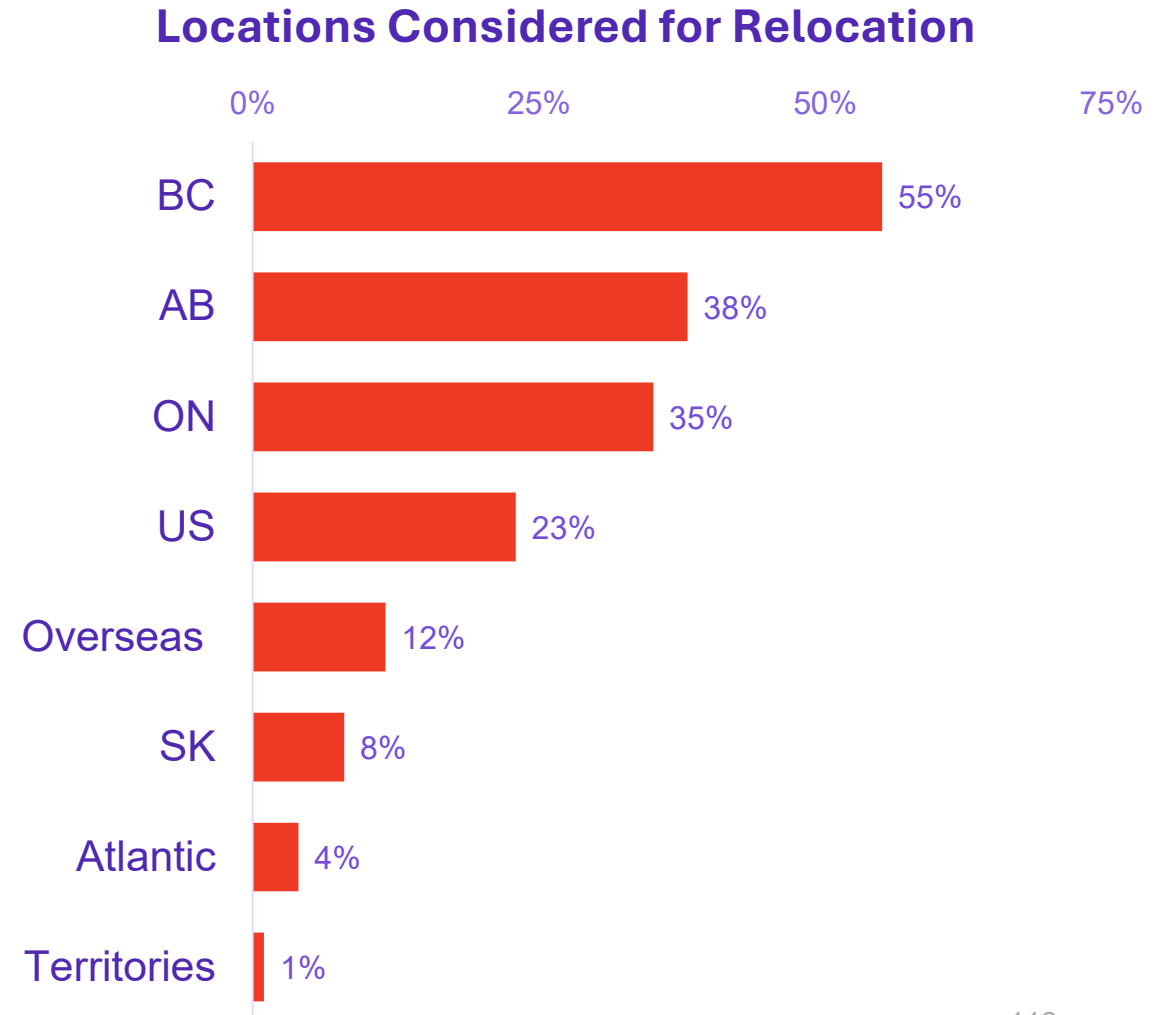


2022 n=1,294 2023 n=1,121 2024 n=1,145, 2025 n=1,198
Source: DRMB Member Survey

Where are physicians considering relocating?

10% of physicians are considering relocating to other jurisdictions, unchanged from last year.

The top jurisdictions considered include BC, Alberta and Ontario.



n=112
Source: DRMB Member Survey, 2025

Medical Student & Resident Practice Plans

This year, students and residents were asked if they plan to stay and practice in Manitoba after completing their education and residency.

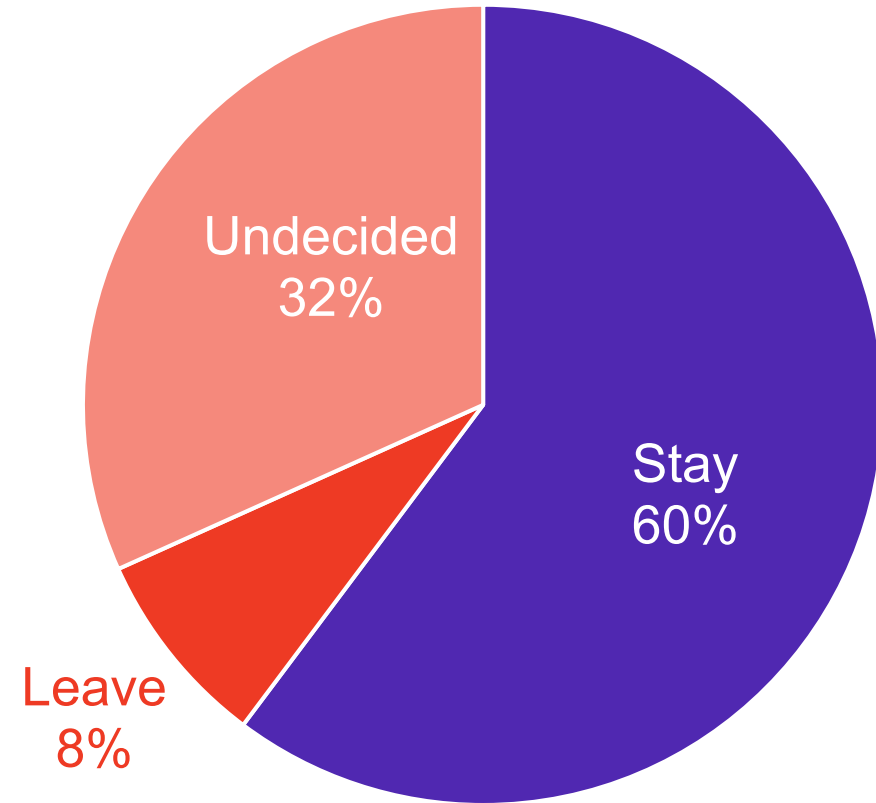
60% plan on staying, but 40% are planning or open to leaving Manitoba.

The top reasons students and residents cite for considering other provinces include:

- Frustration with system issues
- Excessive administrative burden
- Better recruitment incentives
- Not feeling valued

For some students and residents, their plans to relocate to another province are personal, such as family or spouse.

Medical Learner Practice Plans

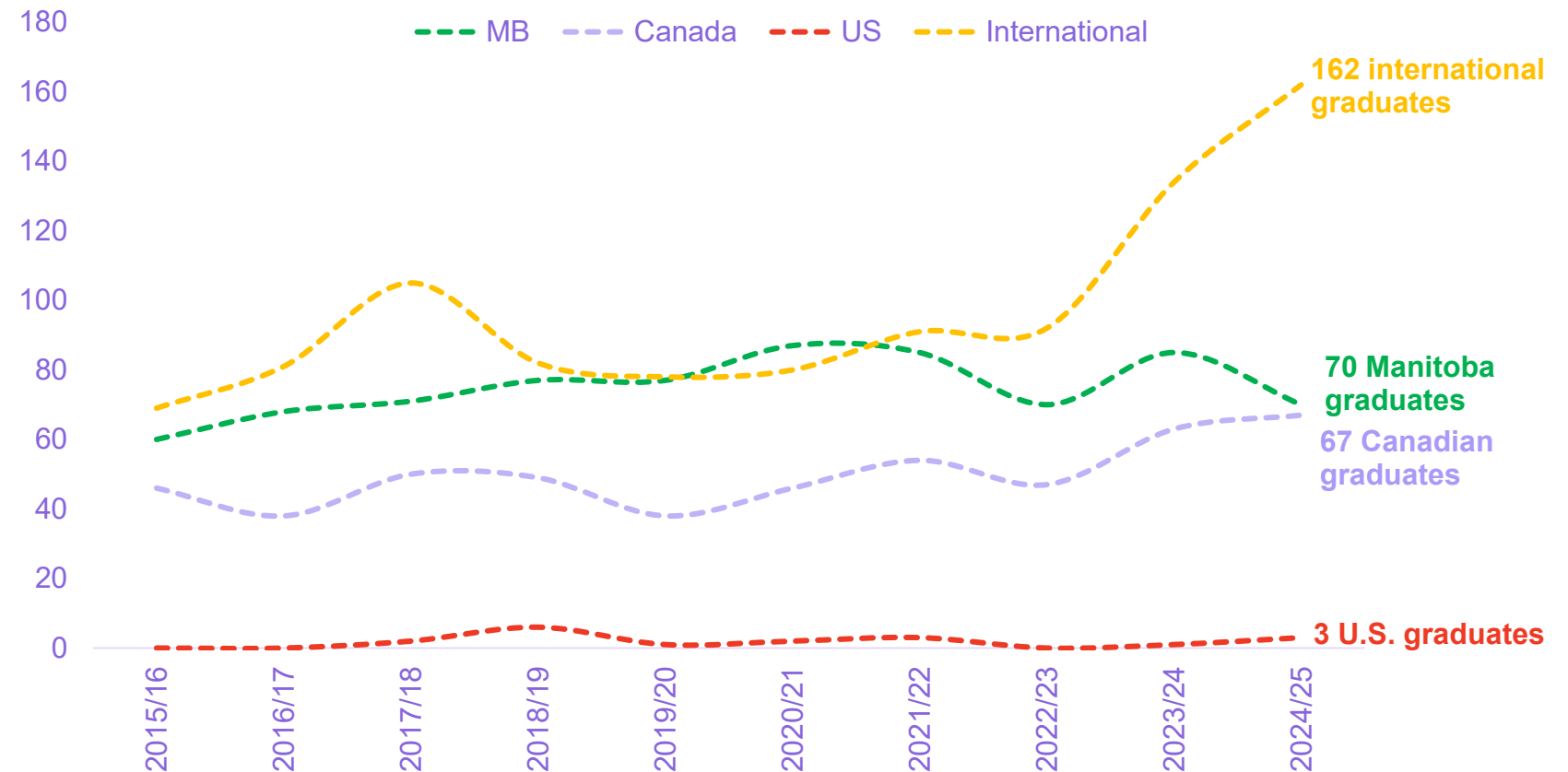


2025 n=182
Source: DRMB Member Survey

Where are new physicians coming from?

The record increase in physicians the last few years has really been driven by increases in out-of-province graduates.

The number of Manitoba graduates starting practice in Manitoba was 70 last year, declining from a record high of 87 in 2021.



Source: CPSM Annual Reports

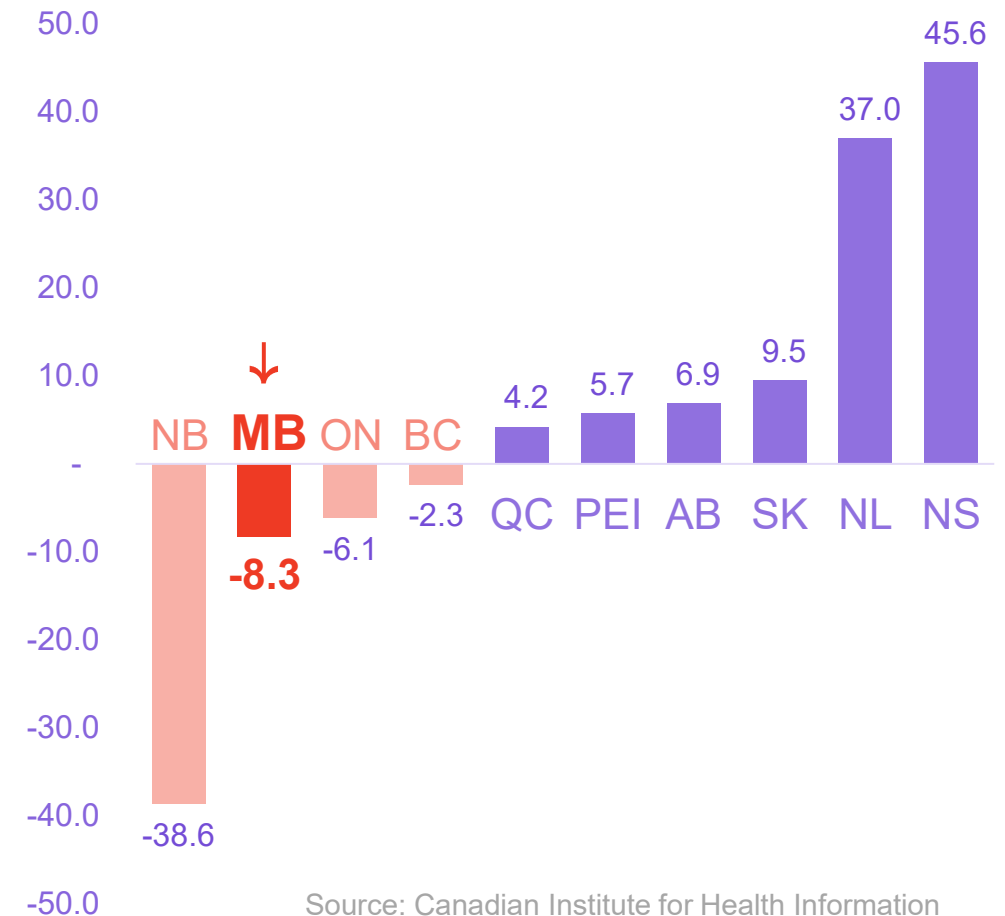
Net Interprovincial Migration

According to CIHI's monitoring, Manitoba was one of only four jurisdictions with a net loss of physicians to other provinces.

In 2024, Manitoba saw a net loss of 8.3 physicians per 1,000 to other provinces, the second worst performance of all provinces.

Net Interprovincial Doctor Migration

(Net increase/Decrease per 1,000 physicians)



Source: Canadian Institute for Health Information

What's Behind These Trends?

What is driving plans to leave or reduce practice?

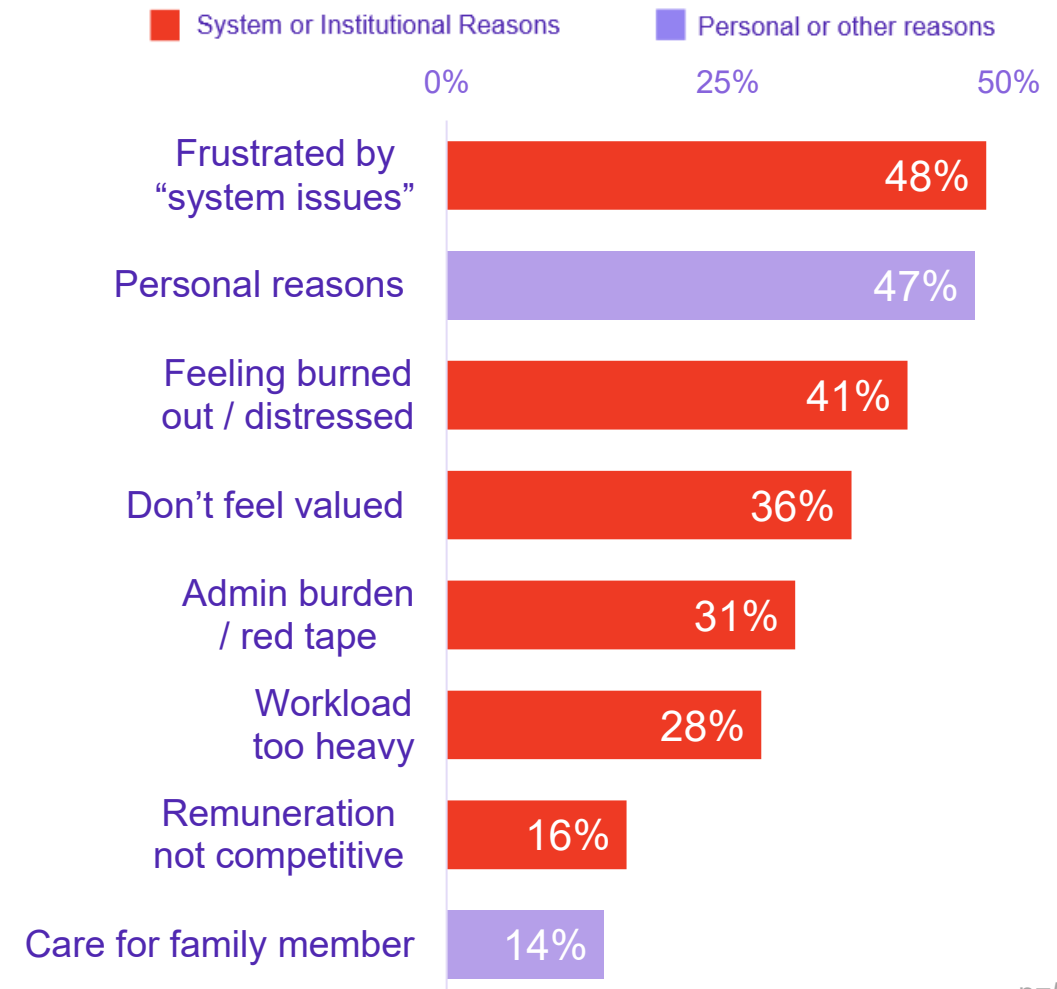
Many of the top reasons are not personal, but rather systemic or institutional causes, which are often preventable.

74% of physicians cited systemic or institutional issues as their reason for leaving or reducing their practice.

Notable improvements from previous years include:

- Burnout, feeling undervalued
- Administrative burden
- Workload

Top Reasons for Leaving/Reducing Practice



n=556

Source: DRMB Member Survey, 2025

Physician Burnout & Distress

56% of physicians are experiencing distress and 48% are experiencing burnout. While there was steady improvement after the peak of the pandemic, rates deteriorated slightly this year.

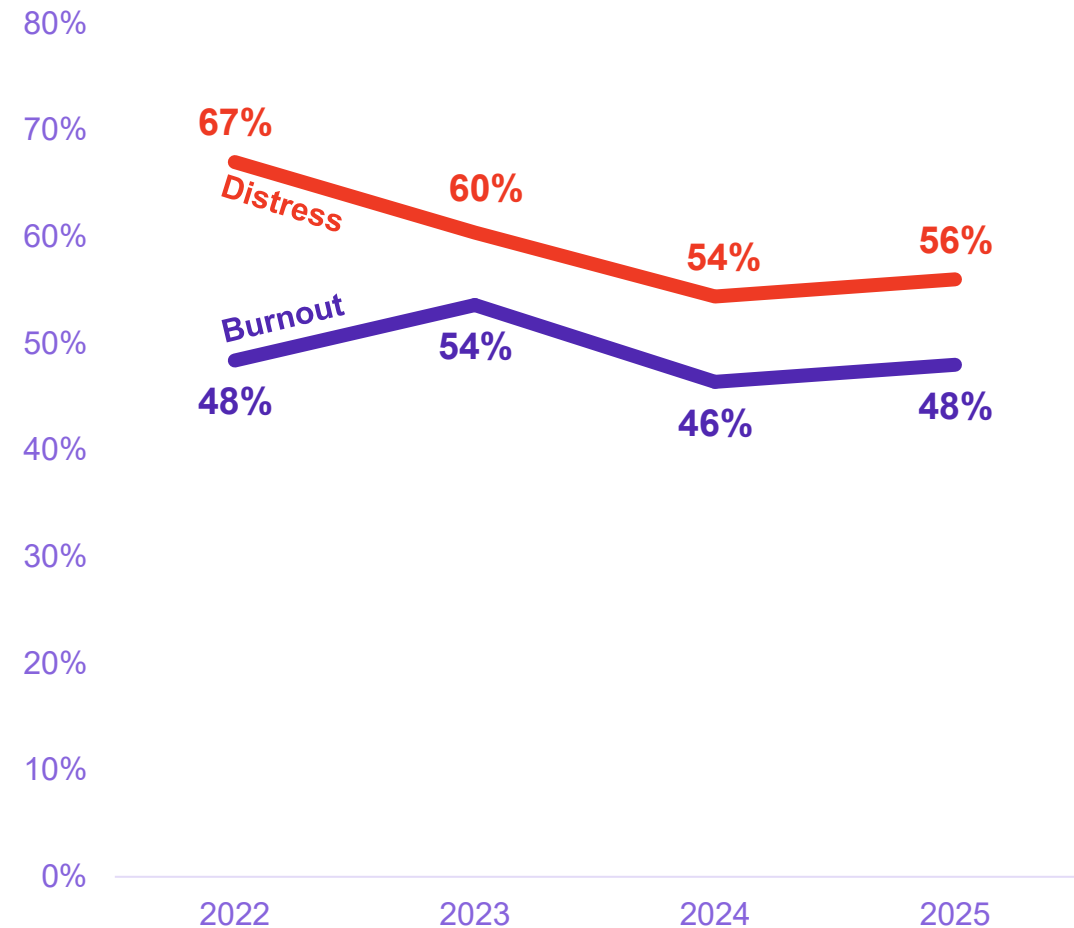
Burnout is an occupational syndrome caused by prolonged workplace stress. It is a leading cause of physicians reducing or leaving practice in Manitoba.

Physicians experiencing distress or burnout are 3 times more likely to have plans to move their practice out of Manitoba than those planning to continue their practice here.

High level of burnout was measured using the Maslach Burnout Inventory (MBI) two-item scale.

Moral distress was measured using a single item question, aligned with the Canadian Medical Association's Physician Health Survey.

Distress and Burnout



n=1,416

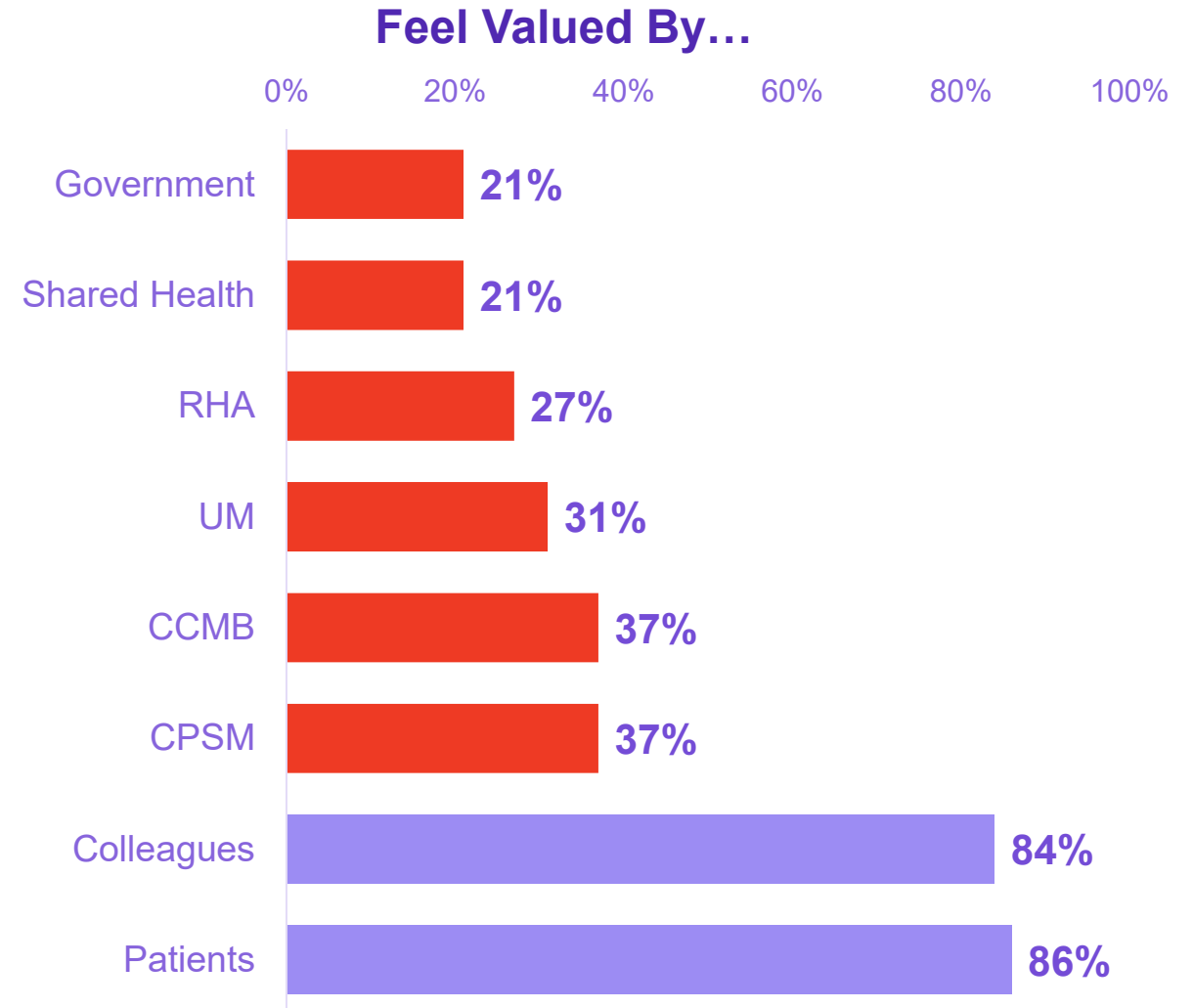
Source: DRMB Member Survey, 2025

Feeling Valued by Health System

Most physicians do not feel valued by “the system”, including Shared Health, their RHA, or the provincial government.

Physicians who don’t feel valued by government, Shared Health or their RHA are 4 times more likely to have plans to move their practice out of Manitoba than those continuing their practice here.

Most physicians feel valued by their colleagues and their patients.



Manitoba n=1,248
Source: DRMB Physician Survey, 2025

Views on Professional Fulfillment

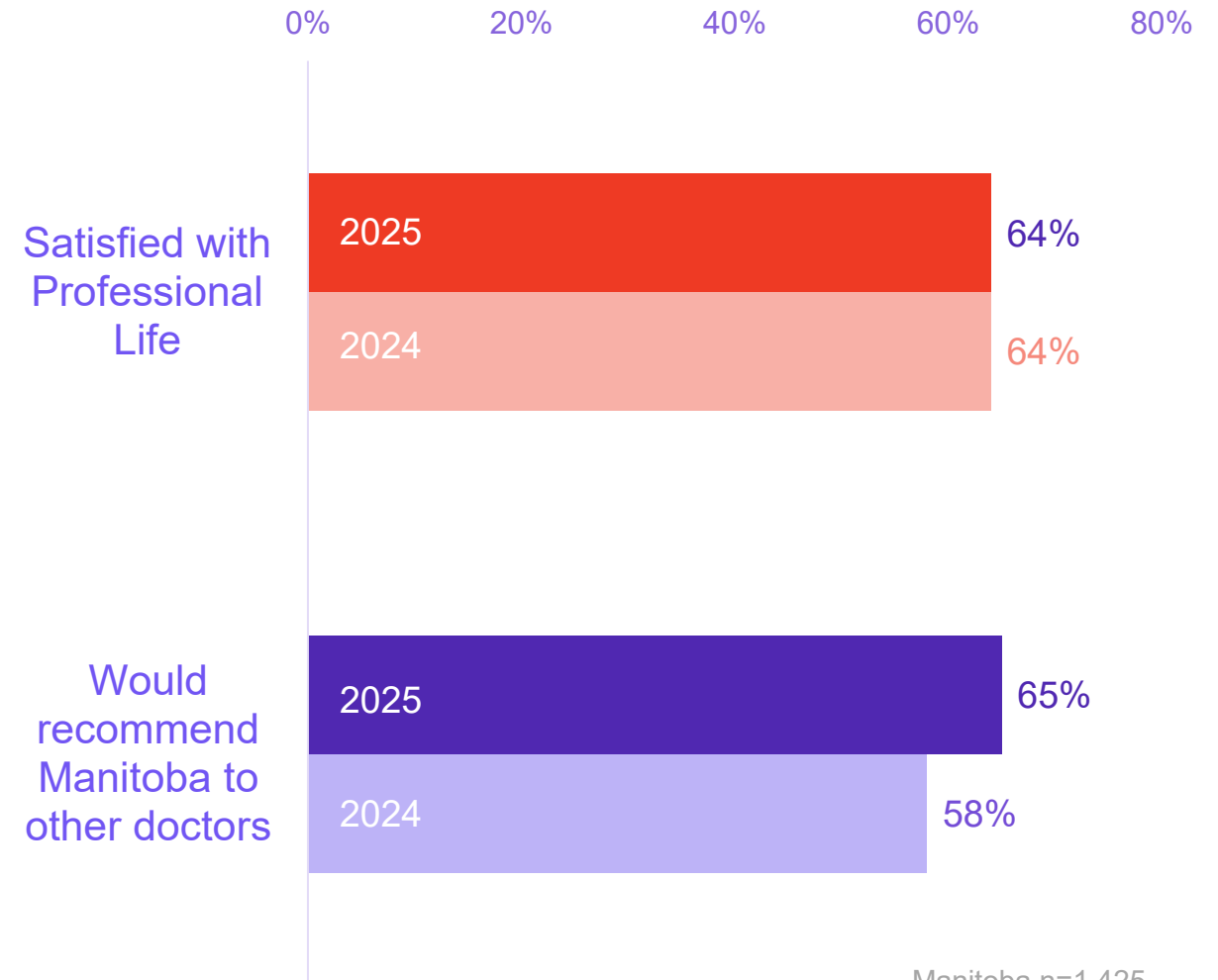
Physicians' views on professional fulfillment have improved over the previous year:

- 64% of physicians are satisfied with their professional life, up from 64% last year.
- 65% of physician would recommend Manitoba as a place to practice medicine, up from 58% last year.

While these indicators are improving, they are still at concerning levels.

Physicians who aren't satisfied with their professional life are 11 times more likely to have plans to move their practice out of Manitoba than those continuing their practice here.

Views on Professional Practice



Manitoba n=1,425
Source: DRMB Physician Survey, 2025

Views on Physician Engagement

Generally, only a quarter to a third of physicians agree with topics suggesting the health system is effective at engaging front line physicians and prioritizing their feedback.

Physicians are 2 to 3 more times as likely to have plans to move their practice out of Manitoba if they aren't engaged in these ways by the health system, or don't have the equipment and facilities they need for patient care.

9% of physicians say engagement has improved in the last year, while 29% say it has worsened.



Manitoba n=1,437

Source: DRMB Physician Survey, 2025

Improving Physician Retention

Several steps are already underway to improve physician retention in Manitoba:

- New [services to support early career physicians](#) to succeed in Manitoba.
- Continued recruitment efforts which help to reduce workload pressures on existing physicians.
- A [Physician Services Agreement finalized](#) in 2023 with improved and innovative models of funding for family physicians and many specialty groups.
- Expanded [peer support](#) and physician health supports.

However, more needs to be done, including:

- Improving physician consultation and engagement, especially about changes or issues affecting their day-to-day work such as new/updated electronic records, or changes or new clinical services.
- Continued focus on reducing administrative burdens.
- Expanding team-based care, specifically prioritizing action under the government's commitment to add 250 health providers to physician practices.
- Invest in the facilities and equipment physicians need to care for patients, including in hospitals and in community practices.

Sources

This report draws on several resources, including:

- Annual Physician Survey, Doctors Manitoba (2025). The survey included responses from 1,318 fully licensed physicians in Manitoba, a 38% response rate. This is equivalent to a +/- 2% margin of error, 19 times out of 20.
- Physicians in Canada reports, Canadian Institute for Health Information (2024)
- Annual Reports, College of Physicians and Surgeons of Manitoba (2024/25)
- National Physician Health Survey, Canadian Medical Association (2025)
- Doctors Per Capita, OECD Data Explorer (2025)
- Prescription to Improve Health Care, Doctors Manitoba (2023)
- Physician Recruitment and Retention Recommendations from the Rural & Northern Health Summit, Doctors Manitoba and the Manitoba Chambers of Commerce (2022)

Additional analysis can be requested by contacting Doctors Manitoba at general@doctorsmanitoba.ca.

