Physicians in Manitoba (2023)
Overview

This report offers a summary of physician resources in Manitoba. This includes:

• The current state and trends of physicians in Manitoba.
• Comparisons to other provinces.
• Physician burnout, mistreatment, and health indicators.
• Projections for physician retirement, relocation and reduction in hours.

The report is produced to support health human resource planning as well as physician retention and recruitment initiatives.

The report draws on several resources, including:

• Physicians in Canada reports, Canadian Institute for Health Information (2022)
• Annual Reports, College of Physicians and Surgeons of Manitoba (2022-23)
• Annual Physician Survey, Doctors Manitoba (2023)
• National Physician Health Survey, Canadian Medical Association (2022)
• Doctors Per Capita, OECD Data (2023)

Additional analysis can be requested by contacting Doctors Manitoba at general@doctorsmanitoba.ca.
Physician Resources
Current State and Trends
Summary

The number of physicians in Manitoba continues to grow each year, and yet Manitoba has one of the biggest shortages of physicians in Canada.

3,201
Number of physicians in Manitoba
Source: CPSM Annual Report

215
Physicians Per 100,000 residents in Manitoba
(Source: CIHI Report)

445
The number of additional physicians needed to reach the Canadian average for physicians per capita.
Population increasing faster than physicians

The number of physicians has increased each year, however it has not kept up with population growth.

Five-Year Trend (2018 - 2022)
The number of physicians per 100,000 residents has decreased in Manitoba, from 216 to 215.
The population grew by 4.2% over the last five years, but the supply of physicians only increased by 3.9%.

20-Year Trend (2003 - 2022)
The number of physicians in Manitoba per 100,000 residents grew by 21% over 20 years, which is the lowest of all provinces and well below the national average of a 38% increase.
Overall, Manitoba has the 2nd lowest number of physicians per capita in Canada.

Manitoba has 215 physicians per 100,000 residents, which has decreased over the previous five years.

In contrast, the national average is 247 physicians per 100,000 residents, which has increased over the last five years.

It would take 445 more physicians to reach the national average, and 781 more to become the best in Canada.

Source: Canadian Institute for Health Information
OECD Average: 369 physicians per 100,000 residents. Canada ranks 6th lowest out of 31 nations monitored. Manitoba has fewer physicians per capita than all nations monitored.
Manitoba’s rank on physicians per capita has declined over the last two decades, from fourth highest to second lowest.
Family Physicians
Updated to 2022 (CIHI)

With 111 Family Physicians per 100,000 residents, Manitoba has the lowest number per capita in Canada.

It would take 175 more family physicians to reach the national average of 124 per 100,000 residents.

Source: Canadian Institute for Health Information
Specialists
Updated to 2022 (CIHI)

With 104 Specialists per 100,000 residents, Manitoba has the third lowest number per capita in Canada.

It would take 270 more specialist physicians to reach the national average of 123 per 100,000 residents.

Source: Canadian Institute for Health Information
Where are new physicians coming from?

According to CPSM, the number of new physicians registering is increasing gradually over time, driven primarily by increases from Manitoba graduates and those trained internationally. However, new physicians trained in other provinces in Canada and from the United States appear flat over the same period.

Source: CPSM Annual Report
Looking Ahead
Practice Intentions
Next Three Years

In the next three years, 51% of physicians are planning to:

• Retire,
• Leave Manitoba, or
• Reduce their clinical hours.

This has increased from 43% in 2022.

Source: DRMB Member Survey
Where are physicians considering relocating?

14% of physicians are considering relocating to other jurisdictions.

The top jurisdictions being considered include BC, Ontario and Alberta.

Source: DRMB Member Survey, 2023
Projecting Retirements
Based on physician self-report on planned age of retirement.

Physician Retirement Forecast

Source: CPSM for 2018-2021 actuals, DRMB Survey for estimates 2022+

Physicians were asked in the DRMB survey at what age they plan to retire. This was used to calculate year of retirement based on their age.
What’s Behind These Trends?
What is driving plans to leave or reduce practice?

Many of the top reasons are not personal, but rather they are systemic organizational causes.

Systemic/organizational causes are often modifiable.

78% of physicians cited systemic or institutional issues as their reason for leaving or reducing their practice.

Top Reasons for Leaving/Reducing Practice

- Frustrated by “system issues” - 56%
- Feeling burned out / distressed - 48%
- Don’t feel valued - 47%
- Admin burden / red tape - 40%
- Workload too heavy - 34%
- Remuneration not competitive - 25%
- Care for family member - 18%

0% 25% 50%

Source: DRMB Member Survey, 2023

n=574
Physician Burnout & Distress

Two thirds of physicians have experienced moral distress in their work during the pandemic, always, very often or sometimes. This is significantly higher than the rate among physicians across Canada, as reported by the Canadian Medical Association.

Over half (55%) of physicians are experiencing symptoms of burnout. This is slightly higher than the national average, and much higher than the pre-pandemic Canadian baseline of 31%.

For both the CMA and Doctors Manitoba Physician Surveys:
- High level of burnout was measured using the Maslach Burnout Inventory (MBI) two-item scale.
- Moral distress was measured using a single item question.
Feeling Valued by System

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Manitoba n=1,121
Source: DRMB Physician Survey, 2023
Views on Health System Support

Only 29% of physicians agree that their workplace culture is generally positive.

Only 17% agree the health system is responsive to physician concerns.

Manitoba n=1,121
Source: DRMB Physician Survey, 2023
What is driving plans to leave or reduce practice?

Physicians are more likely to have plans to retire, leave Manitoba or reduce their hours if they are:

- Experiencing burnout or distress
- Feeling undervalued by the health system
- Feel health system is not a positive work environment
- Feel health system is not responsive to physician concerns

Engagement and Plans to Leave/Retire/Reduce

<table>
<thead>
<tr>
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<th>Yes</th>
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<tbody>
<tr>
<td>Burnout</td>
<td>61%</td>
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<td>Distress</td>
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<td>57%</td>
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<td>Valued by Gov</td>
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<td>Valued by SH</td>
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<td>Health system responsive to MD concerns</td>
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<td>22%</td>
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</table>

n=1,121
Source: DRMB Member Survey, 2023