

December 18, 2023

To: PGY-4-6 residents in Manitoba, Manitoba psychiatrists, Applicants from out of province

From:

Jim Simm MD, Chief Provincial Psychiatrist
Jitender Sareen MD, Department Head, Psychiatry
Provincial Psychiatry Council

Re: Manitoba Psychiatry Top-Up agreements – Pilot

We are excited to tell you about a new opportunity. As of April 1 2023, Manitoba Health has approved a new Top-up agreement program to assist recruitment of psychiatrists. This program will be piloted for three years and based on the impact and evaluation; it will be considered for ongoing funding.

- Proposed eligibility criteria - one of three entry pathways:
 1. PGY4-6 psychiatry residents from the University of Manitoba who have:
 - a. completed at least a 3-month elective during their training at the site that they would like to engage in a Top-up agreement;
OR,
 - b. As determined in consultation with the Psychiatry Provincial Medical Specialty Lead, Medical Director of the respective regional health authority, the Psychiatry Residency Director and the CPP
 2. Psychiatrists working less than 40% in the hospital and community system/annually in Manitoba during the previous 5 years
 3. Psychiatrists from outside Manitoba who are certified and in good standing with the College.
- NOTE: regardless of the entry pathway, all psychiatrists must commit to working:
 - At least 90% of their work in the health system with acute care work (i.e., private practice) limited to 10% of their time during working hours;
OR,
 - Be willing to commit to working at least 90% of their work in the community health system in an underserved area of the province, as determined in consultation with the Psychiatry Provincial Medical Specialty Lead, Medical Director of the respective regional health authority, the Psychiatry Program Director and the CPP.
- **A competitive application process will be implemented. There are limited number of positions available for this new Top-up agreement program.**
- A selection committee comprised of the Psychiatry Provincial Medical Specialty Lead, Medical Director and psychiatric lead of the respective regional health authority, the Psychiatry Program Director and the Chief Provincial Psychiatrist will review and approve the applicants; and will be responsible for implementing and evaluating the Psychiatry Recruitment Top-up payments. This committee will review final decisions with the Chief Medical Officers of the Service Delivery organizations and Chief Medical Officer of Shared Health.
- Top-up payments will be made monthly over the 2-year period of service provision.
- Itinerant models of covering rural/remote regions would be considered.

- For example, if psychiatrist provided 3 months of in-person coverage per year to a remote region (the Top-up could be pro-rated).
The incentives are structured to be highest for remote work and rural work

**Applicants can submit a cover letter and cv to Jsareen@hsc.mb.ca; jsimm@gov.mb.ca .
The second competition will have a deadline of April 15, 2024.**

Table of Underserviced Region Payment rates to be paid to New System Based Psychiatrists based on region where they provide full time Services (1760 hours minimum per annum)*:

Region	Year 1/psych	Year 2/psych	Cost/psych
Northern Health Region	125000	125000	250000
Prairie Mountain Health	62500	62500	125000
Southern Health-Sante-de-Sud	62500	62500	125000
Interlake Regional Health Authority	62500	62500	125000
SMHC	62500	62500	125000
Winnipeg (HSC/VGH/SBH/ Community/MATC)	31250	31250	62500

*This table represents the maximum Underserviced Region Payment Rate available to be paid for full time Services provided by a New System Based Psychiatrist; the Underserviced Region Payment will be prorated based on part time Service.

Note this includes the funding that currently is provided (i.e. not in addition to the current 1 year return of service). [Eg. In Winnipeg sites, a psychiatrist receives \$15,000 for one year of TOP UP (non-competitive process).