



Emergency Department Physician Opportunities

Four Counties Health Services (FCHS) | Middlesex Hospital Alliance

The Middlesex Hospital Alliance (MHA) is seeking **Emergency Department Physicians** to join the team at **Four Counties Health Services (FCHS)** in Newbury, Ontario.

Located approximately **45-60 minutes from London** and within easy driving distance of Chatham, Sarnia and St. Thomas, FCHS offers physicians the opportunity to practice rural emergency medicine in a supportive, collegial environment while maintaining close access to specialty services through Strathroy Middlesex General Hospital (SMGH). FCHS serves approximately **23,000 residents** across Lambton, Kent, Middlesex and Elgin Counties and is committed to providing exceptional care close to home.

Whether you are an experienced emergency physician or a new graduate looking for mentorship, we offer a flexible practice, competitive compensation and an outstanding recruitment and retention package.

About Four Counties Health Services

- 24/7 Emergency Department
- Approximately **13,000 Emergency Department visits annually**
- 12-bed Emergency Department
- 14-bed inpatient medical unit
- Two physician shifts per day:
 - 0800–1800
 - 1800–0800
- Surgical and internal medicine consultation with physicians at Strathroy Middlesex General Hospital with ability to transfer patients needing higher level of care or surgical management

Diagnostic & Clinical Support

Physicians have access to:

- Specialist consultation through SMGH
- X-ray:
 - Weekdays: 8:00 a.m. – 6:00 p.m.
 - Weekends: 10:00 a.m. – 6:00 p.m.
 - And by call-in
- Ultrasound available weekdays and on weekends at Strathroy as needed
- Access to CT and MRI at SMGH
- Surgical coverage includes
 - General surgery including endoscopy
 - Orthopedic surgery
 - Plastic surgery
 - Otolaryngology
 - Ophthalmology

Compensation

Hourly Rates

Shift	Weekday	Friday Night / Weekend
Day (0800–1800)	\$200/hour	\$220/hour
Night (1800–0800)	\$210/hour	\$230/hour

Additional compensation includes:

- Premium rates for holidays and summer weekends
- Second on-call stipend:
 - **\$100 per shift**
 - **\$14.15/hour**
- Shadow billing: **10%**
- 100% physician billings retained for:
 - WSIB
 - Out-of-province patients
 - Inpatient/floor consults

Recruitment & Retention Incentives

Return of Service Bonus

Eligible physicians may receive:

- **\$30,000 Return of Service bonus**
- **\$10,000 annually for three years**
- Funded through the Four Counties Health Services Foundation

Shift Commitment Bonus

Physicians completing **10 or more shifts per month** are eligible for an additional:

- **\$1,000 monthly commitment bonus**

Comprehensive Mentorship Program

We proudly offer one of the region's most robust emergency medicine mentorship programs for new graduates and physicians transitioning into rural emergency medicine.

Program Highlights

- **Up to 6 months of structured mentorship**
- Paid buddy shifts with experienced Emergency Physicians
- Opportunities at both FCHS and SMGH
- Progressive transition from supervised practice to independent shifts
- Dedicated physician mentor
- Chart and billing reviews
- Formal 3- and 6-month evaluations

Clinical Experience

Training includes exposure to:

- Rural emergency medicine
- Higher acuity emergency care at SMGH
- Airway management

Education Support

Funding available for required and recommended education, including:

- ACLS
- ATLS

- PALS
- NRP
- REMCIF education
- Optional casting and point-of-care ultrasound courses

A **\$1,000 education stipend** is available.

Mentorship Compensation

- Buddy shifts paid at **\$100/hour**
- Physicians retain all OHIP billings
- Solo shifts paid at regular departmental rates

Return of Service Incentive

Physicians participating in the mentorship program are eligible for a combined:

- **\$10,000/year** – Four Counties Health Services Foundation
- **\$10,000/year** – REMCIF funding

Total mentorship retention incentive:

\$20,000 per year for three years
(\$60,000 total)

Continuing Medical Education

We are committed to ongoing physician development through:

- Department UpToDate subscription
- Simulation training
- Morbidity & Mortality rounds for the combined Medical Staff of our two sites
- Joint educational sessions with SMGH as part of quarterly department meetings
- MHA wide monthly Grand Rounds

Physician Commitment

Full-time physicians participating in recruitment incentives commit to:

- Minimum **10 shifts per month**
- Minimum **8 shifts at Four Counties Health Services**

- Two weekend shifts per month
- One long weekend per holiday block
- Three-year Return of Service agreement with Middlesex Hospital Alliance

Why Join Middlesex Hospital Alliance?

As a full active member of the medical staff at the Middlesex Hospital Alliance, you'll enjoy the best of both worlds—a close-knit rural emergency department where your work has a meaningful impact, combined with access to the expertise, resources and specialist support of a larger hospital partner.

Our physicians value:

- Supportive and collaborative physician group
- Flexible scheduling
- Excellent work-life balance
- Competitive compensation
- Strong mentorship for new graduates
- Modern education opportunities
- Access to specialty consultation without sacrificing the benefits of rural practice

Whether you are beginning your emergency medicine career or looking for a rewarding rural practice, Four Counties Health Services offers an exceptional opportunity to build your career while making a meaningful difference in the lives of patients and their families.

Join us in delivering outstanding emergency care—close to home.