



# **North Bay Health Care Professional Relocation Guide**

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The North Bay Regional Health Centre has established strong working partnerships with various private sector partners and community organizations to support the physician recruitment and retention effort in North Bay.

**Our partners include:**  
 The Corporation of the City of North Bay,  
 RBC Royal Bank, Grant Thornton, and  
 LLP Lucenti, Orlando & Ellies Professional Corporation,

# North Bay

North Bay, Ontario is a caring community of energetic, high-spirited people. Festivals, attractions and a wide range of special event activities blend with the natural environment of the area. The combination of lush forests, spring-fed water and clean air creates a healthy environment for working, living, and raising a family. With a crime rate of less than 5% North Bay is truly a safe community. Friendly, well-planned neighborhoods and short commutes also make coming home a pleasure in North Bay.



## ENVIRONMENT

North Bay and area enjoy fresh air, abundant clean water, and plenty of green space for outdoor activities. Urban North Bay straddles a land bridge between the Ottawa River Watershed and that of the Great Lakes. On its eastern doorstep lies Trout Lake, the headwater of the Mattawa River and the source of the city's drinking water. Trout Lake, with a depth of 60 metres, is a cold-water fishery that holds the distinction of supplying some of the best quality drinking water in the province. To the west, Lake Nipissing is one of the warmest and largest lakes in the province with an average depth of 4.5 metres and a surface area spanning approximately 873.3 km<sup>2</sup>.

Located in the heart of the Nipissing region, North Bay offers four distinct seasons. With an average temperature fluctuation of 50 degrees between summer and winter months, the community provides vast recreation opportunities for all types of outdoor enthusiasts.

The high quality of life, partly as a result of the natural environment, is one of the main reasons why people choose to live in North Bay.

## EDUCATION

North Bay has educational services spanning from pre-school to post-secondary. With four individual school boards servicing the area, public, separate, as well as bilingual education options are available through the Near North District School Board, the Nipissing-Parry Sound Catholic District School Board, Conseil scolaire public du Nord-Est de l'Ontario and Conseil scolaire catholique Franco-Nord. Additional language training, literacy, and enrichment programs are available within the community.

Nipissing University provides undergraduate programs in Liberal Arts, Science, Business and undergraduate and graduate programs in Education. Nipissing University is a small university that strives to provide a collegial setting attentive to individuals.

Canadore College is diverse among three campuses – the Aviation Campus, Commerce Court, and the Education Centre which shares a stunning 720-acre wooded escarpment overlooking the City with Nipissing University. Canadore offers more than 80 full-time postsecondary programs, focused in our key academic sectors: Aviation, Health and Community Services, Culinary Arts, and Information and Communication Technology.

## THE ECONOMY

North Bay's economy is linked to its proximity to a wide range of resources, markets and transportation linkages. The needs of nearby mines, mills, and agricultural operations are served by the city's flourishing secondary industries.

The diversified economy is comprised of manufacturing, public administration, trade and commerce, transportation, communication and service industries. The available skilled work force, often educated at the local community colleges and university, is experienced and highly regarded.

Our industrial firms experience a high level of success because they have a diversified offering, produce highly engineered, high margin, low volume products for a global market. North Bay's key growth sectors include: Advanced Manufacturing, Aerospace, Alternative Energy, Health Sciences and Information Communication Technology

The City of North Bay is also committed to continued economic growth through an active support system for business and industry. A number of employment support agencies are available to assist individuals with a variety of job search and skill development needs.

## TRANSPORTATION & LOCATION

Traditionally considered the "Gateway to the North" North Bay is centrally located in the province of Ontario, Canada. We are only a 3.5 hours drive from both Toronto and Ottawa. Well serviced by air, rail, land, and telecom infrastructure, North Bay is a hub for transportation and communications.



**HIGHWAY:** North Bay is conveniently located at the cross roads of Highway 11 North/South and TransCanada Highway 17 east/west, only 330km/200 miles from both Ottawa and Toronto.

**AIR:** North Bay's Jack Garland Airport is the largest airport north of Toronto. Both Air Canada Jazz and Bearskin Airlines offer scheduled services with frequent flights between North Bay and Toronto, Ottawa, and centres in Northern Ontario.

**RAIL:** Ontario Northland Railway's passenger train service travels between Moosonee and Toronto, with scheduled stops in North Bay.

**BUS:** The North Bay terminal provides access to Ontario Northland Motor Coach Services, as well as Greyhound service. Services operate along the Highway 11, 17, and 69 corridors.

# LUCENTI, ORLANDO & ELLIES

PROFESSIONAL CORPORATION

BARRISTERS & SOLICITORS

Robert S. Lucenti, B.A., LL.B.  
Sandro Orlando, B.A., LL.B.  
M. Gregory Ellies, B.A., LL.B., C.S.\*  
Mark C. Lucenti, B.A., J.D.

## Who we are

Lucenti, Orlando & Ellies is a full-service legal firm located in North Bay, offering a broad range of legal services including those specific to medical and other professionals. Our firm has provided legal services in the region for over 60 years and our professionals are dedicated to providing exceptional service to our clients—no matter what their legal needs may be.

## Medical Corporations

We offer the following legal services for medical professionals:

- Incorporation of professional service corporations
- Corporate compliance
- Registration and support concerning compliance with relevant professional governing bodies and legislation

## Personal

We offer the following personal legal services:

- Wills and estates
- Litigation services
- Family law and real estate

## Contact us today

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Mark Lucenti, J.D. (left) and Sandro Orlando, LL.B.

\*Certified as a Specialist in Civil Litigation by the Law Society of Upper Canada.



## North Bay

### LIVING IN NORTH BAY

Situated between Lake Nipissing and Trout Lake, the City offers lakefront property in both urban and rural settings. The short distance between home and work allows more time to enjoy the wealth of parkland and leisure facilities. Residents enjoy low density living with all of the benefits of full urban services.

*The following two web links will provide you with additional information on real estate and housing opportunities in the City of North Bay and surrounding areas.*  
[www.mls.ca](http://www.mls.ca), [www.nbreb.com](http://www.nbreb.com)

### OUR PROUD HERITAGE, ARTS & CULTURE

North Bay is a community rich in arts, heritage and culture that prides itself on a diversified population and the ability to work with many organizations to meet the needs of our residents. Home to the largest theatre in northern Ontario, The Capitol Centre, North Bay boasts many opportunities to become involved in music and performing arts.

With seven galleries in the city, North Bay showcases many artists and their inspirational work. Some of our galleries are even dedicated to our local emerging and established artists showcasing both contemporary and antique collections. The eight area museums help to share North Bay and area's colourful history.

### RECREATION

The natural environment provides many opportunities for four season recreation. Sporting organizations provide seasonal opportunities for all age groups, including activities such as baseball, hockey, soccer, and ringette just to name a few.

North Bay offers cross country and down hill skiing within city limits, access to 3,400 km of groomed snowmobile trails, close proximity to eight golf courses, six marinas, 43 beaches, 74 park areas—including playgrounds and picnic shelters—in addition to various sports facilities.

Throughout the city, a complement of planned and unplanned trails and pathways can get you where you want to go while experiencing the local geography and nature at its best: or by way of 100 km of a paved trail system called the Kate Pace Way and the Kinsmen Trail.

If you enjoy the spectator aspects of a sporting event you can check out a few community teams including the Skyhawks, an NOJHL team; the Nipissing University Lakers, an OUA team; or the North Bay Bulldogs, who are part of the Northern Football conference. With year-round access to many of our arenas, it is clear they are multi-purpose buildings: in the winter, the ice surfaces are used for skating, hockey, and ringette and in the summer months the arena floors not maintained as ice surfaces become home to many craft and trade shows, concerts, fundraising events, and team sports.

*This information and more can be found on the City of North Bay's website at: [www.cityofnorthbay.ca](http://www.cityofnorthbay.ca)*



## Our Hospital, The Heart of Our Community

A hospital is often the heart of its community, and certainly that is true of the North Bay Regional Health Centre (NBRHC) and its predecessors, which have served the families of North Bay, its surrounding district and the northeast region for over 100 years.

NBRHC is a new state-of-the-art health centre providing district acute care services to North Bay and surrounding communities (approx. 130,000 pop.) and specialized mental health services to all of northeastern Ontario—mostly through referral from five acute care hospitals in the region (Sudbury, Sault Ste. Marie, Timmins and North Bay—approx. 500,000 pop.) and through the courts.

### DISTRICT HOSPITAL

The District Hospital provides acute care services to North Bay and its surrounding communities. It works closely with smaller community hospitals in the area—Mattawa, Temiscaming and West Nipissing General Hospitals—and provides specialist services to the area. It is one of four major hospitals serving northeast Ontario, the others being Sault Area Hospital, Timmins and District Hospital and the Hôpital régional Sudbury Regional Hospital (HRSRH). HRSRH also serves as the regional service provider for all of northeast Ontario and provides specialist services in Cardiology, Trauma and Cancer Care Ontario services.

### REGIONAL MENTAL HEALTH

Through its Regional Mental Health (RMH) programs NBRHC is the largest mental health service provider in northeastern Ontario. It has inpatient services in North Bay and Sudbury. North Bay consists of 113 adult inpatient beds while Kirkwood Place in Sudbury has six children's mental health beds and 31 regional adult specialized mental health beds. Regional outreach services are also provided.

Based on a recovery philosophy of care, the RMH programs work with other service providers, patients and their families in the design and implementation of care. Programs include specialized adult mental health, senior's mental health, forensic psychiatry, outreach programs and a regional children's psychiatric service.



## ONE KIDS PLACE

One Kids Place is a Children's Treatment Centre that provides rehabilitation services to children and youth from birth to 19 years of age with communication, developmental or physical disabilities/delays living in the districts of Muskoka, Nipissing and Parry Sound.

For more information please visit our website at [www.onekidsplace.ca/english/home.html](http://www.onekidsplace.ca/english/home.html)



## RBC DOMINION SECURITIES



**Leslie Burn**  
Investment Advisor

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RBC Dominion Securities  
357 Ferguson Street  
North Bay ON

"I have worked closely with many successful health care professionals and can appreciate the challenges of staying on top of your business and personal finances. By accessing the vast resources of RBC on each client's behalf, I frequently work with insurance, estate planning, leasing, cash management and commercial mortgage specialists to create the right customized solution for each client."

### Professional wealth management services for medical professionals

Leslie Burn is an Investment Advisor with RBC Dominion Securities. She offers personalized advice and wealth management solutions to meet the unique needs of health care professionals,

Recognizing the demands of your industry, Leslie works to ensure that all aspects of your financial relationship with RBC are as efficient and convenient as possible. By taking the time to get to know you and understand your specific financial needs, Leslie is able to offer personal service and highly customized solutions.

With 15 years of financial industry experience, including 10 years at RBC as a Financial Planner for Health Care Professionals, Leslie has acquired extensive knowledge of the health care industry, as well as the products and services ideally suited to address your sophisticated financial needs.

As the health care industry continues to evolve, Leslie is committed to helping you develop a plan that evolves right along with your business. As your needs become more sophisticated, she draws on her experience and vast network of RBC partners to deliver financial solutions and advice that are right for you.

*Professional Wealth Management Since 1901*



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# North Bay Regional Health Centre Medical Staff

Emergency Physicians (GP)	
Full-Time	5
Part-Time	4

Paediatricians	
Full-Time	5

Obstetrics & Gynaecology	
Full-Time	4
Midwives	3
Locum	1

Medicine	
Internists/ Gastroenterologist	2
General Internist	3
Pathologists	4
Dermatologist	1
Radiologists	3
Nephrologists/General Internists	2

Surgery	
Anaesthetists	8
Urologists	2
Orthopaedics	5
General Surgery	5
Otolaryngologists	2
Ophthalmology	3
Maxillo-dental Surgeon	1

Mental Health and Addictions	
District Psychiatrists	5
Regional Psychiatrists	17
General Practitioners for Mental Health	7
Addictions Specialist	1

General Practitioners	
Full-Time	36
Part-Time	3
General Physicians without hospital privileges	5
Military General Practitioners	3

## North Bay Regional Health Centre

### OUR SERVICES

The North Bay Regional Health Centre offers our patients a vast array of medical services including all specialties—with the exception of neurology, cardiology and plastics. Working as a cohesive unit within the hospital, all services contribute to the high quality of care that the hospital prides itself on. The collegiality among our physicians, health care professionals and staff makes for a very satisfying working atmosphere.





The North Bay community is home to 36 full-time and three part-time **general practitioners**. The majority of our General Practitioners belong to a Family Health Team, Family Health Network or Family Health Group. Five GP's have solo practices within the community and an additional three GP's work at our Military Base. The North Bay Regional Health Centre offers numerous opportunities for our physicians. Most of our General Practitioners are privileged at the hospital, giving them the opportunity to work outside of their offices. Being privileged at the hospital also gives the physicians the opportunity to look after their own patients as we do not have a hospitalist program. Opportunities also exist in Nursing Homes, Mental Health, Correctional Facilities, Emergency Room and Surgical Assisting.

Our **emergency department** is home to five full-time and four part-time physicians. All full-time physicians work approximately four shifts per week. The department sees approximately 150 visits per day, which translates to an average of 55,000 visits each year. The department is busy, as we serve the city's population of approximately 54,000 as well as provide district referral services to a catchment area of 129,000. Our ER physicians work exceptionally well together and are recognized for their cohesiveness.

The **internal medicine** department is made up of four General Internists, two General Internists/Nephrologists and two Gastroenterologist. Although we do not have Cardiology services, we do have a very strong relationship with Cardiology in nearby Sudbury, where we transfer patients that require urgent cardiac care. All patients who require acute cardiac care are admitted under Internal Medicine and Thromboysis and Acute Mi's. Acute CVA's are performed by the ER physicians who then write orders for the CCU, where they are followed by our Internal

Medicine Specialists. Our internists also read ECHOS and perform MIBI stress testing.

The **radiology** service is made up of three full-time radiologist with an additional member coming to join the team in July 2012. Our radiologists read all diagnostic imaging at the North Bay Regional Health Centre. As a department they are responsible for a full range of general radiographic exams plus fluoroscopic exams including: barium studies, special procedures (such as lung and liver biopsies), joint injections, nephrostomy tube placements and abscess drainage procedures. Our radiologists work with a 64 slice CT scanner and are proud to offer the best wait times for access in the province. All Coronary Angioplasties patients are referred to Sudbury. We also offer nuclear medicine services with a full range of studies including Cardiac Stress MIBI. Finally, our radiologists work with the Approved Breast Screening Centre for mammography and have access to four ultrasound rooms, allowing them to provide abdominal, obstetrical and pelvic ultrasounds as well as Breast, MSK and Doppler for carotid and veno-occlusive disease. As of spring 2011 North Bay Regional Health Centre is operating a state-of-the-art Toshiba MRI unit. This leading edge technology allows sophisticated exams to be performed rapidly and accurately on patients within our district

The service of **pathology** and Laboratory Medicine at the North Bay Regional Health Centre provides comprehensive general pathology services to the North Bay and District Hospital, and consultative and directorship services to smaller hospitals in northeastern Ontario. The practice of the four full-time pathologists covers the disciplines of surgical pathology, cytology, transfusion medicine, hematology, biochemistry, and microbiology and autopsy pathology. The group is cohesive and has excellent working relationships with various clinical services.



## OUR SERVICES

There are currently twenty-two **psychiatrists** working between the District and Regional Mental Health Services at the North Bay Regional Health Centre, and our programs offer varying opportunities for our psychiatrists. The District Psychiatrists deal in acute care psychiatric care, community outpatient, Assertive Community Treatment teams {2} and ER Crisis. The Regional programs psychiatrists are given the opportunity to work in the following specialties: general adult inpatient and community services, assertive community treatment, child psychiatry, senior's mental health care, developmental disability, psychiatric rehabilitation and forensic psychiatry.

North Bay currently has one **dermatologist** who has been with us since 2001. The dermatologist has privileges at the hospital but most of his work is done within his clinic. The dermatologist continually engages in clinical trials in the areas he treats including: psoriasis, psoriatic arthritis, eczema, nail fungus, skin cancer, seborrhea and acne.

Service of **anesthesia** currently consists of eight physicians who provide coverage in the Operating Rooms, Critical Care Unit, Ophthalmology, Endoscopy and Pre-Admission Clinic. In the CCU our

anesthetists are the Most Responsible Physician (MRP) for all ventilated patients. When the anesthetists work in the OR they currently rotate among six operating rooms in addition to Endoscopy and Ophthalmology suites.

The **general surgery** service at the North Bay Regional Health Centre currently consists of five general surgeons. The service of General Surgery provides a broad scope of coverage, doing virtually all procedures that a community hospital would be expected to provide, but we no longer have vascular or thoracic coverage at our facility. Our General Surgeons share their time at their clinic, operating rooms, endoscopy suites and the Ambulatory Care Unit and currently rotate on a one in four call schedule.

The **obstetrics/gynecology** department at our hospital is made up of four physicians and three midwives. North Bay has an average of 900 births/year and we have been designated as a Level III prenatal facility. Our current birthing unit has eight beds and includes CAT scan, gynecological laser as well as the capability for laparoscopic-assisted vaginal hysterectomy.

There are currently three **ophthalmologists** working in our city. The ophthalmologists take care of areas such as glaucoma, cataracts and

diabetics. All of our ophthalmologists are privileged at the North Bay Regional health Centre and spend one to two days per week in surgery where they have access to laser and lids clinics as needed. The ophthalmologists also all run their own clinics and service patients in our regional area extending north to James Bay, east to Mattawa, south to Burks Falls and west to Sturgeon Falls.

We have a team of five **orthopaedic surgeons**. These surgeons share their time between their offices, the operating room, Orthopaedic Clinic and sharing of the on-call schedule. Each orthopaedic surgeon has their own specialty and some of the procedures include: arthroscopy of knee/ankle, carpal tunnel release, modified Mitchell procedure and/or lateral release, open reduction and internal fixation, removal of hardware/plate and screws, revision of totalknee/hipreplacementarthroplasty, rotator cuff repair, tarsal tunnel release, totalknee/hipreplacementarthroplasty, trigger syndrome release, ulnar release and possible transposition. All of these procedures take place during the surgeon's assigned operating day. Each of our surgeons has an assigned day in the Orthopaedic Clinic, where patients are seen for consultations, procedures and post-operative assessments. Some of the procedures that take place in the clinic are injections, removal of



screws, removal of sutures, and removal of casts and review of x-rays. The call schedule for our physicians currently works on a weekly basis, where each physician is on call for one week at a time and this continues throughout their rotation with everyone working 1 in 4.

All **otolaryngology** consults are handled by the two otolaryngologists practicing in North Bay. They share their time between their clinic, surgery and the Ambulatory Care Unit. The North Bay Regional Health Centre provides both adult and paediatric otolaryngology, rhinology and sinus, otology, head and neck services. We have the xomed handmarx image guided surgery system for endoscopic sinus surgery.

There are 2 full-time **urologists** in North Bay. They perform surgeries related to the male and female genital urinary system for benign and malignant diseases. The urologists spend their time in the operating room twice a week, outpatient cystoscopy clinics twice a week, and the remainder of the time in their offices. During office time, our urologists do minor procedures, office consultations and prostate ultrasounds

The **paediatric** department consists of five Paediatricians working a combination of office practice and hospital call, which consists of covering the NICU and Paediatric inpatients. During the office time the Paediatricians see outpatient consults and follow up patients dealing with a variety of medical, psychological, developmental and social issues. The office days also include attendance at school meetings, liaising with CAS, IKP and other community organizations for our patients, teaching many medical students and residents and participation in the curriculum development for the Paediatrics residency program through NOSM. In addition to office days the service also attends Diabetes clinics, Developmental clinics and Obesity clinics in the community. During the call times the Paediatricians consult L&D, attend routine c-sections and emergency c-section and deliveries, consult in the ER and attend any urgent consults in the community and make themselves available for providing advice and dealing with issues from our GP's. In addition, one paediatrician also provides out of town clinics to 4 smaller communities in our catchment area.



## Economic Development

The City of North Bay's Economic Development Department facilitates and assists existing businesses, prospective investors, and community partners with business and community development projects. Economic Development functions include working with businesses from various sectors and private and public sector stakeholders to help foster compatible new assessment and job creation while enhancing the community's supportive social infrastructure.

Business Development Services include: site searches and tours, sale of municipally owned land, market analysis, public funding applications assistance, financial structuring and related business attraction, retention and expansion assistance in addition to working with Provincial and Federal governments to support business and facilitate market development and trade opportunities. The office works with various community groups and funding agencies in developing initiatives such as the Immigration Strategy and Professional Health Care Provider Recruitment/Retention Program which support the local labour force and social infrastructure of North Bay and area.

Through the Office of Economic Development, the City of North Bay has partnered with the hospitals to support attraction, relocation, integration and retention of physicians. Economic Development Officer Erin Richmond serves as the municipal liaison for the Physician Recruitment and Retention initiative and can be reached via email at: [erin.richmond@cityofnorthbay.ca](mailto:erin.richmond@cityofnorthbay.ca) or at the following coordinates:

The Office of Economic Development  
 City of North Bay  
 200 McIntyre Street East  
 North Bay, ON P1B 8H8  
 Tel: (705) 474-0400 or 1-800-465-1882  
 Fax: (705) 474-4493  
[www.investinnorthbay.ca](http://www.investinnorthbay.ca)

# Relocation Services

Through our partnership with the City of North Bay, medical staff and their families have access to relocation support services administered by the North Bay Newcomer Network and the Multicultural Centre.

The North Bay & District Multicultural Centre is a non profit organization servicing the settlement needs of new immigrants and refugees in the City of North Bay and area. Services through the North Bay Newcomer Network (NNN) also include relocation and community integration support for Canadian citizens who are relocating from elsewhere in Ontario or Canada.

The following support services are available at no cost to help ease the relocation process.

## CONNECTOR PROGRAM

The Connector Program is a joint initiative between NNN and the North Bay Rotary Club that supports the rapid development of the newcomers' professional and social networks with the goal of facilitating integration of the individual into his/her professional community. Newcomers are paired with a Rotary member of similar professional interests for an initial informal meeting where the Rotary member will provide the newcomer with three other relevant community contacts. This is an on-going process that enables the new resident to quickly meet new people and make industry contacts.

## EMPLOYMENT ASSISTANCE SERVICE FOR PROFESSIONALS:

This service has been developed to compliment the existing support programs offered by local employment agencies. This program targets professionals who are considering relocation or are new to the community and seeking employment search support. Developed specifically for the spouse/partner of medical professionals, this initiative is geared to assisting with compatible skill and industry matching and identifying placement opportunities.

## HOST PROGRAM:

Newcomers qualifying are matched with a local volunteer who spends time helping the new resident to adjust to life in North Bay by:

- helping to find their way around the community
- participate in community activities
- practice English or French
- meet new people and make new friends

## IMMIGRANT SETTLEMENT AND ADAPTATION PROGRAM (ISAP):

North Bay and District Multicultural Centre offer important service to newcomers to help with the first few years in Canada. Services include:

- settlement assistance and information (health card, Social Insurance Number card, driver's license, housing, education)
- referral to community resources (language training, support services, community standards and laws)
- job search assistance (resume writing and interview preparation)
- immigration and citizenship (applications, and classes)
- self-help resources (on site computers, Internet access, email, fax, printer, phones and reference materials)

*For more information or to coordinate services specific to medical professionals and their families please contact:*

### **Laura-Jane Cote**

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Web: www.nbdmc.ca

## NORTH BAY SERVICE CLUBS

North Bay is a strong community of energetic, high-spirited people who are more than willing to go out of their way to help others. With a wide variety of service clubs, such as the Kiwanis, Rotary, Shrine, Legion {5 branches}, and the Community Ambassadors, you will always have a feeling of comfort knowing someone is there to lending a helping hand should you require one. All of the above stated clubs are always looking for generous, caring, energetic people to volunteer, so if you have some free time, join a club, lending a helping hand and meet some great people along the way.

## Community Recruitment Needs

Opportunities are available in both family and specialty medicine in the city of North Bay and at the North Bay Regional Health Centre.

**Please visit the web-sites below to see all available positions:**

- [www.nbrhc.on.ca](http://www.nbrhc.on.ca)
- [www.healthcare.rocks.ca](http://www.healthcare.rocks.ca)
- [www.healthforceontario.ca](http://www.healthforceontario.ca)

### INCENTIVE PACKAGES

The North Bay Regional Health Centre offers a competitive incentive package for physicians relocating to the city of North Bay. Included in our Incentive Package is a \$125,000 interest free loan for a period of up to five years, fully funded relocation, a fully furnished and equipped turn key office that will be exclusively available for a negotiated period of time, and temporary accommodations.

North Bay is designated as underserved by the Ministry of Health and Long Term Care, and for services that qualify physicians are eligible for the Ministry's one-time incentive grant of \$80,000, this includes both specialist and Family Physicians. The North Bay Regional Health Centre aims to make physician transition into practice as smooth as possible.

North Bay's Underserved Designation Statistics

[www.healthforceontario.ca/Jobs/OntarioPhysicianLocumPrograms/RuralFamilyMedicineLocumProgram.aspx](http://www.healthforceontario.ca/Jobs/OntarioPhysicianLocumPrograms/RuralFamilyMedicineLocumProgram.aspx)

[www.healthforceontario.ca/Jobs/OntarioPhysicianLocumPrograms/NorthernSpecialistLocumPrograms.aspx](http://www.healthforceontario.ca/Jobs/OntarioPhysicianLocumPrograms/NorthernSpecialistLocumPrograms.aspx)



### Save or defer taxes by incorporating your practice.

By now you may be aware that a few years ago, the government of Ontario passed legislation that allows professionals within certain sectors and industries to incorporate—including doctors, dentists, veterinarians, lawyers, accountants, and engineers. But did you know that incorporating your professional practice has many tax advantages?

Some of the potential tax benefits for you to consider:

1. Professional income earned in a corporation in Ontario is subject to a combined federal and provincial rate of 16.5% on the first \$500,000 of taxable income in 2009.
2. The top personal tax rate for an individual resident in Ontario is 46.4%. The tax rate differential between personal and corporate rates represents a substantial tax deferral if you do not take the money out of the corporation for personal needs.
3. There can still be tax savings when compared to individual earnings, even if you pay a majority of the after tax earnings from the corporation as dividends.
4. Since January 1, 2006, family members of medical doctors and dentists may own non-voting shares of the professional corporation. This allows for income splitting opportunities by paying dividends to family members.

### Functional and industry experience.

Sherry Bessette, CA, is a senior tax manager with Grant Thornton and has successfully completed the CICA In-Depth Tax Course.

Since joining the firm 13 years ago, Sherry has provided a wide range of tax and financial services for members of the professional community.

Grant Thornton LLP is a leading Canadian accounting and advisory firm providing audit, tax and advisory services to private and public organizations.

For more information please contact

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E [sbessette@GrantThornton.ca](mailto:sbessette@GrantThornton.ca)  
[www.GrantThornton.ca](http://www.GrantThornton.ca)



# Important Information

The North Bay Regional Health Centre in partnership with the City of North Bay and community partners offer many services to assist new physicians in acquiring and setting up their medical practice. North Bay has many options for space in existing medical buildings throughout the city in addition to new developments.

For more information about office space, contact the Medical Affairs Recruitment Liaison Officer, Kristen Vaughan or Erin Richmond at :

Economic Development Department  
City of North Bay  
200 McIntyre Street East  
North Bay, ON P1B 8H8  
Tel: (705) 474-0400 ext. 2527  
1-800-465-1882  
[erin.richmond@cityofnorthbay.ca](mailto:erin.richmond@cityofnorthbay.ca)  
[www.investinnorthbay.ca](http://www.investinnorthbay.ca)

## FINANCIAL INFORMATION

When looking to set up a business account it is important to know you are working with an institution that is working for you. In North Bay, the following partners are accustomed to dealing with health care professionals and will work with you to meet your needs.

**RBC Royal Bank** – Ad p.6  
925 Stockdale Road  
Contact: Leslie Burn, PFP  
Tel: 705-494-7125  
(C) 705-498-1229

**Grant Thornton LLP** – Ad p.14  
222 McIntyre St W  
Tel: 705-472-6500  
[www.GrantThornton.ca](http://www.GrantThornton.ca)

## OFFICE SUPPLIES & REQUISITIONS

To assist you in setting up your new office please refer to the Purchasing Guide included in your package. Once you have determined what supplies you need you may use the following distributors to meet your office supply and requisition needs:

**Grand & Toy**  
480 Cassells St. W  
Contact: Janice McKolmen  
Tel: 705-476-1000 Ext:222

**Hospital Print Shop**  
North Bay and District  
Hospital  
Tel: 705-474-8600 Ext. 4150  
Fax: 705-472-5761  
[printshop@nbgh.on.ca](mailto:printshop@nbgh.on.ca)

**Beatty Printing**  
Tel: 705-474-3330

**Moyer Printing**  
Tel: 705-497-1121

**Medical Mart**  
Tel: 1-800-268-2848

**Vaughan Paper Products**  
Tel: 705-474-2200

**Algonquin Medical Building**  
X-Ray Hospital Requisition  
X-Ray, Ultrasound, Bone Scan  
Tel: 705-476-6228  
Scollard Site: 705-474-8600  
Ext. 2038  
McLaren Site: 705-474-8600  
Ext. 4023

**MRI Requisition**  
Timmins:  
Tel: 705-267-2131  
Fax: 705-267-2131  
Sudbury:  
Tel: 705-522-2200 ex 7117  
Fax: 705-523-7043

## LEGAL PROFESSIONALS

**Lucenti, Orlando & Ellies Professional Corporation Barristers & Solicitors**  
Tel: 705-472-9500  
[info@loellp.ca](mailto:info@loellp.ca)

The North Bay Regional Health Centre thanks the community for their continual support of the Physician Recruitment and Retention Program and recognizes the outstanding contributions of:

- North Bay & District Chamber of Commerce
- Rotary Club of North Bay
- Northern Ontario School of Medicine
- Average Joe's Eatery & Patio Bar
- Best Western North Bay
- Casey's Bar & Grill
- Fed Nor
- Inn on the Bay
- Twiggs
- 100 Georges
- Churchill's Prime Rib House
- Northern Ontario Heritage Fund Corporation



**Rob Celebre**  
Account Manager  
Royal Bank of Canada  
925 Stockdale Road  
North Bay, ON P1B 9N5  
Tel: 705-494-7125  
Toll-free: 1-877-494-7120  
Fax: 705-494-7156  
roberto.celebre@rbc.com

## Introducing your Commercial Financial Services Account Manager

Rob Celebre is a Account Manager, Business Banking, with over 9 years experience in financial services. He offers personalized advice and solutions to meet the needs of a number of clients including healthcare professionals.

Rob has worked closely with a broad range of business clients and can appreciate the challenges they may face. He works as a "quarterback" for his clients, accessing the vast resources of RBC on their behalf. He will frequently bring in specialists in leasing, foreign exchange, cash management and commercial mortgages to help him create the right customized solutions for each client.

With 5 years at RBC Royal Bank, Rob has extensive knowledge of the products and services ideally suited to fulfilling his clients' requirements. Rob is available to meet in person, at his clients' convenience, or by phone. With access to a wealth of resources, he is dedicated to putting his clients first, by earning their trust and helping them achieve their goals.

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If you require additional information about the hospital and our services please visit the following websites:

[www.healthcarerocks.ca](http://www.healthcarerocks.ca)  
[www.nbrhc.on.ca](http://www.nbrhc.on.ca)  
<http://www.youtube.com/watch?v=-KAJU7Rhxcg>  
[www.facebook.com](http://www.facebook.com)

The City of North Bay's website can provide you with more information on city services, our community profile, economic development, the community, tourism, parks & recreation as well as the many other fantastic things our city has to offer. Please visit the city of North Bay website at:

[www.cityofnorthbay.ca](http://www.cityofnorthbay.ca)  
[www.northbaycommunityprofile.ca](http://www.northbaycommunityprofile.ca)  
[www.northbayrelocationguide.ca](http://www.northbayrelocationguide.ca)

The North Bay & District Chamber of Commerce is here to serve you. If you wish to obtain more information on area businesses and services please visit them on the web at:

[www.northbaychamber.com](http://www.northbaychamber.com)