

## COMMON BRIEFING NOTE

### Establishing renewed access to the national residency match for International Medical Graduates

#### SUMMARY:

**ITEM:** Provincial approaches to changes to the national residency match

**LEAD JURISDICTION:** British Columbia

**PURPOSE:** To summarize and confirm provincial approaches to the removal of the restriction preventing International Medical Graduates from accessing the first iteration of the national residency match.

**ISSUE:** Will there be a nationally coordinated approach to responding to Association of Faculties of Medicine of Canada's changes to the national residency match?

#### CURRENT STATUS:

- For the first time since 1993, at its 2006 Annual Meeting, the Association of Faculties of Medicine of Canada (AFMC) *did not pass* a motion restricting International Medical Graduates (IMGs) from accessing the first iteration of the Canadian Resident Matching Service (CaRMS) match. Instead, AFMC decided to open the match in response to a Federal lawsuit filed against the AFMC, CaRMS and the Department of National Defence (DND) by an IMG who was unable to secure a postgraduate training position in Canada.
- Prior to 1993, both Canadian Medical Graduates (CMGs) and IMGs had access to the first and second iterations of the CaRMS match. During a period of restraint that reduced the number of undergraduate medical school seats and postgraduate residency positions available across the country, access for IMGs was restricted on an annual basis to the second iteration of the match in order to give priority status to CMGs as they competed for residency positions. As physician supply pressures grew, many provinces developed other mechanisms for IMGs to access postgraduate medical education outside of CaRMS.
- With this change, provinces will now be able to provide IMGs with access to postgraduate medical education using the coordinated national match process offered through CaRMS. Some provinces may continue to offer limited internal provincial matches for IMGs residing in their jurisdictions.
- Anticipating that this change would occur, the AFMC engaged some provinces in November 2005 to identify key issues associated with establishing renewed access for IMGs in the first iteration of the match. Since its 2006 Annual Meeting, AFMC is working with all provinces and CaRMS to determine a match process that:
  - Preserves the opportunity for CMGs to access postgraduate medical education
  - Respects the important role CMGs and IMGs play in provincial physician human resource plans

- Responds to provinces' unique needs, allowing different approaches to the ways CMGs and IMGs will participate in the match.
- All provinces are committed to establishing a process that will ensure CMGs continue to have a wide range of opportunities to complete their postgraduate medical education.
- As of May 26, 2006, provinces were considering three approaches to the participation of CMGs and IMGs in the match:
  1. Dedicate positions for CMGs and IMGs in parallel first iterations followed by a common, second iteration (Preferred option for: NFL, NS, ON, BC; Undecided: AB, SK)
  2. Common first and second iterations with no dedicated positions (Preferred option for: MB)
  3. Dedicate supernumerary positions for IMGs outside the match; dedicate positions for CMGs in the first iteration followed by a common, second iteration. (Undecided: AB, SK)
- The Canadian Association of Interns and Residents (CAIR) and the Canadian Federation of Medical Students (CFMS) have been very critical of the change giving IMGs renewed access to the first iteration of the CaRMS match. CAIR and CFMS feel they were not adequately consulted prior to AFMC deciding not to pass a motion restricting IMGs from accessing the first iteration of the CaRMS match. They maintain the change will compromise CMGs access to and choice of residency positions. Their preferred position is to have the CaRMS match process remain unchanged, with 20 percent additional positions added to the first iteration so CMGs may access a wider range of opportunities to complete their postgraduate medical education.
- Provinces continue to reassure these two groups that the match process will ensure all CMGs have access to residency training to complete their medical education.

### **BACKGROUND:**

- The CaRMS match is a very competitive process through which approximately 2,000 Canadian medical graduates secure the postgraduate training positions that will enable them to be licensed/registered to practice medicine in Canada.

### **ADVICE:**

- Provinces commit to having one national process for matching medical students to postgraduate positions, and value CaRMS for the significant role it plays in providing a fair, open, transparent and accountable match process for the country.
- Provinces commit to placing at least 1 entry-level residency (postgraduate) position for every medical student graduating from a Canadian medical school (a ratio of one postgraduate entry-level position to one undergraduate graduating position, or 1:1).
- Additional positions (above 1:1) for IMGs, including Canadian medical students returning from studying abroad, and physicians switching career paths (re-entry) may be included and designated as such in the CaRMS match.



WPMB  
FILE COPY

June 19, 2007

690778

Ms. Sandra Banner  
Executive Director  
Canadian Resident Matching Service  
171 Nepean St Suite 300  
Ottawa ON K2P 0B4

Dear Ms Banner:

Thank you for your letter of June 4, 2007, to Gordon Macatee, Deputy Minister of Health, asking for instructions from the British Columbia Ministry of Health regarding the placement of postgraduate positions for international medical graduates (IMGs) in the 2008 Canadian Resident Matching Service match. I have been asked to reply direct on behalf of Gordon Macatee.

The Deputy Minister's instructions remain unchanged from last year. Please:

- Include 18 additional positions for IMGs in the match and have a Return-of-Service condition attached to them;
- Have two separate matches in the first iteration – one for Canadian medical graduates (CMGs), the other for IMGs;
- Combine the unmatched CMG and IMG positions in the second iteration;
- Require IMGs to have a medical degree, have passed the Medical Council of Canada Evaluating Examination, and be proficient in English.

Congratulations on a successful 2007 match.

Sincerely,

*original signed by Libby Posgate for*

Valerie St. John  
Assistant Deputy Minister

pc: Dr. Gavin Stuart, Dean of Medicine, University of British Columbia  
Drs. Kristen Sivertz and Kam Rungta, Associate Deans of Postgraduate Medical Education, University of British Columbia  
Paula Bond, Assistant Deputy Minister and member of the Advisory Committee on Health Delivery and Human Resources  
Libby Posgate, Director, Physician Human Resource Planning

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2008 IMGs.doc

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**LETTER OF INTENT**  
**Regarding the Expansion of the UBC IMG-BC Program**

This Letter of Intent is dated the 26<sup>th</sup> day of November, 2010.

**BETWEEN:**

The Ministry of Science and Universities (MSU)

And:

The Ministry of Health Services (MoHS)

And:

The University of British Columbia (UBC)

**WHEREAS:**

- A. UBC through its Faculty of Medicine ("FOM") offers a MD Undergraduate Program (the "Undergraduate Program") and MD Postgraduate Programs (the "Postgraduate Program"); and
- B. MSU provides funding to the FOM for the operation and management of the Undergraduate Program, and the MoHS provides funding to the FOM for the operation and management of the academic component of the Postgraduate Program and for the transfer of funds to third party agencies that employ Postgraduates; and
- C. One of the Postgraduate Programs offered by the FOM and funded by the MoHS is the UBC IMG-BC Program; and
- D. UBC offers two streams for applications to the Postgraduate Program residency positions for the first iteration of the Canadian Resident Matching Service (CaRMS) annual match: one for graduates of LCME/CACMS accredited Canadian (and American) medical schools and one for graduates of international medical schools ("IMGs"); and
- E. Only IMGs who meet criteria and agree to conditions approved by the MoHS may apply to the UBC IMG-BC Program in the first iteration of the CaRMS match.

**LETTER OF INTENT**  
**Regarding the Expansion of the UBC IMG-BC Program**

**NOW, THEREFORE, THE PARTIES SET OUT THEIR MUTUAL INTENT WITH  
REGARD TO THE EXPANSION OF THE UBC IMG-BC Program:**


1. Beginning in 2012, FOM and MoHS will expand the UBC IMG-BC Program by 8 entry-level positions per year for 5 years for a total of 40 new entry-level positions, bringing the total number of funded entry-level positions in the UBC IMG-BC Program to 58 in 2016.
2. All positions in this expansion will be assigned to Family Medicine. One position may be added to the existing 18 entry-level positions in 2011, thereby reducing the number of new Family Medicine IMG positions added in 2012 to 7.
3. Eligible applicants for these positions are expected to:
  - a) Be a resident of the province. (Those applicants with a permanent BC address and who are out of the country for medical education purposes are considered to be a resident of BC.)
  - b) Be a Canadian citizen, permanent resident, landed immigrant, or have World Health Organization (W.H.O.) convention refugee status.
  - c) Provide a medical degree and transcript from a medical school listed in the W.H.O. directory of medical schools (excluding Canadian and American schools), or proof of being in the final year of medical training.
  - d) Have passed the Medical Council of Canada (MCC) Evaluating Exam. The MCC Qualifying Examination Part 1 and 2 are optional for the purposes of competing in CaRMS.
  - e) Provide proof of English language proficiency, based on either an accepted iBT TOEFL score or IELTS result.
  - f) Have successfully completed the National Assessment Collaboration (NAC) Objective Structured Clinical Examination (OSCE), offered either through the UBC IMG-BC Program or another province in Canada.
  - g) Sign a return of service contract prior to beginning postgraduate medical education.
4. FOM and MoHS will identify the health authority in which the training for distributed positions will occur.
5. Changes to funding for the UBC IMG-BC Program will be discussed with the parties and will be incorporated into a revised Schedule A to the current *Postgraduate Residency Education Program Memorandum of Understanding*.
6. All parties to this letter of intent will cooperate in making public announcements about the UBC IMG-BC Program including any changes to the Program.

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**Regarding the Expansion of the UBC IMG-BC Program**


Contact information for the representatives of the parties is as follows:

- a) In the case of the MSU:  
Mark Zacharias  
Assistant Deputy Minister  
Ministry of Science and Universities
- b) In the case of the MoHS:  
Shella Taylor  
Assistant Deputy Minister  
Medical Services and Health Human Resources Division  
Ministry of Health Services
- c) In the case of the Faculty of Medicine:  
Dr. Gavin Stuart  
Dean, Faculty of Medicine and Vice Provost Health  
University of British Columbia


Signed on behalf of MSU

  
Deputy Minister

Signed on behalf of the MoHS

  
Deputy Minister

Signed on behalf of the University of British Columbia Faculty of Medicine

  
Dean, Faculty of Medicine  
and Vice Provost Health

