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WESTERN CANADA

Beautiful
British Columbia

Amazing
Alberta

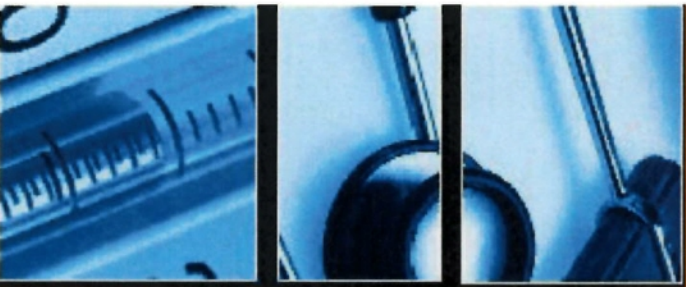
Spectacular
Saskatchewan

Manitoba



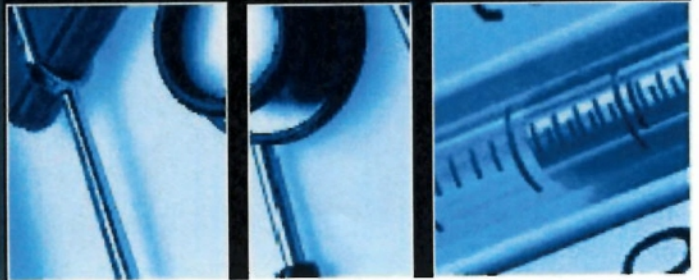
Canadian Irish Medical Students Meeting
14 October 2014

Health Match BC
RPAP | Health Workforce for Alberta
saskdocs
Manitoba Health Workforce Secretariat



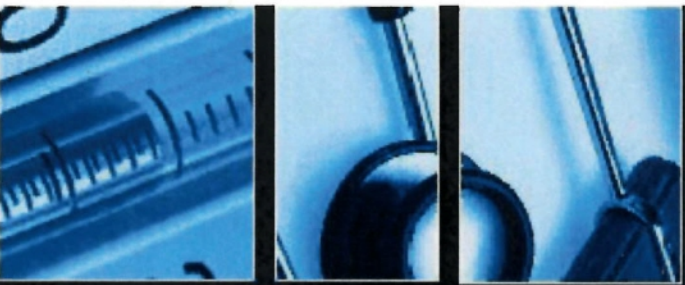
Outline

- The landscape for IMGs
- Current routes to residency training – BC, AB, SK, MB incl Provincial IMG programs
- Registration for independent practice in BC, AB, SK, MB
- Questions



Representatives

- BC –
 - John Mabbott, executive director, Health Match BC
 - Dr. Jack Burak, deputy registrar, CPSSBC
 - Margaret Kennedy, senior consultant, Health Match BC
- AB –
 - David Kay, executive director RPAP | HW4Alberta
 - Dr. Kate Reed, assistant registrar, CPSA
 - Kim MacKinnon & Rebecca Stewart, community recruitment consultants, RPAP | HW4Alberta
- SK –
 - Dr. Dennis Kendel, chief executive officer, saskdocs
 - Rhoda Yakubowski, recruitment consultant, saskdocs
- MB –
 - Paula Healy, repatriation coordinator, health workforce secretariat
 - Joanne Conway, qualifications review analyst, CPISM



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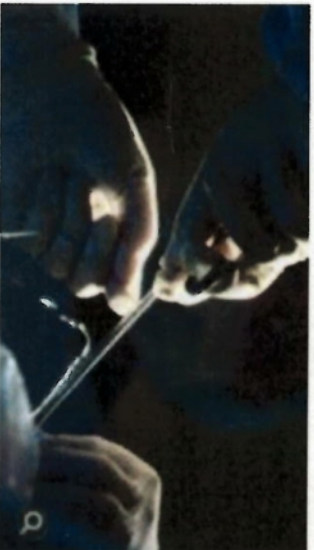
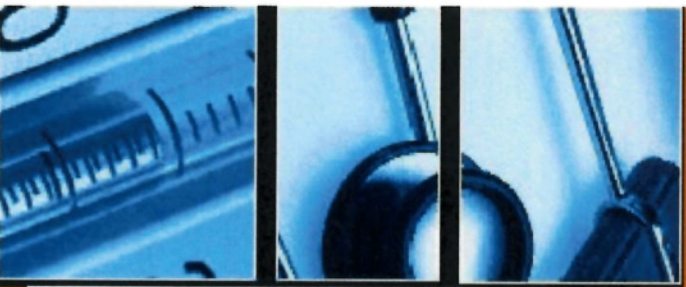


THE LANDSCAPE FOR IMGS



Emerging Employment Issues

- Royal College of Physicians and Surgeons of Canada study “What’s Really Behind Canada’s Unemployed Specialists?: Too Many, Too Few Doctors?” (2013)
- Conclusion: 17% of specialists in surgical and resource-intensive disciplines are having employment challenges
- Including, but not limited to: critical care, gastroenterology, general surgery, hematology, medical microbiology, neurosurgery, nuclear medicine, ophthalmology, orthopedic surgery, radiation oncology and urology.



How poor HR planning leads to unemployed doctors

ANDRÉ PICARD

From Tuesday's Globe and Mail -- with correction.

Published Monday, Oct. 21 2013, 5:00 PM EDT

Last updated Tuesday, Oct. 22 2013, 9:19 AM EDT

More international grads seek residency

Wavebreakmedia Ltd/Thinkstock



In 2013, only about one-third of Canadian graduates from foreign medical schools were matched to residency slots, down from more than a half in 2008.

CaRMS Data

- Between 2008 and 2013, the number of Canadians studying abroad (CSA) who applied for Canadian residency positions increased by 292% (181 in 2008 to 709 in 2013)
- The number of CSA's who were matched to a residency position increased from 95 to 258. But as a percentage of applicants, the matches decreased to 36.4% from 52.5% during the same period



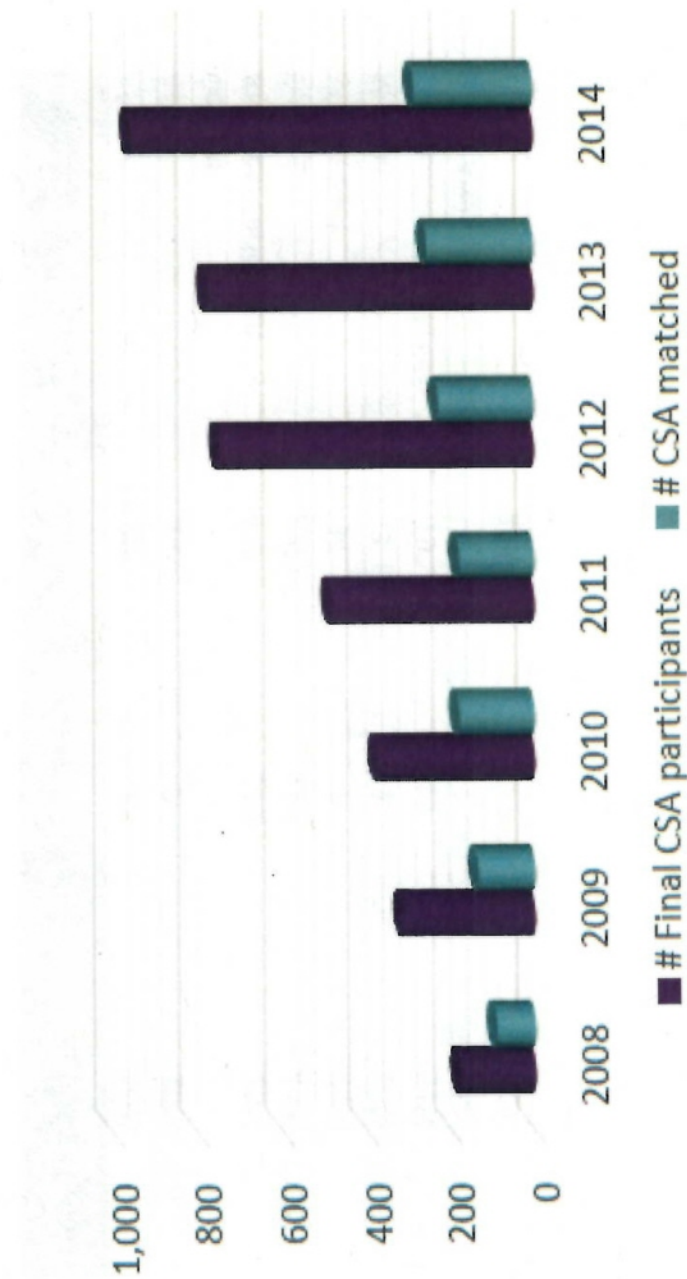
2014 R-1 match: IMG match results by province

Province	# matched	% matched
Newfoundland and Labrador	16	3.6%
Nova Scotia	12	2.7%
Quebec	49	10.9%
Ontario	223	49.7%
Manitoba	32	7.1%
Saskatchewan	35	7.8%
Alberta	39	8.7%
British Columbia	43	9.6%

2014 R-1 match: CSAs by region of graduation

Region of graduation	# final participants	# matched	% matched
Africa	20	2	10%
Asia	21	2	10%
Central America/Caribbean	477	119	25%
Europe	272	115	42%
Middle East	34	7	21%
Mexico	3	1	33%
Oceania/Pacific Islands	79	40	51%
South America	5	1	20%
TOTAL	911	287	32%

Match results of Canadians studying abroad 2008-2014 R-1 match



Annual R-1 match results for CSAs and immigrants 2010-2014

	CSAs		Immigrants	
	Matched	Unmatched	Matched	Unmatched
2014	32%	68%	12%	88%
2013	33%	67%	16%	84%
2012	31%	69%	12%	88%
2011	38%	62%	14%	86%
2010	49%	51%	14%	86%



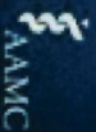
Summary of intake criteria for IMGs

Updated May 10, 2013

Province	First iteration	Positions	Return of service	Second iteration	Positions	Return of service	Previous creditable PG training	Graduate with independent (restricted or unrestricted) licensure
Newfoundland	Yes	P	Yes	Yes	C	Yes2	2nd	2nd
Nova Scotia	Yes	P	Yes	Yes	C	Yes2	2nd8	2nd
Québec	Yes1	C	No	Yes1	C	No	Not eligible	Not eligible
Ontario	Yes4	P	Yes	Yes4	C	Yes	2nd7	Not eligible
Manitoba	Yes	P	Yes	Yes	C	Yes	2nd	2nd
Saskatchewan	Yes	P	Yes	Yes	C	Yes5	2nd	
Alberta	Yes3	P	No	Yes3	C3	No	Not eligible	Not eligible
British Columbia	Yes6	P	Yes	Yes	C	Yes2	2nd	2nd

But what about the U.S.?

- <http://vimeo.com/777727683>



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CURRENT ROUTES TO RESIDENCY TRAINING



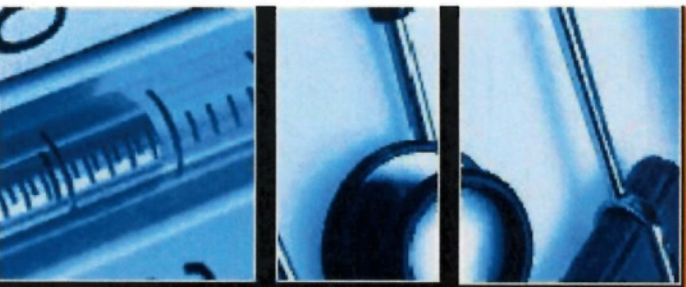
B.C.

- **IMG BC Program**

- Application via CaRMS
- BC has 50 positions (44 FM, 6 other specialist)
- Successful candidates are required to provide a 2 or 3 year return of service depending on specialty

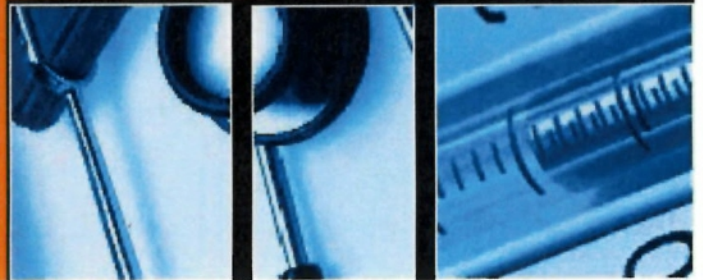
- **CaRMS**

- IMGs not matched for IMG BC positions can compete with unmatched CMGs for pooled 2nd iteration positions
- Require passing scores in MCCCEE & NAC OSCE
- No return of service is required for these 2nd iteration positions (unless IMG BC position)
- About 10 IMGs match to second iteration positions at UBC annually
- Previously Irish CSA/IMGs have done relatively well in the CaRMS match (> 40% acceptance).



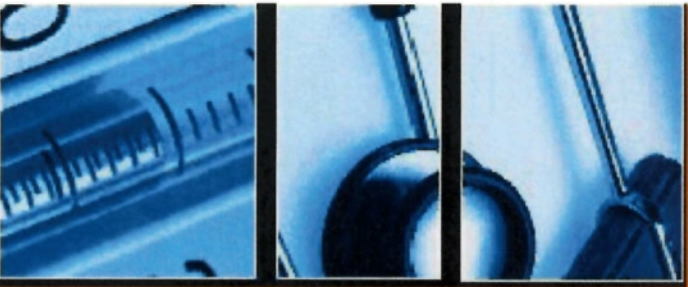
Alberta

- AIMG Program
 - Applications via CaRMS
 - Alberta Residency requirement
 - Alberta has 40 dedicated positions (16 FM; 24 other specialist)
 - No RiSA
- CaRMS
 - CaRMS as an IMG at 2nd Iteration for:
 - UofA - unfilled IMG positions & who have been assessed via AIMG Program
 - UofC – unfilled CMG & IMG positions & who have been assessed via AIMG Program
 - No RiSA



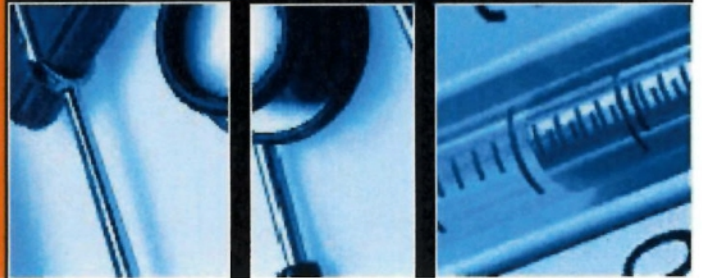
Saskatchewan

- IMG Parallel Positions
- CaRM
- The FM-Saskatoon, Regina, Prince Albert, Swift Current, Moose Jaw and North Battleford programs used a reversion option in the first iteration which transferred any unfilled CMG positions to the IMG stream for these programs



Manitoba

- CaRMS:
- First Iteration – two parallel streams
- 2nd Iteration – blended stream
- Eligibility
 - MCCEE
 - NAC OSCE
- ROS - 1 year of training = 1 year of service
- Past Stats
- Disciplines and Quota for 2015
 - Family Medicine Streams
- Clinical Experience
 - Clinical Electives
 - Home for the Summer Program



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REGISTRATION FOR
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**Federation of Medical
Regulatory Authorities of
Canada**

103-2283 boul. St. Laurent Blvd
Ottawa, ON K1G 5A2

Tel: 613.738.0372
Fax: 613.738.9169

103 - 2283 boul. St. Laurent Blvd.
Ottawa, ON K1G 5A2
Tel: 613.738.0372
Fax: 613.738.9169

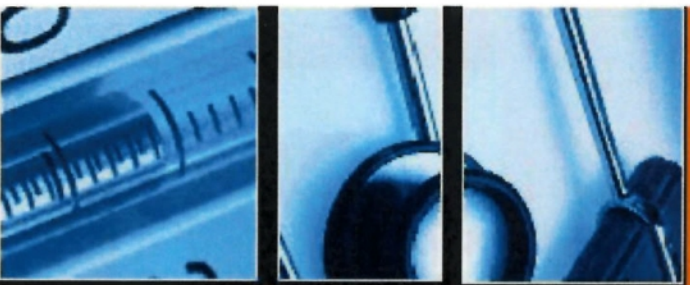


Licensure for Independent Practice

Full Registration



Provisional Registration



PGT Outside Canada: Family Medicine

- Programme Recognized by the College of Family Physicians of Canada

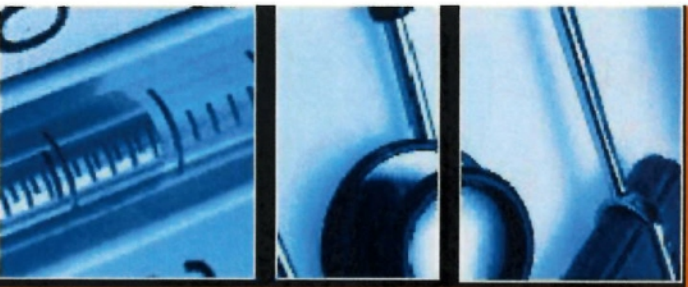


PGT Outside Canada: Family Medicine

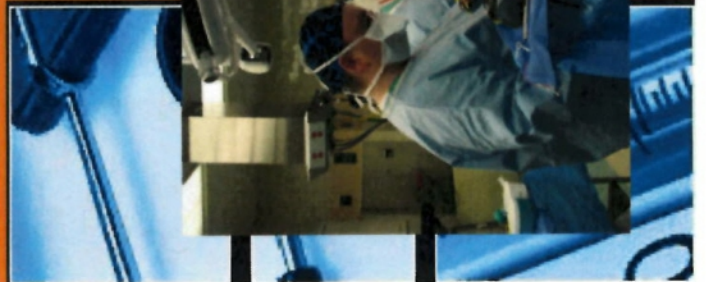
- Two year PGT programme
- One year PGT and practice experience*



Must meet registration requirements!



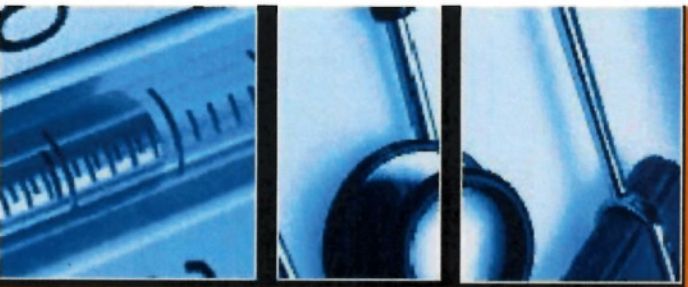
PGT Outside Canada: Specialty Practice



Specialty PGT Outside Canada: United States



Likely becoming less available in the future



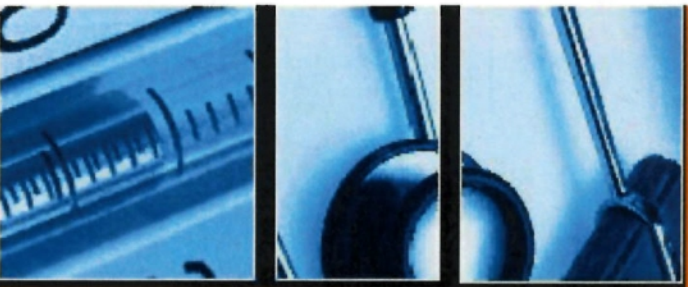
Specialty PGT Outside Canada:



B.C. Variations

Full Registration Criteria

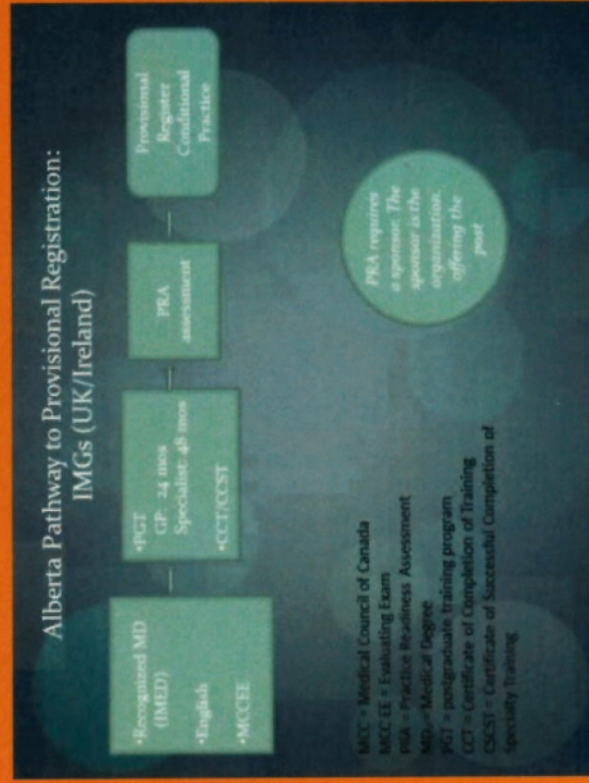
Provisional Registration
Criteria



Alberta Variations

Full Registration Criteria

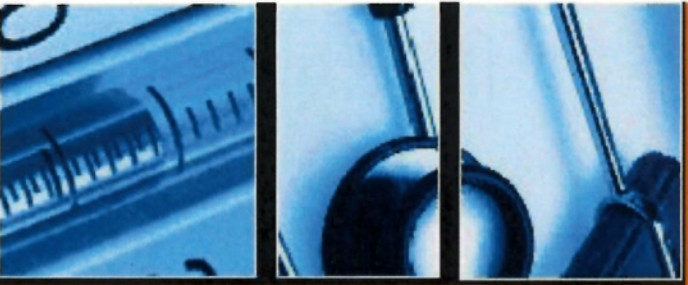
Provisional Registration Criteria



Saskatchewan Variations

Provisional Registration
Criteria

Full Registration Criteria



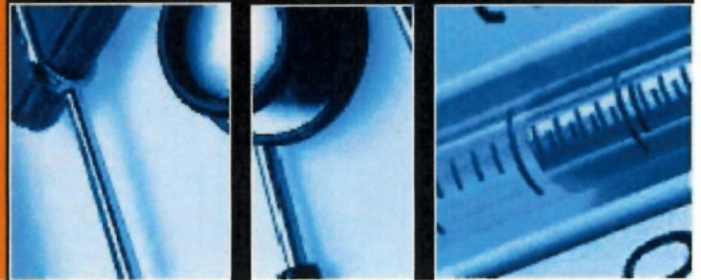
Manitoba Variations

Full Registration Criteria

- **Family Practice:**
 - Licentiate of the Medical Council of Canada (LMCC)
 - Completion of a two-year postgraduate clinical training program acceptable to the College
 - Certification from the College of Family Physicians of Canada (CCFP)
- **Specialist:**
 - Royal College of Physicians and Surgeons of Canada Certification
 - Certification from the American Board of Medical Specialties and the Licentiate of the Medical Council of Canada (entitles the physician to obtain a licence limited to the specialty training field)

Provisional Registration Criteria

1. Graduate from an approved Faculty of Medicine
2. Hold an unexpired pass standing in the MCEE
3. Satisfactory completion of:
 - a) assessment process acceptable to the CPSM
 - b) the required postgraduate clinical training requirements (for either family practice or a specialty field)
4. Be issued a certificate from the Minister of Health stating that the physician is required to provide medical services in a specified community or practice setting
 - Physicians who at the time of their application are: RCPSC or CFPC Eligible, or American Specialty Boards Certified (or eligible) are exempt from the requirements listed in 2, 3a. & 3b.

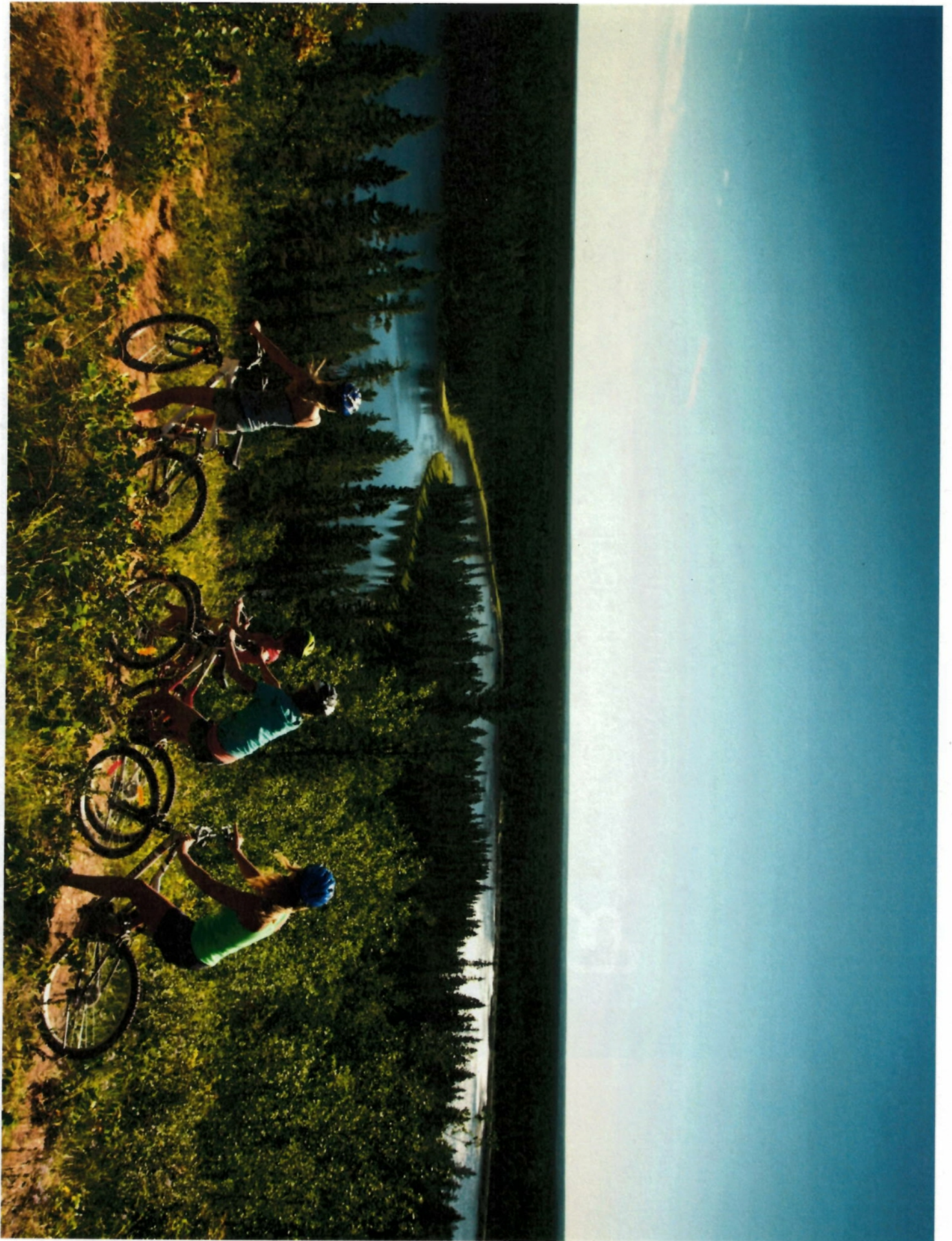


Other Options to Consider



- Apply to medical school in Canada
- Apply to a Physician Assistant programme
- Consider Health Care Administration
- Medical research
- Non-health related career
- Other ...





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(Physician Recruitment Agency of
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NURSES

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Health Workforce for Alberta

The Alberta Rural Physician Action Plan supports additional physicians, their families and communities improving the quality of rural health care by offering comprehensive, integrated initiatives to enhance rural health services, education, recruitment and retention.

Practising Physicians Residents and Students Allied Healthcare Practitioners Rural Community Support

News

We're hiring! Community Recruitment Consultant (Central Alberta)
October 17, 2014

If you ever as facilitator live in the central Alberta region and would like the opportunity to work and communicate with rural healthcare practitioners and community leaders, then we should talk.

NEWS →

Blog

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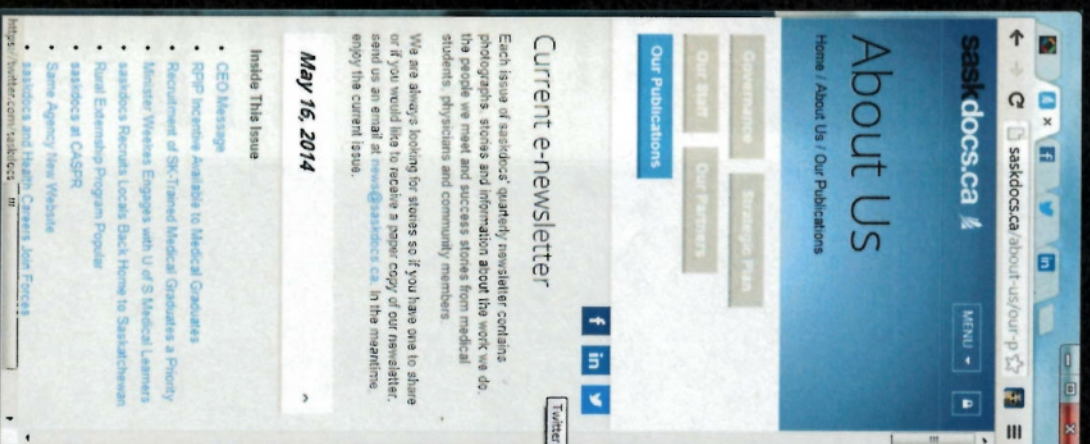
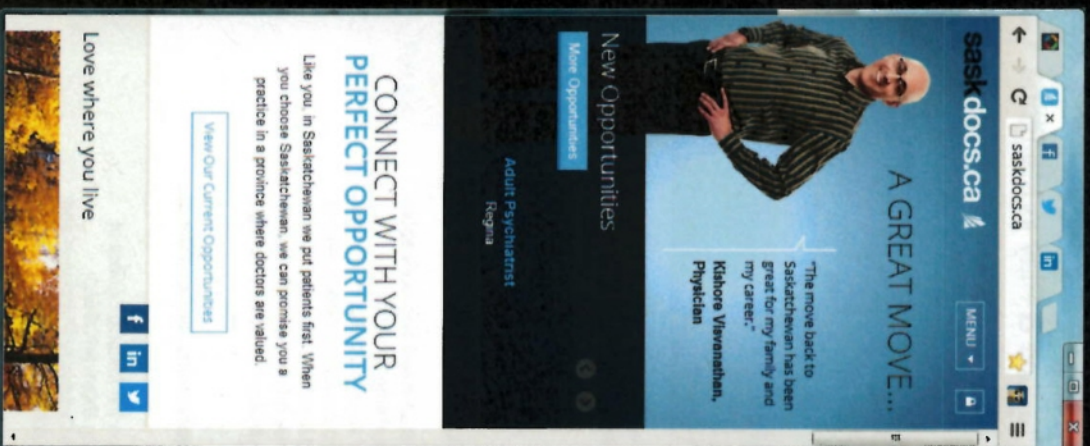
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Doctors: Live, Practice & Play in Manitoba, Canada

[Message from the Minister](#)

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Click on the link above to learn more about what Manitoba offers you and your family.

Click on the link above for more information on practicing medicine in Manitoba, and search for doctor job opportunities in the box below.

Manitoba is a location that offers a wealth of leisure and recreation activities for you to discover. Click on the link above to learn more.

For More Assistance

If you are a doctor interested in learning more about job opportunities, the requirements to practice medicine in Manitoba, or what Manitoba has to offer you, please register using the form provided [here](#) or using the Register link at the top of the page. You will be contacted shortly by one of our staff who will be happy to assist you with any questions you might have.

Some of the Basic Requirements for Conditional Licensure:

1. A pass standing on the Medical Council of Canada Evaluating Exam (MCCEE);
2. Approval from the College of Physicians and Surgeons of Manitoba (CPSM)

N.B The above is not an exhaustive list of requirements for conditional licensure. For a complete list, please visit [The College of Physicians and Surgeons of Manitoba \(CPSM\)](#)

Search for Doctor Job Opportunities

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