

Blaney McMurtry LLP

***Pathway to Medical License
Certification in Canada***

Presented by :

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Please be advised that the information on these slides is not intended as legal advice. Individuals are advised to contact their own Health Law lawyer to obtain advice regarding their own circumstances and situation.

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- **Litigation – Insurance Defence**
- **Family Law**
- **Wills & Estates**
- **Privacy**

Speakers

■ **Dr. Gary Srebrolow**

- Chair of Health Law Group
- Insurance Defence
- Past Dentist

■ **Ian Epstein**

- Partner
- Past Managing Partner
- Immigration / Insurance Defence / Health Law

■ **Suzanne Bailey**

- Immigration
- Insurance Defence
- On Executive of the Citizenship and Immigration
Canada section of the Ontario Bar Association

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Seminar Overview

1. **AIPSO**
2. **IMG History & Background**
3. **IMG Intake - CEHPEA**
4. **CPSO Certification**
5. **MOH Programs**
6. **IMGs in Western Canada**
7. **Immigration issues**
8. **Questions & Answers**



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AIPSO

- Non-profit, independent professional association
- Represents internationally trained physicians and surgeons
- Mission: Integration of internationally-trained physicians into the Canadian health care system
- Information source
- Networking
- Advocacy
- Founded in 1998 with 70 members
- Now more than 2000 registered physicians - 105 countries

The Association of International Physicians and Surgeons of Ontario



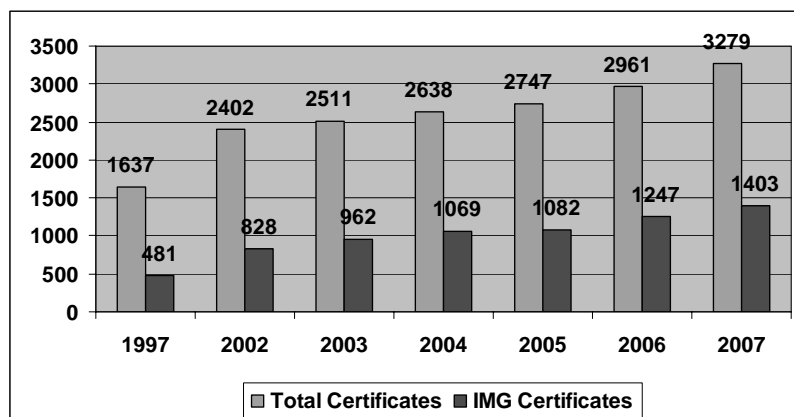
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IMG History & Background

- 1998: CPSO and Ontario Medical Schools began to look at ways of assessing and training IMGs
- 2002: Development of IMG assessment program
- 2004: IMG Ontario
 - One-stop entry point for IMGs
 - Assessment and training
 - 165 IMGs in 2004
- 2007: IMG Ontario ceases operation
- 2008: CEHPEA begins operation
 - Centre for Evaluation of Health Professional Educated Abroad
 - Transfer of Evaluation and Assessment Programs to CEHPEA
 - CEHPEA is now the entry point for IMGs in Ontario

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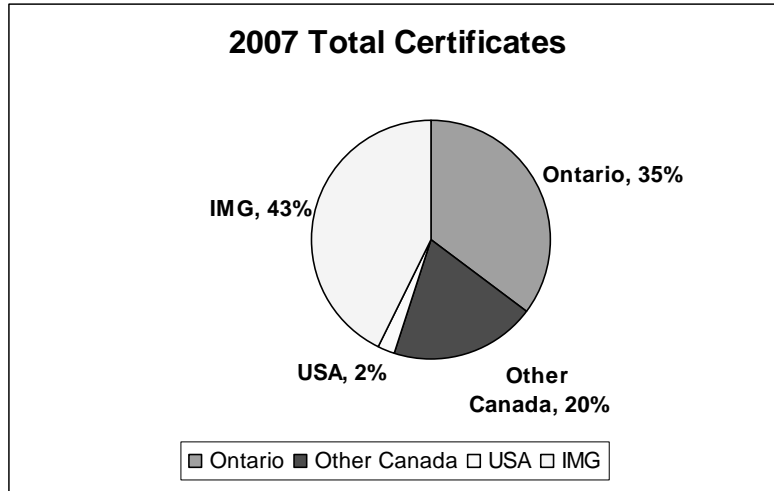
Ontario IMG Stats IMG Ontario Certificates



Total Certificates include: Independent, Restricted, Short Duration, Academic and Postgrad

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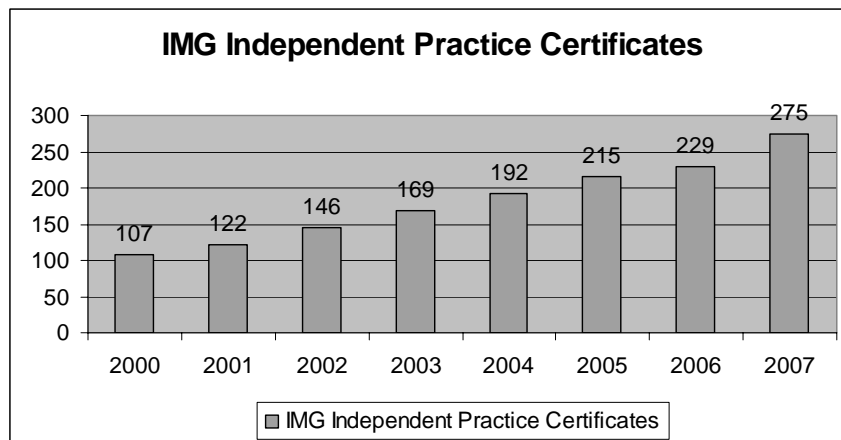
Ontario IMG Stats 2007 Certificates by MD Source



2007 Total Certificates: 3279

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Ontario IMG Stats



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IMG INTAKE - CEHPEA

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CEHPEA Background Info

- Not for Profit
- Funded by MOHLTC
- Works in conjunction with CPSO / RCPSC
- Evaluation and Assessment functions
- Resident selection by University Programs
- Assumed IMG-Ontario backlog
- On-site written and clinical exams
- 2 Streams:
 - 1. Family Medicine
 - 2. Specialist
- Training Programs
 - Pre-Residency Program for Family Medicine
 - Orientation to Training and Practice in Canada

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CEHPEA - Process

1. **Eligibility (Screening):**
 - Must meet “Basic Requirements” and “Additional Requirements”
 - Postgrad training
2. **Examinations:**
 - All applicants Invited to participate in written and/or clinical skills examinations if meet above requirements
3. **Interviews:**
 - Selected based on Application Review and Exam results
 - Further assessment of clinical skills
4. **File Review:**
 - Review of application, exams, skills assessment and interview
 - Determine candidates most likely to succeed – Discretionary
5. **Selection:**
 - PGY1: Family Medicine or Specialty
 - PGY2: Specialty
 - PRA: Practice Ready Assessment (Family Medicine or Specialty)
 - Overall: 200 + positions yearly

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CEHPEA – Basic Requirements

- Curriculum Vitae
- Canadian Immigration Status
- English Language Proficiency
- MCCEE Exam – Passing Grade
- MCCQE1 Exam – Passing Grade
- MD - listed in World Directory of Medical Schools
- Medical School Transcripts – Notarized
- Candidate Disclosure
 - Signature required
 - Agree that have made full disclosure
 - Permit CEHPEA to contact others
 - Allow CEHPEA to share your info
 - Acknowledge false application will be rejected

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CEHPEA

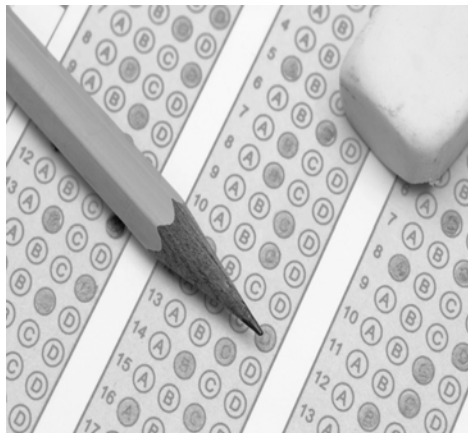
Additional Requirements

- **Postgraduate Medical Education**
 - For PGY2 or PRA, need at least 1 year of PG training
 - May be known as Intern, resident or house officer
 - Observer or Research Fellow does not count
 - Notarized copy of diploma/degree/certificate required

- **Independent Professional Practice**
 - For PRA
 - Within last 5 years of date of application
 - Independent Practice – No supervision
 - Observer or Research Fellow does not count
 - Need letter from University, hospital or licensing authority

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CEHPEA Exams



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CEHPEA Exams

- **Comprehensive Clinical Exam 1 (CE1)**
- **Specialty Written Exam (SWE)**
- **Specialty Clinical Exam 2 (CE2)**

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CE1 EXAM

- **Broad based comprehensive clinical exam**
- **For PGY1 level (Family Medicine or Specialty)**
- **Also for some Specialties**
 - Anesthesia
 - General Surgery
 - Orthopedic Surgery
 - Otolaryngology – Head and Neck Surgery
 - Pathology
 - Psychiatry
- **12 stations with clinical problems**
- **Scores valid for 3 years**
- **Maximum of 3 attempts**
- **Feedback Report available**
- **Study Group**
- **Consider mentor and tutoring by Ontario physician**

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SWE EXAM

- For PGY2 or PRA (Specialty)
- Specialty Specific written exams
- Multiple choice
- Scores valid for 3 years
- Can repeat exam to better score
- Most recent score counts (even if fail)

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CE2 EXAM

- For PGY2 or PRA (Specialty)
- Specialty Specific clinical exams
- Patient stations and interactions
- Scores valid for 3 years
- Can repeat exam to better score
- Most recent score counts (even if fail)

- Need to pass both SWE and CE2 (and CE1) for Specialty programs

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CEHPEA - Interview

- **Speak to past applicants**
- **Prepare for interview but do not over-prepare**
- **Opportunity to assess your personality**
- **Opportunity to screen “Red Flags”:**
 - English (Language) problems
 - Communication problems
 - Personality problems – i.e. accept criticism
 - Attitude – can you work with others
 - Likeability
 - Clinical Skills
- **Have a career plan in place**
- **Have a back-up plan**
- **Don’t oversell yourself**

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CEHPEA – File Review

- **Success Factors:**
 - Background and training
 - Practice Experience
 - Performance on exams
 - Personality and interpersonal skills
 - Are you committed?
 - Are you desperate and does it show?
 - Will you work well with supervisors who may be younger and less experienced than you?
 - Will you be a “know it all”
 - Do they see you as a “risk” to leave
 - Do you have good command of English

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CEHPEA SELECTION



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CEHPEA – PGY1

- First Year of PG or residency training
- Family Medicine or Specialty
- Family Medicine: 2 years
- Specialty: 4 – 5 years
- Final placement/selection by program
- Need a Certificate of PG Training from CPSO
- Expected to obtain CFPC Certification
- Can also apply to CaRMS (Matching Program)
 - IMG stream
 - Residency status
 - MD
 - MCCEE
 - English
 - Preference given to CEHPEA applicants

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CEHPEA – PGY2+

- **2nd (or higher) Year of PG residency training**
- **Specialties: 1 – 4 years of training**
- **Amount of training depends on candidate**
- **Assigned to Ontario residency program**
- **Selection of candidates is responsibility of the program directors of the respective residency programs**
- **CEHPEA is not involved in selection process**
- **Need a Certificate of PG Training**
- **Expected to obtain RCPSC Certification**

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CEHPEA – PRA

- **Practice Ready Assessment**
- **6 month assessment in a supervised clinical setting in an Ontario medical school**
- **Need a PG Certificate from CPSO**
- **After assessment – 3 outcomes:**
 1. Ready for Certificate
 2. Need more PG training (up to 2 yrs)
 3. Unsuitable – Dismissed
- **If successful – 5 year monitored specialty practice in under serviced Ontario community**
- **Return of Service Agreement (ROS)**
- **Restricted Certificate to Practice for 5 years**



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CPSO CERTIFICATION

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CPSO

Application Process

- 1. Submit Application – Credentialing and Assessment**
- 2. Registration Staff Review – Anything missing or any Red Flags will result in denial and referral to Registration Committee (RC) for further review**
- 3. Notice of review sent out**
- 4. Additional Materials can be submitted to RC**
- 5. RC reviews file and additional submissions**
- 6. Lawyer can assist/clarify Registration issues**
- 6. Decision released**

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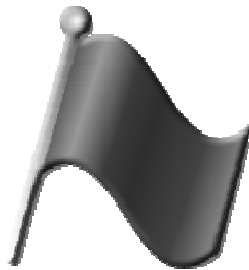
CPSO – Application Tips

- **Carefully complete all forms**
 - Legible
 - Spelling
 - Good command of English
 - Get help if required
- **Include all information – lack of information will put you at bottom of pile**
- **Do not make false or misleading statements**
- **Handle “Red Flag” questions you answer “Yes” to very carefully**
- **Get legal help if have something to hide**
- **Be polite to CPSO staff as they can bury your Application**
- **Obtain good Reference Letters**



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“Red Flag” Issues



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CPSO Registration Committee

- **8 Members**
 - 6 Physicians
 - 2 Public members
- **Meet 10 times per year**
- **Review stacks of Applications**
- **Time from Application to Decision can be 6 – 8 months**



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CPSO – Appeals

- **Health Professions Appeal & Review Board**
- **HPARB**
- **Tribunal, but court like**
- **CPSO will have counsel**
- **Applicant can have counsel**
- **Paper Review or Hearing**
- **Recommend Hearing**
- **After HPARB – can appeal to Divisional Court**



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CPSO Certification Options

- Complete PG Training or PRA

- What's Next?



- How do you get a Certificate of Independent Practice from CPSO?

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CPSO Certification After Ontario PG Training

- **CPSO Independent Practice Certificate**

- **Requirements:**

- MD – Recognized by World Directory of Medical Schools
- MCCQE1 and MCCQE2
- RCPSC or CFPC Certification (By Examination)
- Completion of 1 yr of PG training or active medical practice or clinical clerkship
- Immigration Status

- **Must meet all requirements**

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CPSO Certification After Ontario PRA

- **After Practice Ready Assessment:**
 - Restricted Certificate granted by CPSO
 - Terms, Conditions & Limitations
 - Expires in 1 year – can renew annually – for 5 years
 - Geographical restriction – Location
 - Supervision, monitoring and reporting terms
 - Conditional on Exam completion in set time period
 - MCCQE2
 - RCPSC
 - CFPC
 - In conjunction with Return of Service Agreement (ROS)
- **After fulfill all terms, can convert to Independent Certificate**

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CPSO Certification Alternative Pathways

- **What if you did not qualify via CEHPEA**
- **Are there other “Pathways” to Certification available for IMGs in Ontario?**
- **December 1, 2008 – 4 New CPSO Pathways**
- **Fast Track to Certification**
- **Are they helpful?**
- **Do they solve the IMG backlog problem?**

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CPSO Pathway # 1

■ Canadian MD and PG Training

- No RCPSC or CFPC certification
- MCCQE 1 and 2 (or Equivalent)
- \geq 5 years of independent practice in Canada or U.S.
- Assessment after first year
- Can then apply for Independent Certificate
- Not for IMGs

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CPSO Pathway # 2

■ IMG MD with Canadian PG Training

- No RCPSC or CFPC certification
- MCCQE 1 and 2 (or Equivalent)
- 5 or more years of independent practice in Canada
- Assessment after first year
- Can then apply for Independent Certificate
- For IMGs with Canadian practice experience
- Avoids CEHPEA process

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CPSO Pathway # 3

- Canadian or US MD with US PG Training
 - Completion of Residency Program
 - US Specialty Board certification
 - USMLE completed
 - Independent certificate to practice in Canada or US
 - Practice with mentor or supervisor until Assessment
 - Assessment after 1 year
 - Certificate expires in 18 months
 - Renewable
 - Not for IMGs

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CPSO Pathway # 4

- IMG with US PG Training
 - Completion of Residency Program
 - No RCPSC or CFPC certification
 - US Specialty Board Certification
 - US Independent Certificate
 - USMLE
 - Practice with mentor or supervisor until Assessment
 - Assessment after 1 year
 - Certificate expires in 18 months – can be renewed

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More Certification Pathways

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CPSO Restricted Certificate

- Deficient in MCCQE1 or MCCQE2
- Deficient in RCPSC or CFPC Certification
- Otherwise eligible to take exams
- Time-limited Restricted Certificate
- Must commit to take exam
- Practice under Supervision
- Report to registration Committee
- Certificate expires when exam eligibility ends



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CPSO – RPA Program

- **Registration through Practice Assessment**
- **Must be in FT practice in Canada or US**
- **Independent (without supervision)**
- **5 + years**
- **Present location for at least 1 year**
- **If selected: 3 Day on site Assessment**
- **Review charts, etc.**
- **1 year Restricted Practice**
- **Requires 5 year Return of Service Agreement in an under-serviced area of Ontario**

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MOHLTC Repatriation Program

- **Open to IMGs**
- **Have completed PG residency training**
- **Require up to 2 years to be eligible for RCPSC exams**
- **PG training will be funded by MOHLTC**
- **Must have an offer for PG placement**
- **Apply to med school**
- **Will have to enter into a ROS Agreement for under serviced area**

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2 New Pathways under Consideration by CPSO

■ Pathway # 5 - Specialist IMG with PG training

- Non-Canadian PG program completed
- RCPSC approved
- License to practice in Canada or approved jurisdiction
- MCCQE1
- Supervised until assessed
- Must complete MCCQE2 during term
- Assessment after 1 year
- Benefit: No RCPSC Certification required

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2 New Pathways under Consideration by CPSO

■ Pathway # 6 - IMG with Unapproved PG training

- MD from unapproved jurisdiction
- PG not recognized by RCPSC
- MCCQE 1 and MCCQE2 passed
- Independent practice for 5 + years in Canada
- Supervised practice until Assessment
- Assessment after 1 year
- Benefit: No RCPSC or CFPC Certification required
- Good for IMG practising in Canada who wants to come to Ontario

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Future Changes to IMG Process?

- MOHLTC wants to increase IMG access
- MOH realized that decrease in med students resulted in physician shortage
- Minister George Smitherman (June 16, 2008)
re Bill 197:

We know that there are many qualified, competent and safe international medical doctors who have chosen to come to Ontario and others who will follow. We know we need them. This legislation, if passed, will help us, it will help them and more importantly, it will help Ontario's patients.

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Removing Barriers Report (March 2008)

- MOHLTC 5 Point Action Plan for IMGs:
 1. Fast-Track Canadian or US physicians
 2. Transitional License – Practice under supervision while complete education or gain experience
 3. Bridging Programs for IMGs – to get them ready for Ontario practice
 4. Improved Support and Increased Assessments
 5. Coordinated assistance: For alternative medical careers (i.e. Physician Assistants)

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Roadblocks to Change

- No changes will occur without CPSO collaboration

- CPSO (October 27, 2008):

... College's mandate is not to train or supply doctors for the province, but to ensure that those who practice medicine in Ontario are competent.

While the College is committed to ensuring there are no unnecessary barriers to registration for those seeking to practice medicine, our first and foremost priority is to protect the public interest and ensure patient safety



- MOHLTC spending will be maintained, but unlikely to increase
- Limited inventory of PG positions

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“Possible” Changes



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“Possible” Changes

- **Steady increase in IMG placements**
- **Increase in Assessment Capacity**
- **Move towards more Transitional Licenses with supervision**
- **Balance of Patient Safety vs Patient Access**
- **End Game: Less expensive to certify IMGs than to train Ontario MDs**
- **Change takes time - IMG 10 years old**

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IMG Tips

- **Meticulous Application**
- **Know how to handle “Red Flag” issues**
 - Can hold you back
 - If conceal, could lose Certificate
 - Get legal assistance
- **Accurate, comprehensive and concise CV**
- **Good and current Reference Letters**
- **Preparation for Clinical Exams**
 - Mentorship
 - Tutoring
 - Study Groups
- **Interview preparation**
- **Professional Presentation - Start to Finish**

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IMG Opportunities Across Canada



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Manitoba

■ Conditional Registration

- MD
- MCCEE, MCCQE1 or MCCQE2
- 2 years of “acceptable” PG training
- Complete Assessment process
- Interview
- Geographical limitation
- Do not need Offer of Employment to apply
- No time limit on license
- Agree to monitoring

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Saskatchewan

■ Provisional License:

- MD
- Family Medicine:
 - 24 months of “approved” PG training; or
 - Licensed in home jurisdiction; or
 - Pass on MCCEE
 - Required to commit for 3 years to a community
 - Pass MCCEE, MCCQE1 and MCCQE2
 - Specialists: RCPSC eligible

■ Special License:

- Not RCPSC eligible, but meet other criteria
- Unmet need for services
- Assessment
- Commit to Sask for 3 years

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Alberta

■ Conditional Restricted – Special Register:

- Part 1 – Family Medicine – 24 months PG
- Part 2 – Specialist – Equivalent training
- Acceptable MD
- LMCC (MCCQE1 and MCCQE2)
- Letter of Support re services required
- Geographical restriction
- Supervised integration
- No time restriction on license
- Conditional Restricted

■ Provisional Restricted

- No LMCC
- Emergency need area
- Limited to 30 months

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British Columbia

■ Temporary Certificate:

- Approved MD
- “Appropriate” PG training
- Preliminary Assessment
- MCCEE within 1 year
- If specialist- RCPSC eligible
- Under serviced area
- Approved jurisdiction

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