

Action Plan – College of Physicians and Surgeons of Manitoba (CPSM)

In response to the Fairness Commissioner’s recommendation, the College of Physicians and Surgeons proposed the following Action.

Progress Opportunity	Action(s)	Completion Date
<p>1. Explore the development of additional capacity and routes for qualified IMGs to receive licensure opportunities in Manitoba.</p>	<p>Capacity at the University of Manitoba is limited by the resources, including funding, available to the University. With respect to the possibility of self-funding the decision would rest with government.</p> <p>The need for additional capacity would also, in some respects, be dictated by the manpower needs set by Manitoba Health, Human Resource Planning. The Registrar sits on the International Medical Graduates Program Committee at which such issues are discussed. The College also has representatives on several Manitoba Health committees related to physician recruitment needs.</p> <p>However, the National Assessment Collaboration (NAC), a group of national and provincial organizations with a stake in the assessment of international medical graduates (IMGs), has created a pan-Canadian model for a Practice Ready Assessment in Family Practice (PRA-FP) with a set of common standards, tools and materials for practice-ready assessment (PRA) programs across the country. These materials have been developed in an effort to ensure that all PRA programs operate in a consistent and comparable manner across provinces and territories.</p> <p>CPSM will accept a PRA-FP conducted in another jurisdiction in Canada thereby increasing licensure opportunity as the candidate will not have to undergo the Manitoba PRA-FP.</p>	
<p>2. Fair consideration of the currency of practice qualification for IMGs, including some consideration of experience obtained through work in Canada as clinical assistants.</p>	<p>The College cannot consider practice experience obtained as a clinical assistant, as the clinical assistant is not the most responsible physician in the clinical setting. In addition, many clinical assistants practice in a very defined scope of practice which does not lend itself to the primary care setting.</p>	

Progress Opportunity	Action(s)	Completion Date
<p>3. Updates to the Application Guide for IMGs Applying for Family Practice including:</p> <p>a) information about the changes to the timing of the Application for Medical Registration</p> <p>b) clarification of currency requirements for application to the IMG programs at the University of Manitoba</p> <p>c) the pathway description for applicants from jurisdictionally recognized programs</p>	<p>3(a) There have been no changes to the timing of the Application for Medical Registration (AMR). The College has been using the AMR since February 2017 for those first time applicants applying for either full or conditional registration. Applicants for conditional registration are encouraged to review the timelines for the international medical graduate programs on the University of Manitoba website prior to submitting an application. However, the CPSM will make individuals aware of the benefits of submitting an Application for Medical Registration early in the assessment process (i.e. before sitting national exams) and will review any application submitted in advance of the IMG program timelines.</p> <p>3(b) Emphasis will be placed on the currency of practice requirements specifically:</p> <p>a) those applying for the Practice Ready Assessment must have been in practice for three years in the preceding five years which is calculated from the date of application to the College.</p> <p>b) the University of Manitoba requires that those applying for the MLPIMG must have a minimum of 12 consecutive months of independent clinical practice in the five years immediately preceding the University of Manitoba application deadline.</p> <p>3(c) Applicants who have trained in the College of Family Physicians of Canada (CFPC) approved jurisdictions of training will be encouraged to contact the CFPC to determine eligibility under this route. A separate link to the CFPC website specific to this route has been added to the CPSM website.</p>	
<p>4. Work with the OMFC to improve the collection/reporting of data on IMGs in the registration process including those aspects of the process managed by national third parties.</p>	<p>We welcome the opportunity work with the OMFC in its data collection/reporting. However, as the College is currently undergoing a total revision of its database requirements, it is suggested that this be deferred until the project is complete. Discussions will include those aspects which involve third parties.</p>	