Entry-to-Practice Requirements for Five Professions in Five Canadian Provinces:

Physicians & Surgeons

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The Office of the Fairness Commissioner is an arm’s-length agency of the Ontario government, established under the Fair Access to Regulated Professions Act, 2006. Its mandate is to ensure that certain regulated professions have registration practices that are transparent, objective, impartial and fair.
1. INTRODUCTION

The Office of the Fairness Commissioner (OFC) in Ontario has studied the entry-to-practice requirements for regulated professions in other Canadian jurisdictions. This research allows the OFC to understand how the requirements in Ontario compare with those outside the province and informs its mandate of assessing the registration practices of Ontario’s regulatory bodies to ensure they are transparent, objective, impartial and fair.

The OFC looked at entry-to-practice requirements for teachers, nurses, engineers, lawyers, and physicians and surgeons in British Columbia, Alberta, Saskatchewan, Manitoba and Quebec. These regulated professions were the five largest by number of members in Ontario in 2008, and the provinces are the five largest in Canada by population, outside of Ontario. This study reports requirements that relate to both internationally trained and domestically trained applicants.

The study examines the following categories of entry-to-practice requirements:

- Requirements for Full Registration or Permanent Certification
- Documentation Required
- Credentials Assessment (Third Party and/or Internal)
- Academic/Program Requirements
- Work or Practice Experience Requirements
- Examinations
- Language Requirements
- Fees Associated with the Licensing Process
- Third Parties Involved in the Licensing Process
- Typical Length of the Licensing Process
- Internal Review/Appeal Process

The categories examined correspond to those studied in the OFC’s 2007 Studies of Registration Practices of regulated professions in Ontario. This study focuses only on the requirements for full or permanent registration. The other classes of licence offered by the regulatory bodies are too numerous and vary too greatly among the jurisdictions to be covered here.

The information reported here was gathered primarily from the regulatory bodies’ websites and was supplemented by other provincial online resources and by inquiries to the regulatory bodies directly. The information was circulated to each regulatory body for verification of completeness and accuracy. All information, unless otherwise marked, has been validated by the regulatory body in question and is accurate as of January 2010. For the most up-to-date information, check the regulatory bodies’ websites.

The study includes a table for each profession, which allows for easy comparison of the entry-to-practice requirements between Ontario and the other five provinces. A summary of findings appears below.

This research provides a comparative context for registration requirements in Ontario and it will inform the OFC’s
expectations of Ontario regulatory bodies. Such comprehensive information on entry-to-practice requirements for these five professions is not available elsewhere.

This research also provides a snapshot of registration requirements as they stand on the eve of the implementation of the Agreement on Internal Trade (AIT) and provides a good baseline against which to measure the effects of the AIT. The revised agreement was signed in January 2009 by all first ministers and is at different stages of implementation in the various jurisdictions across Canada. According to the agreement, persons who have an unrestricted licence to practise in a given Canadian jurisdiction are eligible for a licence in any other Canadian jurisdiction without undergoing another assessment and without having to meet any additional requirements. This means that, despite any differences in requirements between jurisdictions, licensees are entitled to full labour mobility unless exceptions have been approved.

Regulatory bodies have been holding discussions to determine how best to respond to their obligations under the AIT and have speculated that the AIT may result in the eventual harmonization of requirements across the country. The OFC will continue to monitor developments and to work with regulatory bodies in Ontario to ensure that any changes proposed adhere to the principles of transparency, objectivity, impartiality and fairness and do not result in a greater burden on applicants in the province.
2. SUMMARY OF FINDINGS

Overall, the basic entry-to-practice requirements for British Columbia, Alberta, Saskatchewan, Manitoba and Quebec vary little within each profession. The education, work/practice experience, examinations and language competency required are often substantially similar. The important differences are highlighted below.

The manner in which the requirements for entry to practice are described is often very diverse among regulators in the same profession, making it difficult to understand the differences and similarities in requirements. There is also enormous variation in the clarity and completeness of the information on different regulators' websites. As a result, potential applicants attempting to determine the requirements for entry to practice from province to province may experience great confusion.

The registration processes in Quebec are the most distinct. The length of postsecondary education required is usually shorter than in the other provinces. Three out of the five professions studied require applicants to undertake some sort of training program for orientation to the practice of the profession in Quebec, and where other provinces use national examinations Quebec has developed its own. There is also a standardized French-language examination that all applicants for registration must pass, regardless of the profession. The only exception is for teachers who will be teaching in the English language.

When the regulatory bodies for the professions surveyed were asked to provide an indication of the typical length of the registration process for their applicants, the responses varied considerably. Some declined to provide a specific response, stating that the process depends entirely on the individual applicant. In many instances, the length of time is longer for international graduates than for graduates from Canada or the United States. Regulators cite the time required for credentials assessment and for receiving the required documentation as the main factors that prolong the process for the internationally trained. It is also difficult to compare the lengths of the registration processes for the various regulatory bodies of a given profession because they use different starting points. Some start the count only after all the documentation has been received, credentials assessment is complete, and the applicant has finished any remedial education or training that was necessary to meet the requirements. Others calculate the length from the initiation of an application, and still others, as in the case of engineers in Quebec, from the initiation of the program of required professional experience.

Compared with the other provinces surveyed, Ontario has more or less onerous requirements, depending on the profession.

For teaching, Ontario has some of the least stringent requirements for teacher education for permanent certification.

For registered nursing, Ontario's requirements are no more onerous than those of other provinces. Before the implementation of the Agreement on Internal Trade, the College of Nurses of Ontario was requiring applicants who graduated after 2005 without a four-year baccalaureate degree to complete additional education before they could be issued a full licence. This is no longer the case.

Applicants to the professional engineering designation in Ontario do not have to meet any more burdensome requirements than in the other provinces surveyed. In fact, Ontario is the only province that does not have a language requirement. Like Alberta and British Columbia, however, Ontario demands Canadian citizenship or permanent residency for full registration.

For lawyers, Ontario stands out by offering the possibility of exemption for internationally trained applicants from the entire articling term if they have sufficient professional experience. This exemption was introduced in 2008. Unlike many of the other provinces, however, it does not offer exemption from the bar admission course.

Applicants to the profession of physician or surgeon in Ontario have to meet similar requirements to those of the other provinces studied.

Information is accurate as of January 2010. Check the regulatory bodies’ websites for the most up-to-date information.

Physicians & Surgeons

For physicians and surgeons, the requirements are quite standard in the six provinces. They include a medical degree from an accredited medical school, the Licentiate of the Medical Council of Canada (LMCC) and the completion of a set period of postgraduate training, also referred to as a residency. This is a period of two years for those applying to family
practice and four to five years for those applying to a specialty practice, depending on the specialty. This latter period differs only in Quebec, where five to six years is required.

For family practice, certification by the College of Family Physicians of Canada (CFPC) is required in Ontario, British Columbia and Alberta. Obtaining certification entails passing an examination after completing the two-year residency. In Saskatchewan and Manitoba, passing the exam for CFPC certification is not required. Quebec has its own examination that applicants must pass.

For specialty practice, certification by the Royal College of Physicians and Surgeons of Canada (RCPSC) is required everywhere except Manitoba and Quebec. RCSPC certification also entails passing an examination after completing the four- or five-year residency. Manitoba requires only the residency and Quebec has its own examination.

Ontario and British Columbia require Canadian citizenship or permanent residency for full registration. Saskatchewan and Manitoba require applicants to undergo a successful interview with the provincial college.
3. COMPARISON

This table is accurate as of January 2010 and compares the requirements for full registration. Applicants may be able to practise under other types of licence. Check the regulatory bodies’ websites for the most complete and up-to-date information.

<table>
<thead>
<tr>
<th>Entry-to-Practice Requirements: Physicians &amp; Surgeons</th>
<th>Ontario</th>
<th>British Columbia</th>
<th>Alberta</th>
<th>Saskatchewan*</th>
<th>Manitoba</th>
<th>Quebec</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical degree from an accredited Canadian or US school</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Licentiate of the Medical Council of Canada (LMCC)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>For family practice</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Certification by the College of Family Physicians of Canada (CFPC)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Postgraduate training required by provincial college or by the CFPC</td>
<td>2 years</td>
<td>2 years</td>
<td>2 years</td>
<td>2 years</td>
<td>2 years</td>
<td>2 years</td>
</tr>
<tr>
<td>• Required location of postgraduate training</td>
<td>1 year must be completed in Canada</td>
<td>1 year must be completed in BC</td>
<td>2 years must be completed in Canada</td>
<td>2 years must be completed in Canada</td>
<td>1 year must be completed in Quebec</td>
<td></td>
</tr>
<tr>
<td>For specialty practice</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Certification by the Royal College of Physicians and Surgeons of Canada (RCPSC)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Postgraduate training required by provincial college or by the RCPSC</td>
<td>4 to 5 years</td>
<td>4 to 5 years</td>
<td>4 to 5 years</td>
<td>4 to 5 years</td>
<td>4 to 5 years</td>
<td>5 to 6 years</td>
</tr>
<tr>
<td>• Required location of postgraduate training</td>
<td>1 year must be completed in Canada</td>
<td>1.5 years must be completed in BC</td>
<td>4 years must be completed in Canada</td>
<td></td>
<td>1 year must be completed in Quebec</td>
<td></td>
</tr>
<tr>
<td>Pass standing on provincial examination</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Canadian citizenship or permanent residency</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Formal assessment of language proficiency (languages accepted)</td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
<td>(Fr)</td>
<td></td>
</tr>
<tr>
<td>Successful interview with college</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Province-specific training activity</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Typical length of registration process</td>
<td>4 to 6 weeks for Canadian graduates; 4 to 6 months for international medical graduates</td>
<td>2 to 3 weeks for Canadian graduates; 6 to 9 months for international medical graduates</td>
<td>Varies</td>
<td>Varies</td>
<td>2 to 8 weeks</td>
<td>Varies</td>
</tr>
</tbody>
</table>

*The information in this table has not been verified by the College of Physicians and Surgeons of Saskatchewan.

**The College of Physicians and Surgeons of Manitoba does not itself require a medical degree, but it requires either the LMCC or certification by the CFPC or the RCPSC, and a medical degree is required for these.

***The LMCC is required for family practice, but not for specialty practice.
4. BRITISH COLUMBIA

Regulatory body: College of Physicians and Surgeons of British Columbia (CPSBC), www.cpsbc.ca

Requirements for Full Registration

- Completion of a medical degree from an accredited Canadian or US medical school or from an acceptable medical school listed in the World Directory of Medical Schools of the World Health Organization or the FAIMER International Medical Education Directory (IMED)
- Canadian citizenship or permanent resident status
- Licentiate of the Medical Council of Canada (LMCC)
  - The LMCC may be replaced by the successful completion of medical licensing examinations in the United States acceptable to the board of the CPSBC.
- Certification by the College of Family Physicians of Canada (CFPC) or by the Royal College of Physicians and Surgeons of Canada (RCPSC)
  - CFPC certification may be replaced by one of the following:
    - Successful completion of the examinations of the American Board of Family Practice and 18 months of practice in British Columbia under supervision satisfactory to the Registration Committee
    - If the applicant is a graduate of a Canadian medical school in 1992 or earlier, evidence of satisfactory completion of one year of internship recognized by the Registration Committee
    - If postgraduate training was completed between 1993 and July 1, 2010, successful completion of a minimum of two years of accredited postgraduate training recognized by the Registration Committee with a basic core of 44 weeks, consisting of eight weeks in each of medicine, surgery, obstetrics/gynecology and pediatrics, and four weeks in each of psychiatry, emergency medicine and family/general practice. One of the two years must be in Canada if the applicant is not a graduate of a Canadian medical school.
    - If the applicant is registered on the temporary register under the former enactment on May 31, 2009, and registered in the provisional class effective June 1, 2009, or approved for such registration before June 1, 2009, completion of five years of general/family practice in British Columbia, and successful completion of an assessment of competency satisfactory to the Registration Committee
  - RCPSC certification may be replaced by completion of all of the following:
    - A residency training program approved by the Accreditation Council for Graduate Medical Education in the applicant's specialty in the United States equal in duration and content to the specialty training requirements of the RCPSC
    - The examinations of the American Board of Medical Specialties in the applicant's specialty
    - 18 months of practice in British Columbia under supervision
    - An assessment of competency satisfactory to the Registration Committee

Documentation Required

- Completed application form
- Evidence of identification, experience, good professional conduct and good character
- Certificate of conduct/standing from the regulatory or licensing authority in each jurisdiction where the applicant is or was registered or licensed to practise (dated within 60 days from the date of the application), certifying the following:
  - The applicant is entitled to practise medicine without conditions.
  - There is no investigation, review or other proceeding under way in that other jurisdiction with reference to the applicant's entitlement.
- Documentary proof for meeting all requirements of the full registration class
- A signed criminal record check consent form
- Proof of professional liability coverage or protection

Credentials Assessment (Third Party and/or Internal)
• The CPSBC conducts credentials assessment in-house.
• Applicants who completed medical education outside Canada must submit copies of their credentials to the
  Physician Credentials Registry of Canada (PCRC) for primary source verification.

Academic/Program Requirements
All applicants must have a medical degree from an accredited Canadian or US medical school, or from an acceptable
medical school listed in the World Directory of Medical Schools of the World Health Organization or the IMED.

Postgraduate Training Requirements
• A minimum of 12 months of postgraduate training must be completed in British Columbia for family practice. An
  internship completed prior to 1992 outside of Canada may be accepted if it is satisfactory to the Registration
  Committee.
• A minimum of 18 months of practice under supervision must be completed in British Columbia for specialty
  practice.

Examinations
The CPSBC does not require any further examinations beyond those required for the LMCC (the MCCEE and the
MCCQE, Parts 1 and 2) and for CFPC or RCSPC certification.

Language Requirements
The CPSBC requires that applicants be able to speak, read and write English to the satisfaction of the Registration
Committee, but it does not formally test for language skills. (As of January 2010, the Registration Committee was
considering a requirement for a TOEFL, if the applicant’s primary language of instruction is not English or French.)

Fees Associated with the Licensing Process
• PCRC verification fee:
  o one-time account fee of $250 and
  o $100 fee for each of the medical documents submitted for verification
• Full registration fee: $625
• Annual licensing fee: $1,200
• Preliminary assessment of qualifications for licensing: $600

Third Parties Involved in the Licensing Process
• The PCRC conducts primary source verification.
• The Medical Council of Canada administers the national exams that assess candidates' knowledge and skills.
• The RCPSC is the national examining and certifying body for medical and surgical specialists in Canada.
• The CFPC is the national examining and certifying body for family medicine practitioners in Canada.

Typical Length of the Licensing Process
The registration process takes approximately two to three weeks for Canadian graduates. For international medical
graduates, it usually takes six to nine months; immigration procedures are the delaying factor, not the credentials review.

Internal Review/Appeal Process
Applicants dissatisfied with their registration decision may apply to the Health Professions Review Board of British
Columbia for a review.
5. ALBERTA

Regulatory body: College of Physicians and Surgeons of Alberta (CPSA), [www.cpsa.ab.ca](http://www.cpsa.ab.ca)

Requirements for Full Registration

- Completion of an acceptable medical degree or osteopathic degree from an accredited Canadian or US medical school, or from an acceptable medical school listed in the FAIMER International Medical Education Directory (IMED) that has carried on a medical education program for more than 10 years and offers an undergraduate medical training program of at least 48 months in duration
- The Licentiate of the Medical Council of Canada (LMCC) or completion of the United States Medical Licensing Examination (USMLE, minimal pass level on all steps) or the Comprehensive Osteopathic Medical Licensing Examination (COMLEX, minimal pass level on all steps)
- For family practice, certification from the College of Family Physicians of Canada (CFPC) and
  - Successful completion of a family medicine residency in Canada
  or
  - Successful completion of a postgraduate program of medical training outside of Canada of at least 24 months duration containing a minimum of eight weeks each of pediatrics, obstetrics and gynecology, surgery and internal medicine, and eight months of community-based primary care
- For specialty practice, completion of four to five years of postgraduate medical training and certification by the Royal College of Physicians and Surgeons of Canada (RCPSC)

Documentation Required

In order to complete the online eligibility review, information from the following documents is required:

- Canadian medical examinations completed, as applicable: LMCC, MCCEE, CCFP, CCFP (EM), FRCP(C), FRCS(C)
- USMLE, COMLEX (minimum pass level on all steps)
- Medical education history
- Documents related to all postgraduate medical training
- Certifications
- Other qualifications
- Practice history
- Medical Identification Number for Canada (MINC) if previously assigned
- Completed application form
- Evidence of identification, experience, good professional conduct and good character
- Certificate of conduct/standing from the regulatory or licensing authority in each jurisdiction where the applicant is or was registered or licensed to practise (dated within 90 days from the date of the application) certifying the following:
  - The applicant is entitled to practise medicine without conditions.
  - There is no investigation, review or other proceeding under way in that other jurisdiction with reference to the applicant's entitlement.
- Proof of professional liability coverage or protection (or signed agreement to obtain before practice)

Credentials Assessment (Third Party and/or Internal)

- The CPSA conducts credentials assessment in-house during the eligibility review process.
- Applicants who completed medical education outside Canada must submit copies of their credentials to the Physician Credentials Registry of Canada (PCRC) for primary source verification if they have not been previously verified by the Medical Council of Canada and International Credentials Services and the Federation of State Medical Boards.

Academic/Program Requirements
All applicants must have an acceptable medical degree or osteopathic degree from an accredited Canadian or US medical school, or from an acceptable medical school listed in the IMED that has carried on a medical education program for more than 10 years and offers an undergraduate medical training program of at least 48 months in duration.

**Postgraduate Training Requirements**

All applicants for family practice must complete two years of postgraduate training, all of which must be undertaken in Canada. All applicants for specialty practice must complete four to five years of postgraduate training, four of which must be undertaken in Canada.

**Examinations**

The CPSA does not require any examinations beyond those required for the certifications listed under “Requirements for Full Registration” above.

**Language Requirements**

The CPSA does not have any language requirements for registration.

**Fees Associated with the Licensing Process**

- PCRC verification fee:
  - one-time account fee of $250
  - $100 fee for each of the medical documents submitted for verification
- Registration fee for full registration: $600
- Annual licensing fee for full registration: $1,600
- Preliminary assessment of eligibility (eligibility review): $210

**Third Parties Involved in the Licensing Process**

- The PCRC conducts primary source verification.
- The Medical Council of Canada administers the national exams that assess candidates' knowledge and skills.
- The RCPSC is the national examining and certifying body for medical and surgical specialists in Canada.
- The CFPC is the national examining and certifying body for family medicine practitioners in Canada.

**Typical Length of the Licensing Process**

The length of the registration process varies greatly, depending on an applicant’s individual situation and when the applicant submits the required documentation.

**Internal Review/Appeal Process**

Applicants dissatisfied with their registration decision may apply to the CPSA for a review.
6. SASKATCHEWAN

Regulatory body: College of Physicians and Surgeons of Saskatchewan (CPSS), http://www.quadrant.net/cpss

Requirements for Full Registration

*Note: As of January 2010, licensing requirements were under review, and there may be significant changes when the review is completed.*

- Completion of a medical degree from an accredited Canadian or US medical school or from an acceptable medical school listed in the World Directory of Medical Schools of the World Health Organization or the FAIMER International Medical Education Directory (IMED)
- Licentiate of the Medical Council of Canada (LMCC)
- Certification by the Royal College of Physicians and Surgeons of Canada (RCPSC) or completion of a two-year residency training in family medicine in Canada
- Successful interview with the Registrar's Office, which includes the examination by the office of all the original documents submitted in support of the application
- Professional liability insurance

Documentation Required

- Applicants deemed eligible for licensing after the pre-screening process must present themselves for an interview with the CPSS and bring all of the following original documentation to be examined for authenticity:
  - Original medical degree
  - Proof of full registration with a regulatory body acceptable to the CPSS (if a temporary or provisional licence is to be granted on this basis)
  - Original documentation from the issuing body of successful completion of the MCCEE, United States Medical Licensing Examination or Federal Licensure Exam (if registration is to be granted on this basis)
  - Educational Commission for Foreign Medical Graduates certificate if one has been granted
  - Certificate of good standing dated within the past three months from the regulatory body with which the physician was most recently registered and certificates from the regulatory body in each jurisdiction in which the physician has been registered
  - A passport-size photograph
  - Proof of identity

  - For family practice:
    - Any other documentation relevant to the applicant's credentials as a family physician, such as College of Family Physicians of Canada (CFPC) certification, M. Fam. Med. degree, MRCP (GP) certification or board certification
    - Letters from each of the hospitals or training programs in which the physician's postgraduate training took place, stating the disciplines in which the applicant was trained, the time spent in each discipline and evidence of satisfactory performance

  - For specialty practice:
    - Original document certifying that the applicant possesses the specialty qualification
    - Letter from the RCPSC certifying that the physician is eligible for certification with the RCPSC

Credentials Assessment (Third Party and/or Internal)

- Credentials assessment is conducted by the CPSS during the pre-screening process.
- In certain cases when physicians do not meet all CPSS requirements for postgraduate training, they may be referred to the Clinicians' Assessment and Professional Enhancement (CAPE) program in Winnipeg for a formal assessment of skill, knowledge and judgment. (To be eligible, a physician must be licensed and working in Saskatchewan.)
- Applicants who completed medical education outside Canada must submit the following credentials to the Physician Credentials Registry of Canada (PCRC) for primary source verification of authenticity (over and above their examination by the Registrar's Office at the time of the interview):
Medical degree/diploma
Postgraduate training certificates
Specialty certificates

**Academic/Program Requirements**
All applicants must have a medical degree from an accredited Canadian or US medical school, or from an acceptable medical school listed in the World Directory of Medical Schools of the World Health Organization or the IMED.

**Postgraduate Training Requirements**
Applicants must complete two years of postgraduate training in Canada in a program acceptable to the CPSS for family practice, or for specialty practice they must complete a specialty training program in a program approved by the RCPSC. In some circumstances a clinical assessment of skills and knowledge may be available to physicians whose postgraduate training does not meet these requirements, as an alternative to the postgraduate training detailed above.

**Examinations**
- The CPSS does not require any further examinations beyond those required for the LMCC (the MCCEE and the MCCQE, Parts 1 and 2) and for RCPSC certification.
- In some instances an exemption from the requirement of Medical Council of Canada examinations may be available. This is determined on a case-by-case basis.

**Language Requirements**
The CPSS does not have any language requirements for registration.

**Fees Associated with the Licensing Process**
- PCRC verification fee:
  - one-time account fee of $250 and $100 fee for each of the medical documents submitted for verification
- Credentials assessment fee (refundable if the physician becomes licensed within 12 months after the assessment is completed):
  - No fee for graduates of the University of Saskatchewan
  - $157.50 for graduates from another Canadian university
  - $210 for graduates from outside Canada
- Registration fee: $400
- Annual fee: $1,250
- CAPE program: $4,000

**Third Parties Involved in the Licensing Process**
- The PCRC conducts primary source verification.
- The Medical Council of Canada administers the national exams that assess candidates' knowledge and skills.
- The RCPSC is the national examining and certifying body for medical and surgical specialists in Canada.
- The CFPC is the national examining and certifying body for family medicine practitioners in Canada.
- The CAPE program is administered by the Office of Continuing Medical Education at the University of Manitoba.
- Where licensing is based upon a clinical assessment, that assessment is arranged on a case-by-case basis and will generally involve the College of Medicine, University of Saskatchewan.

**Typical Length of the Licensing Process**
The pre-screening of applications takes several weeks. The time required may be longer if applications are incomplete or if there is a high volume of applications to be processed.

**Internal Review/Appeal Process**
Applicants dissatisfied with their registration decision are entitled to have that decision reviewed by the Council of the CPSS.
7. MANITOBA

Regulatory body: College of Physicians and Surgeons of Manitoba (CPSM), www.cpsm.mb.ca

Requirements for Full Registration

For general practice

- Successful interview with the CPSM and one of the following:
  - Licentiate of the Medical Council of Canada (LMCC) and certification by the College of Family Physicians of Canada (CFPC)
  - The LMCC and family medicine certification obtained through an examination administered by the Collège des médecins du Québec
  - The LMCC and two years of postgraduate clinical training acceptable to the CPSM that has been completed in an approved university teaching program, which is a program approved by the Federation of Medical Licensing Authorities of Canada Accreditation Committee, the Royal College of Physicians and Surgeons of Canada (RCPSC) or the CFPC; or a program with a major university affiliation that is listed in the Graduate Medical Education Directory published by the American Medical Association

For specialty practice

- Successful interview with the CPSM and one of the following:
  - Certification by the RCPSC
  - The LMCC and certification from a member board of the American Board of Medical Specialties
  - Specialist certification obtained through an examination administered by the Collège des médecins du Québec

Documentation Required

- A certificate of standing from each jurisdiction in which the applicant has been authorized to practise medicine
- A criminal record check
- Evidence that the applicant "is fit to engage in the safe practice of medicine" (upon request by the CPSM and in accordance with policies established by the Council of the CPSM)
- Application form
- Graduation diploma
- Curriculum vitae
- Documentation of all approved training experiences and medical qualifications listed in the application
- As proof of identity, one of the following: birth certificate, passport, visa, landed status, Canadian citizenship
- Medical school diploma
- Medical school transcript
- Medical licensing/registration certificates from other jurisdictions
- Postgraduate training certificates

Credentials Assessment (Third Party and/or Internal)

Applicants who graduated from a medical program outside Canada and the US must submit the following credentials to the Physician Credentials Registry of Canada (PCRC) for primary source verification of authenticity:
• Medical school diploma
• Medical school transcript
• Medical licensing/registration certificates from other jurisdictions
• Postgraduate training certificates

Academic/Program Requirements
There are no academic requirements beyond what is required for the LMCC or for certification by the CFPC or the RCSPC.

Postgraduate Training Requirements
• All applicants for family practice must have completed a two-year postgraduate clinical training program acceptable to the CPSM. The program must be an approved university teaching program containing a core of eight weeks in each of general medicine, general surgery, obstetrics and gynecology, and pediatrics.
• All applicants for specialty practice must have fulfilled whatever postgraduate training is required for the certification options outlined in "Requirements for Full Registration" above, which totals four to five years.

Examinations
The CPSM does not require any examinations beyond those required for the certifications listed in "Requirements for Full Registration" above.

Language Requirements
The CPSM does not have any language requirements for registration.

Fees Associated with the Licensing Process
• Documentation fee (application): $175
• PCRC verification fee:
  • one-time account fee of $250 and
  • $100 fee for each of the medical documents submitted for verification
• Annual licensing fee: $1,375
• Registration fee: $300

Third Parties Involved in the Licensing Process
• The PCRC conducts primary source verification.
• The Medical Council of Canada administers the national exams that assess candidates’ knowledge and skills.
• The RCPSC is the national examining and certifying body for medical and surgical specialists in Canada.
• The CFPC is the national examining and certifying body for family medicine practitioners in Canada.

Typical Length of the Licensing Process
Depending on the time of year, it can take anywhere from two to four weeks to review an application for full registration. The registration process itself takes between two and eight weeks.

Internal Review/Appeal Process
An applicant who is refused registration may request an appeal of the Registrar's decision to the Council of the CPSM. The council may confirm or vary the decision of the Registrar.
8. QUEBEC

Regulatory body: Collège des médecins du Québec (CMQ), [www.cmq.org](http://www.cmq.org)

**Requirements for Full Registration**

- A medical degree from Quebec or one recognized as equivalent
  - The CMQ accepts the following as equivalent: degrees from any faculty accredited by the Association of Faculties of Medicine of Canada (AMFC) or the Liaison Committee on Medical Education (LCME), and from any other school or faculty listed in the World Directory of Medical Schools of the World Health Organization or the FAIMER International Medical Education Directory (IMED). Candidates holding a degree granted by a medical school not accredited by AMFC or LCME must pass examinations, as determined by the CMQ board (see "Academic/Program Requirements" below).

- Post-doctoral training at one of Quebec's four faculties of medicine or one recognized as equivalent
  - The Quebec programs have a duration of two years for family medicine, and of five or six years for a specialty, depending on the specialty's requirements.
  - The CMQ accepts the following as equivalent: post-doctoral training of the same duration and content in a program accredited by the Royal College of Physicians and Surgeons of Canada (RCPSC) or the CFPC, or by the Accreditation Council for Graduate Medical Education (ACGME). Post-doctoral education acquired outside of Canada or US can also be recognized, under conditions determined by a regulation, as equivalent (see "Academic/Program Requirements" below).

- Pass standing on the Final Examination for family medicine or specialty medicine (as required to obtain the Licentiate of the Medical Council of Canada)

- Pass standing on the examination of the Office québécois de la langue française (OQLF)

- Completion of training on the legal, ethical and organizational aspects of medical practice in Quebec (ALDO-Québec)

**Documentation Required**

The following documents are required to apply for recognition of equivalence of the medical diploma and/or post-doctoral training:

- Application form
- Authenticated recent passport-type photo
- Proof of identity
- Any documentation relating to name change
- Curriculum vitae
- Transcripts of medical studies
- Medical diploma
- Attestations of postgraduate training periods signed by the dean of the faculty of medicine or the executive director of the institution where the training periods were completed. These attestations must specify the dates on which training began and ended for each discipline.
- Specialist's certificate or attestation in family medicine
- Any permits to practise medicine awarded outside Quebec
- Certificate of professional conduct issued within the last three months by the medical regulatory body of each country in which the applicant holds a permit to practise medicine. Each certificate must be sent directly to the CMQ by the organization in a sealed envelope and must be written in French or English.

**Credentials Assessment (Third Party and/or Internal)**

- The CMQ conducts credentials assessment in-house.
- Applicants must submit the following documents to the Physician Credentials Registry of Canada (PCRC) for primary source verification:
  - Photograph
  - Proof of identity
Certificate proving a name change (if applicable)
- Transcript of medical studies
- Medical diploma
- Attestations of postgraduate training periods signed by the dean of the faculty of medicine or the executive director of the institution where the training periods were completed. These attestations must specify the dates on which training began and ended for each discipline.
- Specialist's certificate or attestation in family medicine
- Permit to practise medicine obtained outside of Quebec, if applicable

**Academic/Program Requirements**
- Applicants must obtain a medical degree from Quebec or one recognized as equivalent. The CMQ accepts as equivalent degrees from any faculty accredited by the Association of Canadian Medical Colleges or the LCME.
- Degrees issued from any other school or faculty listed in the World Directory of Medical Schools or the IMED may also be recognized as equivalent, but applicants presenting such degrees must obtain pass standing on the following in order to obtain equivalency:
  - MCCEE
  - MCCQE Part 1
  - MCCQE Part 2 or the Objective Structured Clinical Examination (OSCE) of the National Assessment Collaboration, which is a committee of the Medical Council of Canada (MCC)
- All applicants must also complete the ALDO-Québec educational training on the legal, ethical and organizational aspects of medical practice in Quebec. The training takes three hours.

**Postgraduate Training Requirements**
- Applicants for family practice must complete two years of post-doctoral training at one of Quebec's four faculties of medicine; applicants for specialty practice must complete five to six years of post-doctoral training at one of Quebec's four faculties of medicine.
  - The CMQ accepts the following as equivalent to the training in Quebec listed above: post-doctoral training of the same duration and content in a program accredited by the RCPSC, the CFPC or the ACGME. Post-doctoral education acquired outside of Canada or the US can also be recognized, under conditions determined by a regulation, as equivalent (see "Academic/Program Requirements" above).

*Note:* Applicants who have already completed postgraduate training equivalent in duration and content to at least half of what is required may apply for recognition of the equivalence of their training, which will result in a reduction of the training that must be completed in Quebec. However, applicants must complete a minimum of 12 months of training in Quebec.

**Examinations**
Applicants for full registration must obtain pass standing on the Final Examination for family medicine or specialty medicine.
- The family medicine examination has two components:
  - The MCC component, consisting of the Objective Structured Clinical Examination, qualifying examination, Part II
  - The CFPC component, consisting of Short Answer Management Problems (SAMP) and Simulated Office Oral (SOO)
- The specialty medicine examination has two components:
  - The MCC component, consisting of the Objective Structured Clinical Examination, qualifying examination, Part II
  - The RCPSC examination for the specialty concerned

*Note:* Candidates who began a specialty training program prior to July 1, 2009, are not required to pass the MCCQE Part 2.

**Language Requirements**
The language requirements for persons applying for registration in all professions in Quebec are the same, as dictated by the province's Charter of the French Language. Applicants must demonstrate competence in French with at least three years of full-time secondary or postsecondary studies, or by passing the OQLF exam. Applicants who have met all other requirements for licensing may be granted a temporary permit for one year, renewable up to three times. They must pass the OQLF exam during this period. The OQLF examination is offered free of charge.

**Fees Associated with the Licensing Process**

- **Fees to be paid prior to entry to a postgraduate training program in Quebec:**
  - Application for recognition of equivalence of a medical diploma obtained outside Canada or the US: $400
  - Application for recognition of equivalence of post-doctoral training:
    - For training obtained outside Canada or the US: $350
    - For training obtained in the US: $150
  - Registration fee for the Objective Structured Clinical Examination (OSCE): $1,800
- **Fees to be paid at the end of the postgraduate training program (these fees apply to any applicant, including Quebec-trained candidates):**
  - ALDO-Québec training fee: $50
  - Registration fee (full and restricted licences): $650
  - Annual licensing fee: $974.80

**Third Parties Involved in the Licensing Process**

- The PCRC conducts primary source verification.
- The MCC administers national exams that assess candidates' knowledge and skills. The CMQ's Objective Structured Clinical Examination (OSCE) is also developed and administered by the MCC.
- The RCPSC is the national examining and certifying body for medical and surgical specialists in Canada.
- The CFPC is the national examining and certifying body for family medicine practitioners in Canada.
- The OQLF administers the French language skills evaluation.

**Typical Length of the Licensing Process**

The CMQ states that there is no typical length.

**Internal Review/Appeal Process**

- Applicants dissatisfied with the result of their application for recognition of equivalence of a medical diploma may request a hearing with the CMQ to review the decision. The CMQ will subsequently issue a final decision that may not be appealed.
- Applicants deemed ineligible for a final examination may apply to the CMQ for a review of its decision.
- Applicants who fail an examination may apply for a review if they believe the failure was a result of factors relating to the exam procedure. This appeal is made through the organization responsible for the exam (MCC, CFPC, RCPSC or OQLF).