



Registering Success 2012

College of Physicians and Surgeons of Ontario

2012 Registration Report

- ✓ 4,149 certificates were issued in 2012, up 4% over the previous year.
- ✓ 1,677 certificates were issued to IMGs, the most in CPSO history.
- ✓ The number of physicians in active practice is up 23% since 2001.

May 2013

2012 Registration Report

The College of Physicians and Surgeons of Ontario (CPSO) governs the practice of medicine in the province. The College acts in the public interest by setting and maintaining standards of medical practice and licensing qualified physicians, amongst other duties.

The College issues postgraduate education certificates to physicians in training and practice certificates to all other candidates. This report provides information about the total number of certificates issued in 2012 by registration class and source of medical degree. We report these statistics annually to show year-over-year changes and significant trends over time.

- ✓ More certificates issued to IMGs than to Ontario graduates for the ninth year.
- ✓ 398 independent practice certificates issued to IMGs, the most in CPSO history.
- ✓ 2,803 practice certificates issued since 2002 under barrier-reducing CPSO registration policies.

The 2012 registration results show an increase in the number of certificates issued to practice medicine – a trend that has continued every year for the last 15 years. In fact, 4,149 certificates were issued last year, more than ever before and a 4% rise from the previous year.

The College has worked for many years with government, medical schools and

others to find workable solutions to the physician resource challenge in Ontario. College policies have provided greater opportunities to physicians to qualify to practice medicine, without compromising our existing high standards of registration. In fact, licence issuance to international medical graduates (IMGs) has more than tripled since 1997, up from 481 to 1,677 in 2012. This marked increase is attributable to a number of factors, including more Ministry of Health-funded IMG residency training positions and the work done by the College's Physician Resources Task Force in collaboration with key stakeholders.

We will continue to collaborate with our provincial and national partners in government, medical education and training, and specialty certification to ensure a system-wide approach to physician registration to continuously improve access to quality care for the people of Ontario.

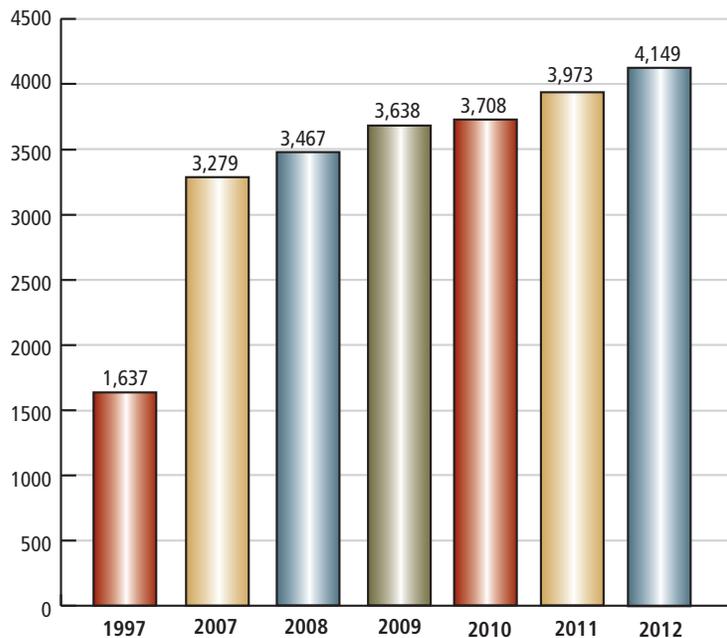
2012 REGISTRATION REPORT

1. TOTAL ISSUANCES

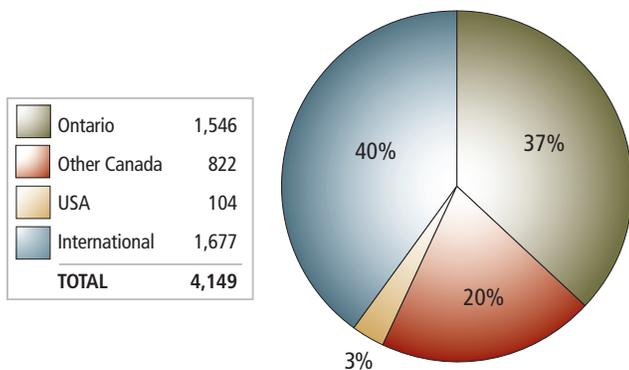
(Includes all classes of certificates¹, see Appendix 1 for an explanatory note)

- In 2012, the CPSO issued 4,149 certificates of registration.
- This surpassed the total number issued in 2011 by 176 certificates (4%).
- Total licence issuance has increased every year for the last 15 years.

TOTAL CERTIFICATES ISSUED SINCE 1997



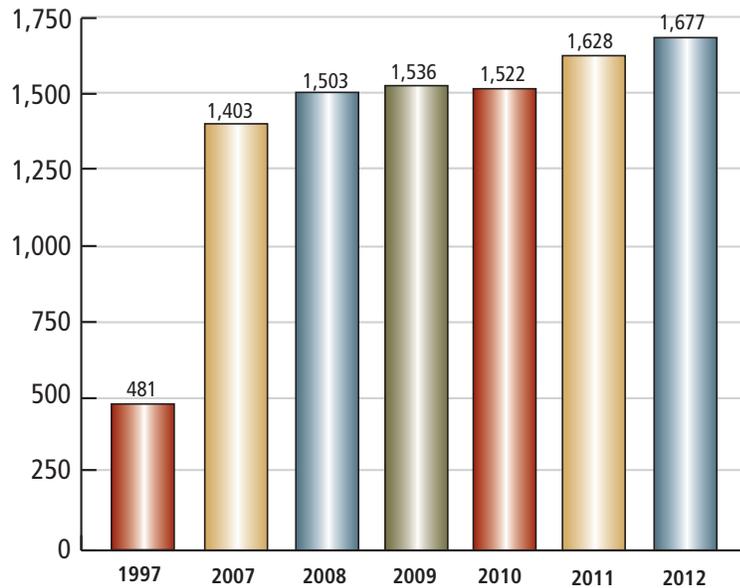
TOTAL ISSUANCES BY SOURCE OF MD



- More certificates were issued to international medical graduates (IMGs) than to Ontario graduates for the ninth straight year.
- IMGs received 40% of the certificates issued compared to 29% in 1997.

¹ All classes of certificates includes: independent practice; restricted; short duration; academic practice; academic visitor; and postgraduate education certificates.

TOTAL CERTIFICATES ISSUED TO INTERNATIONAL MEDICAL GRADUATES SINCE 1997



- 1,677 certificates were issued to IMGs – the most in CPSO history.
- Since 1997, issuance to IMGs has more than tripled.

Why the increase?

In the past 15 years, all categories of graduates – Ontario, Canadian and international – have increased. The following are some of the key factors:

For International Medical Graduates

- positive effect of CPSO registration policies
- more Ministry of Health-funded IMG residency positions
- opening up of both iterations of CaRMS match
- HealthForceOntario marketing and recruitment efforts
- more clinical fellows (i.e., international specialists doing “topping-off” training)
- increased inflow of qualified IMGs from other provinces
- increased mobility under Agreement on Internal Trade legislation
- more Canadians studying medicine abroad eligible under CPSO registration policies

For Ontario and Canadian Graduates

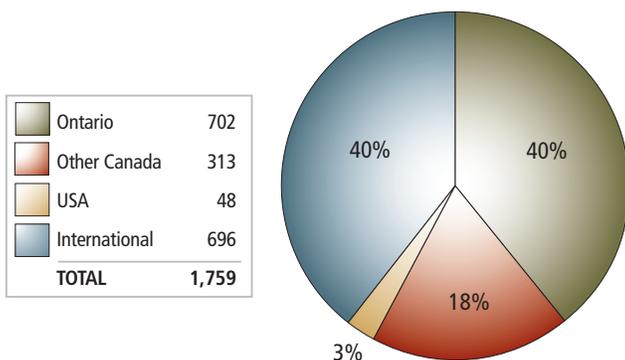
- increases in Canadian medical school enrolment and residency positions
- continuing inflow of Canadian physicians from other provinces
- reduced outflow of Ontario physicians
- repatriated Ontario physicians
- Ontario government recruitment and incentive strategies
- positive effect of CPSO registration policies
- increased mobility under Agreement on Internal Trade legislation

2. PRACTICE CERTIFICATES

(Includes all classes *except* postgraduate education class, see Appendix 1 for an explanatory note)

- Of the 4,149 certificates of registration issued, 1,759 were practice certificates (2,390 were postgraduate education certificates).
- 1,759 practice certificates is the highest number ever issued.
- Practice certificates include all classes of registration, except the postgraduate education class (the class which only permits supervised practice after graduation from medical school, and is required for postgraduate training at an Ontario medical school). For statistics about the postgraduate education class, please see page 8.

PRACTICE CERTIFICATES BY SOURCE OF MD



| Practice Certificates Issued Since 1997 | |
|---|-------|
| 1997 | 636 |
| 2007 | 1,410 |
| 2008 | 1,511 |
| 2009 | 1,563 |
| 2010 | 1,617 |
| 2011 | 1,705 |
| 2012 | 1,759 |

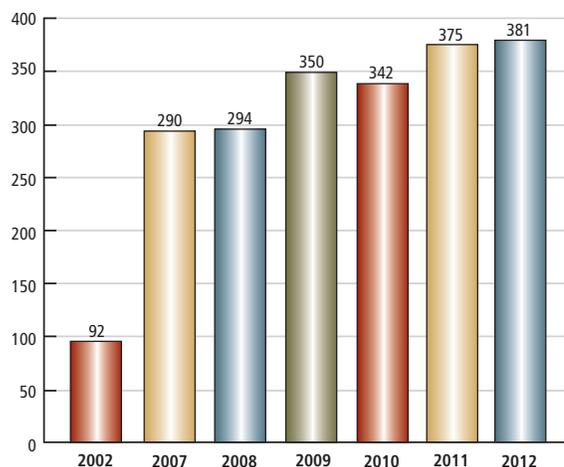
Practice certificates issued under CPSO registration policies

- The Registration Committee approved 381 practice certificates (nearly 70% went to IMGs) and has approved 2,803 since 2002.
- 2012 was a record-breaking year for issuance of practice certificates under CPSO registration policies introduced since 2002 to facilitate entry to medical practice (e.g., Assistant Professor policy, Restricted Registration policy, and Alternate Pathways policy).²

Alternate Pathways Policy

- In 2009, the CPSO implemented a registration policy containing four new pathways to registration. These new pathways further reduced barriers to registration for qualified physicians and had an immediate positive impact on issuance of new practice certificates.
- 107 practice certificates were issued under the four pathways in 2012 and, in total, 374 certificates have been issued since 2009.

PRACTICE CERTIFICATES APPROVED BY REGISTRATION COMMITTEE UNDER CPSO REGISTRATION POLICIES



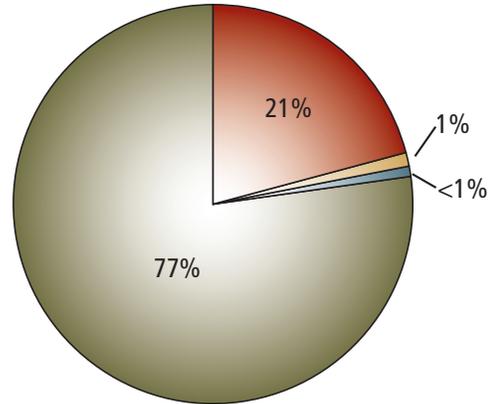
² See Appendix 2.

INDEPENDENT PRACTICE CERTIFICATES

- Independent (unsupervised) practice certificates make up 80% of the total CPSO membership³ (30,150 of 37,685 physicians). This is the class of certificate commonly obtained after physicians complete their postgraduate training and is held throughout their professional careers.
- Of the 1,759 new practice certificates issued, 1,363 certificates were of the independent practice class, the highest annual issuance since 1993.

PRACTICE CERTIFICATES ISSUANCE BY CLASS

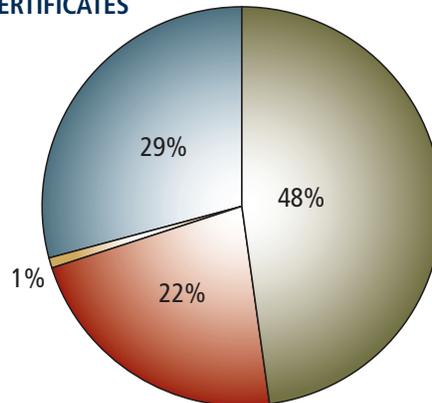
| | |
|----------------------|--------------|
| Independent Practice | 1,363 |
| Restricted | 369 |
| Short Duration | 20 |
| Academic Practice | 7 |
| TOTAL | 1,759 |



i. Independent practice certificates by source of MD

INDEPENDENT PRACTICE CERTIFICATES BY SOURCE OF MD

| | |
|---------------|--------------|
| Ontario | 654 |
| Other Canada | 295 |
| USA | 16 |
| International | 398 |
| TOTAL | 1,363 |



³ Includes physicians that are on leave or in practice outside Ontario.

ii. Independent practice certificates by specialty

- One of the main requirements for an independent practice certificate is specialty certification by one of the national certifying bodies – either the Royal College of Physicians and Surgeons of Canada (RCPSC) or the College of Family Physicians of Canada (CFPC).
- The split between RCPSC and CFPC-certified physicians receiving an independent practice certificate in 2012 was, respectively, 47% and 53%. These percentages are very consistent with those of past years.

iii. Independent practice certificates issued to IMGs

- 398 independent practice certificates were issued to IMGs, the most in CPSO history.
- Issuance of independent practice certificates to IMGs has more than tripled since 2001.

| Independent Practice Certificates Issued to IMGs | |
|--|------------|
| 2001 | 122 |
| 2002 | 146 |
| 2003 | 169 |
| 2004 | 192 |
| 2005 | 215 |
| 2006 | 229 |
| 2007 | 275 |
| 2008 | 393 |
| 2009 | 345 |
| 2010 | 378 |
| 2011 | 383 |
| 2012 | 398 |

Key Factors in Upward Trend of Independent Practice Certificates to IMGs

Facilitative Role of Restricted Certificates:

- An increasing number of IMGs issued an independent practice certificate have previously held a restricted certificate obtained under one of the CPSO's policies designed to facilitate entry of IMGs into practice.
- In 2012, 18% of IMGs granted an independent practice certificate had previously held a restricted certificate, clearly demonstrating the benefits of these policies as a bridge to independent practice. In 1997, before most of the policies were introduced, only 8% (10 of 130) of the IMGs who received an independent practice certificate had previously held a restricted certificate.

Key Role of Ontario Postgraduate Training Opportunities:

- More than half of the IMGs issued an independent practice certificate had previously held a postgraduate education certificate from the CPSO (253 of 398).
- This figure highlights the critical importance of the Ontario postgraduate training system as a pathway to independent practice.

Continuing Inflow of Qualified IMGs:

- Of the IMGs issued an independent practice certificate, 25% (101 of 398) had never before held a certificate of registration of any type from the CPSO and came to Ontario fully qualified for independent practice. This shows that Ontario is a destination of choice for many qualified IMGs from across Canada and the US.

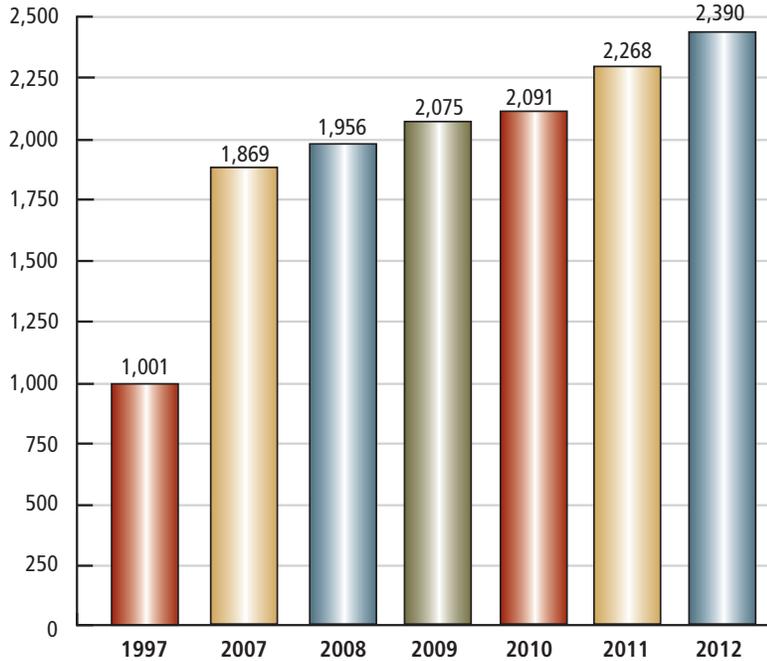
AIT Brings IMGs to Ontario

- 36 IMGs were issued an independent practice certificate under Ontario labour mobility legislation relating to the national Agreement on Internal Trade (AIT).
- Since the labour mobility legislation came into effect in 2010, 104 IMGs have been issued an independent practice certificate under AIT.
- The AIT legislation enables physicians holding a certificate elsewhere in Canada to apply for an equivalent certificate in Ontario without having to satisfy additional examination, assessment or training requirements.

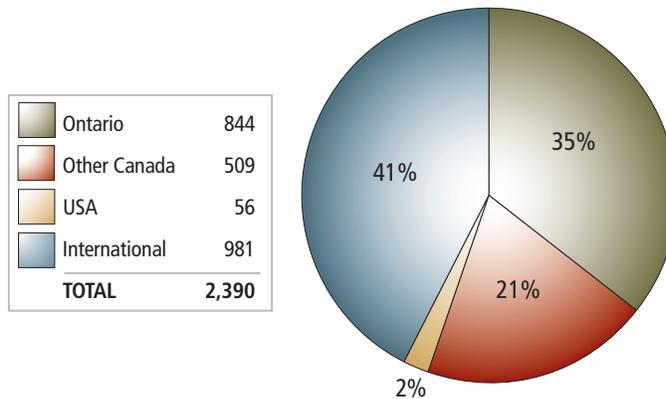
3. POSTGRADUATE EDUCATION CERTIFICATES

- 2,390 postgraduate education certificates were issued in 2012 – the highest number issued in CPSO history.
- The number of postgraduate education certificates issued has increased every year for the last 15 years.

POSTGRADUATE EDUCATION CERTIFICATES ISSUED SINCE 1997



POSTGRADUATE EDUCATION CERTIFICATES BY SOURCE OF MD



- A record number of 981 postgraduate education certificates were issued to IMGs.
- Last year, the IMG share of postgraduate education certificates was 41%. In 1997, IMG share was 30% (303 of 1,001).

4. IMG ISSUANCES BY SOURCE OF MD

- 109 different countries are represented by the IMGs issued either a practice certificate or a post-graduate education certificate in 2012:

Practice Certificates Issued by Country Source of MD

| | | | |
|-------------------|----|-------------------------|----|
| 1. India | 64 | 6. Poland | 32 |
| 2. Pakistan | 53 | 7. Netherlands Antilles | 30 |
| 3. United Kingdom | 49 | 8. Iraq | 26 |
| 4. Egypt | 38 | 9. Iran | 24 |
| 5. Ireland | 37 | 10. Saudi Arabia | 23 |

Postgraduate Education Certificates Issued by Country Source of MD

| | | | |
|-------------------|-----|-------------------------|----|
| 1. Saudi Arabia | 144 | 6. Israel | 34 |
| 2. India | 91 | 7. Egypt | 29 |
| 3. Ireland | 86 | 8. Netherlands Antilles | 25 |
| 4. United Kingdom | 83 | 9. Grenada | 22 |
| 5. Australia | 67 | 10. Pakistan | 21 |

5. PHYSICIANS IN ACTIVE PRACTICE IN ONTARIO

- The substantial increase in issuances of new certificates of registration in the last decade has had a positive impact on the overall physician supply in Ontario.
- The latest statistics available from OPHRDC show that from 2001 to 2011, the total number of physicians in active practice in Ontario, excluding postgraduate education certificate holders, rose from 20,689 to 25,480.* This is an increase of 4,791 physicians (23%).
- With postgraduate education certificate holders included, the total number of physicians in active practice in Ontario from 2001 to 2011 rose from 23,698 to 30,793. This is an increase of 7,095 physicians (30%).

Number of Physicians Practicing in Ontario from 2001 to 2011*

| | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Practice Certificates | 20,689 | 21,056 | 21,472 | 21,793 | 22,277 | 22,725 | 23,266 | 23,767 | 24,358 | 24,875 | 25,480 |
| Postgraduate Education Certificates | 3,009 | 3,172 | 3,431 | 3,669 | 3,971 | 4,197 | 4,745 | 4,815 | 4,992 | 5,111 | 5,313 |
| Total | 23,698 | 24,228 | 24,903 | 25,462 | 26,248 | 26,922 | 28,011 | 28,582 | 29,350 | 29,986 | 30,793 |

*Source: Ontario Physician Human Resources Data Centre, "Physicians in Ontario" Annual Reports. 2012 report not yet available.

APPENDIX 1 – CLASSES OF CERTIFICATES OF REGISTRATION

1. Practice Certificates

The descriptor “**practice certificates**” includes the following classes of certificates of registration:

Independent Practice:

- permits independent practice in the areas of medicine in which the physician is educated and experienced.

Restricted:

- must practice in accordance with the specific terms and conditions imposed on the certificate.

Academic Practice:

- may practice only in the medical school department in which the physician holds an academic appointment;
- may practice only to the extent required by the appointment;
- certificate expires when the academic appointment ends.

Short Duration:

- may practice only to the extent required by the short duration appointment at a public hospital, psychiatric facility or medical school;
- must practice under supervision;
- certificate valid for up to 30 days only;
- issued only to fill urgent, short-term need or to provide education to Ontario physicians.

Academic Visitor:

- may practice only in the medical school department in which the physician holds an academic appointment;
- may practice only to the extent required by the appointment;
- certificate may be issued for up to 15 months only.

2. Postgraduate Education Certificate

A “**postgraduate education certificate**” is issued to physicians enrolled in a postgraduate clinical training appointment at an Ontario medical school. There are three types of appointment:

Residency:

- Residency appointments are from two to five years in length. They prepare the trainee for the specialist examinations of either the College of Family Physicians of Canada or the Royal College of Physicians and Surgeons of Canada and, subsequently, to qualify for an independent practice certificate.

Clinical Fellowship:

- Clinical fellowships are advanced training programs taken by some trainees after they have completed their residency training and specialist examinations, either in Canada or another country. Clinical fellowships are usually one to three years in length.

Elective:

- Electives are short-term training appointments (up to 15 weeks) taken in Ontario as part of the trainee’s residency program in another province or jurisdiction.

The following terms, conditions and limitations apply to the postgraduate education certificate:

- may practice only as required by the postgraduate education program in which the physician is enrolled at an Ontario medical school;
- may prescribe drugs only for in-patients or out-patients of a clinical teaching unit of the medical school;
- may not charge a fee for medical services;
- certificate expires when enrolment in postgraduate medical education ceases.

APPENDIX 2 – FACILITATING ENTRY TO PRACTICE – CPSO POSITION STATEMENT

The College is committed to finding new and creative ways to evaluate the competence and performance of individuals who wish to practice medicine in Ontario. Since 2002, we have developed numerous registration policies and programs to facilitate entry to medical practice.

The following position statement is a guiding document that grounds registration policies considered by College committees involved in the practical aspects of physician registration.

The College will:

- set and maintain registration standards for candidates who wish to practice medicine in Ontario which will not be compromised in response to physician human resource needs;
- govern and administer the registration process in accordance with all applicable legislation, regulations, by-laws, and policies;
- exempt individuals from the registration requirements only as allowed for in the regulation (O.Reg. 856/93, made under the *Medicine Act, 1991*) and as long as there are safeguards in place for patient care;
- proactively seek ways to reduce barriers to registration for qualified candidates by facilitating the development of pathways to registration that are fair, objective and consistent;
- collaborate and cooperate with our provincial and national partners in government, medical education and training, specialty certification and qualifying examinations to ensure a system-wide approach to physician registration;
- use valid and reliable practice-based assessment tools to evaluate the clinical knowledge, skill, judgment and performance of physicians who have extensive and independent clinical experience in another jurisdiction;



- facilitate practice monitoring and supervision for eligible physicians who are issued a restricted certificate of registration, in order to assure patient safety as each physician works toward achieving a certificate of registration to practice independently in Ontario;
- evaluate each physician's understanding and application in their practice of the ethical, legal and health-care system aspects of medicine that prevail in Canada and Ontario.

The College's registration policies are available on our website at www.cpso.on.ca under Policies > Registration.



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80 College Street, Toronto, Ontario M5G 2E2
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