

## Action Plan: College of Physicians and Surgeons of Manitoba (CPSM)

 Complete

In response to the Fairness Commissioner's Recommendations, the College of Physicians and Surgeons of Manitoba proposed the following action plan as of June 2013.

OMFC Recommendations	Action Plan	Status as of May 2016
1. That CPSM revise the information on its website to provide a clear, complete and accurate picture of the assessment and registration process for IMGs, including:	1. On the Website under Registration – modify the overview as a more directional pathway starting with what is required for Full Registration and then directing the applicant to the requirements for Conditional registration, Educational registration, etc. It is proposed that there be a link to a webpage with clear step by step directions.	 Feb 2015
a. An easy-to-navigate, step-by-step web page dedicated for IMGs that clearly explains the application process and various pathways to registration.	2. On the step by step direction link, for Conditional registration, Licensure Information, separate the webpage into two separate pages: General Practice and Specialist. This webpage will give step by step directions along with time frames and cost for each step (time frame for General Practice will be taken from the University of Manitoba website).	 Feb 2015 Family Practice; May 2015 – Specialty Practice
b. Clear explanation of the requirement for Conditional Registration for IMGs;		 Feb 2015 – Family Practice; May 2015 – Specialty Practice
c. Realistic time and cost range of the process, including key date and timeline information;	-	-
d. Financial support opportunities, academic upgrading opportunities and an applicant's access to records.		 Feb 2015
2. That CPSM remove the Medical Council of Canada's Evaluating Exam as a registration requirement and that the CPSM contact the Medical Council of Canada to explore ways of implementing the Evaluating Exam in a manner more appropriate for a predictive assessment.	No Planned Action. Please refer to the comments.	-
	<p>Regulator's Comments:</p> <p>CPSM cannot and will not support the elimination of the evaluating examination [MCCEE], as that examination is a reasonable requirement for reasons set out below.</p> <p>CPSM, along with all of the other Medical Regulatory Authorities in Canada, believes that the MCCEE is a validated, substantive tool. Moreover, it is the most accessible, available</p>	

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	<p>and timely examination to predict potential success in the registration process. The questions are multiple choice which is the same as the Qualifying Examination part I, but are related to specific medical knowledge. The Evaluating Examination does not deal with the legal, ethical or organizational Canadian standards, which are reviewed by the Qualifying Examination parts I and 2. The overall success in the QE1 has increased dramatically since the MCCEE evaluating exam was introduced to address high failure rates of the QE1 by International Medical Graduates. Clearly it is a very appropriate method for keeping applicants from further fruitless attempts at the MCC examination if there is very little or no chance of their success.</p> <p>The Medical Council of Canada examination process has been accepted as the national standard in Canada for 100 years and all Canadian medical regulatory authorities require it. It is also recognized as a world class process by all other countries worldwide. The Medical Council of Canada will not agree to the request from one province to remove the MCCEE. The Medical Council of Canada is an organization of all of the medical regulators and all of the medical schools in Canada.</p> <p>If Manitoba were forced to eliminate the evaluating examination, IMGs could not access the Qualifying Exam parts 1 or 2 and therefore would not be eligible for licensure in Manitoba or anywhere in Canada. Also if Manitoba changed its requirements with respect to the Medical Council of Canada examinations, IMGs would no longer be able to transfer to other provinces through the Agreement on Internal Trade and would therefore be seriously disadvantaged.</p> <p>The cost of the MCCEE is set by MCC and reflects the cost of administering the exams. The examination is available at many sites throughout the world and is, therefore, more expensive to operate. If the applicants were required to travel to Canada in order to take the qualifying examinations without first succeeding in the evaluating examination, the total cost would be more prohibitive to them.</p> <p>CPSM encourages the Fairness Commissioner to contact Dr. Ian Bowmer, Executive Director of the Medical Council of Canada to discuss the merits and value of the MCCEE as an efficient predictive tool.</p>	
3. That CPSM work to implement a more timely and efficient assessment process for IMG applicants who will not be licensed.	No Planned Action as the majority of the delays are not within our authority. Please refer to the comments.	-
	<p>Regulator's Comments:</p> <p>The CPSM believes that the MCC evaluating examination is both a timely and efficient method of assessing applicants and identifying those who will likely not be successful in their application. Delays in the assessment process are external to the CPSM. For example, the CPSM has no control over the provision of documents because those are provided by other countries or other International Regulatory Authorities. The assessments are implemented by the IMG Committee. The CPSM has no control over the assessment or specific operation of the selection process. Moreover, it would be inappropriate to do so. These processes require significant resources from a limited resource pool and therefore the system is only able to review a finite number of candidates at this time. Moreover, work is being done to operationalize a practice ready NAC [National Assessment Collaboration] OSCE [Objective Structured Clinical Examination] for 2015, which is intended to be another valid predictor of success prior to admission to assessment.</p> <p>CPSM will certainly review its processes to determine if there is any part which can be modified to be more efficient, although we believe currently that the matters under CPSM's control are performed as efficiently as possible.</p>	