

TRANSITION INTO PRACTICE

Starting work as a family physician in Ontario

1

CONNECT



- Local physician council
- Social Media group chats
- Mentors
- Build staff relationship
- Professionals (lawyer, accountant, banker, insurance)
- Physician recruiter

2

FIND



- Forms/Contracts
 - Private pay, No show policy
 - Doctor internal coverage
- Office dynamics
- Specialist Referral Process

3

SCHEDULE



- Appointment length
- What is the flow of an appointment
- Plan your day / week
- Flexibility
- After hours coverage
- Type of support

4

BILLING



- Billing services
- % of billing
- SGFP Billing Guide
- Other revenue stream

5

BUSINESS TALK



- What practice model are you going to work in?
- Who is going to manage your practice?
- Overhead: Shared cost or %?
- Which EMR and digital tools will you use?
- Who is handling staff, meetings, IT, supplies, building maintenance, accounts payable/receivable

SNAPSHOT OF THE ONTARIO HEALTH SYSTEM

THINGS TO CONSIDER

TYPE OF PRACTICE

1

- Solo practice (Fee for service)
- Family Health Group (FHG)
- Family Health Organization (FHO)
- Family Health Network (FHN)
- Community Health Clinics (CHC)

COMPENSATION TYPES

2

- Fee-for-service
- Salary
- Capitation
- Complement-based remuneration plus bonuses and incentives
- Blended payment

LICENSING AND IMMIGRATION

3

- Physicians from the UK, Ireland, US and Australia have their training and certification recognized by The College of Family Physicians of Canada (CFPC).
- Physicians with CFPC certification through a practice-eligible route can start work via the TFW program without taking exams. In Ontario, they must be approved under the Registration Committee's policy for Recognition of Certification Without Examination issued by the CFPC.

PERMANENT RESIDENT

4

- A permanent resident (PR) is a non-citizen who has immigrated to Canada.
- PRs receive most social benefits, including a Social Insurance Number (SIN), health care, and the right to live, work, or study anywhere in Canada. They can apply for citizenship and are protected under Canadian law but must pay taxes and follow all laws. PRs cannot vote, run for office, or hold certain jobs requiring high-level security clearance.

ENTRY STREAMS

5

- Temporary Foreign Worker Program (TFWP)
 - LMIA Stream
- Express Entry
- The Ontario Immigrant Nominee Program(OINP)

ENTRY STREAMS (DETAILED)

Temporary Foreign Worker Program (TFWP)

- Employers must first obtain a **Labor Market Impact Assessment (LMIA)** to demonstrate that no Canadian labor is available to perform the same job to fill temporary skill shortages. This starts the process for a TFW a work permit

Express Entry

- Express Entry is an online system that is used to manage immigration applications from skilled workers. This is the national program to add your name to the pool for permanent residency. It is a point system draw in which LMIA's and OINP programs will add the necessary points to apply.
- High wage and in demand position applications, such as physicians, have been pulled from this pool and nominated by the province. This process adds 600 points to the EE application
- There are 3 immigration programs managed through Express Entry:
 - The **Canadian Experience Class** which is for skilled workers who have Canadian work experience and want to become permanent residents.
 - The **Federal Skilled Worker Program** is for skilled workers who have work experience and want to become permanent residents
 - The **Federal Skilled Trades Program** is for skilled workers who want to become permanent residents based on being qualified in a skilled trade

The Ontario Immigrant Nominee Program (OINP)

- Is specific to those interested in working within Ontario and recognizes and nominates people for permanent residence who have the skills and experience the Ontario economy needs. It is recommended that all doctors go into the Express Entry pool through IRCC
- Once GPs are in the EE pool, it is likely that they will be nominated by the province if they have not already been invited to apply for PR through EE. The OINP provides an additional 600 points for EE application through the IRCC.
- In 99% of the situations, doctors can't apply for OINP first as they are not employees of an organization, but this should not deter them. The first step is to apply for express entry and wait to be nominated by the province.

LMIA Stream

- A preferred immigration route for GPs would be through the LMIA stream under The Temporary Foreign Worker Program (TFWP). This stream is the most straight forward.
- This stream is a process where an employer chooses to provide the physician a job offer and is willing to apply for through Service Canada.

LMIA Process

- Once a positive LMIA is issued, it is valid for 6 months. The clinic will provide the positive LMIA letter to apply for online application for work permit and provide ESDC with a name to ensure that it is glitch-free during the physician's application.
- The physician will be required to apply for the employer-specific work permit before the expiration of the positive LMIA. Documents required during application will include: proof of CPSO registration, past work history, citizenship status, family members details and occupation.
- Once the physician receives the approval, the port of entry letter of introduction will be sent online. This is not a work permit - that needs to be picked up at the border.
- If the physician does not have citizenship status in UK (so is a citizen of a country that requires a visa for admission into Canada), the physician must then begin that process of visa application.
- At the port of entry, this port of entry letter of introduction will be presented and then the work permits will be given to the physician, spouse and visitors records to the children (if applicable).
- Physician will then apply for Billing # from the Ministry of Health (this is a fairly quick process) and can start practicing right away
- Employers have an obligation to provide copies of the LMIA letter and
- the employment details page in order to apply for work permit, provide an employment letter to aid PR application, provide supporting documents required at the time of application, make transitioning easy and seamless for the physician to practice in a new country.