



Application Guide

International Medical Graduates (IMGs)
Applying for Practice in a Specialty

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Introduction

The Manitoba System

The practise of medicine is a regulated profession in Canada. Each province and territory has its own regulator and registration requirements.

In Manitoba, the regulator is the College of Physicians & Surgeons of Manitoba (CPSM).

Registration

To legally practise in a specialty in Manitoba, you must be registered with CPSM. To become registered with CPSM, you must complete the registration process outlined in this guide.

Start Here

Complete these tasks before you begin the registration process:

Task 1: Ensure you can Immigrate

The registration process can take a long time and cost a lot of money. Before you spend your time and money on this process, contact your immigration office to ensure that you can immigrate to Manitoba and become a Canadian Citizen or Permanent Resident:

Manitoba Provincial Nominee Program (MPNP) > <http://www.immigratemanitoba.com>
Citizenship and Immigration Canada (CIC) > <http://www.cic.gc.ca/english/>

IMPORTANT

The government will review your medical education and experience, and may select you to immigrate to Canada if it is confident you can find work and contribute to the economy. But the government cannot guarantee that you meet the requirements to practise in a specialty in Manitoba. Only the Manitoba regulator—the College of Physicians & Surgeons of Manitoba (CPSM)—can determine this through the registration process.

Task 2: Apply for Financial Help

The registration process can be very expensive (See Fees on Page 26). There are many costs associated with it, such as application, examination, and registration fees. The following service may help you with these costs:

Recognition Counts

Recognition Counts supports skilled immigrants wishing to work in their fields of expertise in Manitoba. The program offers career and financial counselling, as well as the opportunity to apply for a loan of up to \$10,000 to help with the costs associated with gaining employment in a profession or trade.

LEARN MORE > www.recognitioncounts.ca

Task 3: Practise your English

It is necessary to communicate in English to function as a Physician in Manitoba. Take advantage of the Government of Manitoba's online resources to help you practise English from your home computer:

English Online Program > <http://www.myenglishonline.ca>

CBC Manitoba English Program > <http://www.cbc.ca/manitoba/eal/>

Free English Language Test and Classes

You may obtain a free English language test if you participate in English language classes provided through funding from the Government of Manitoba. The test is called the Canadian Language Benchmarks Placement Test (CLBPT). The test and classes are provided by the Winnipeg English Language Assessment and Referral Centre (WELARC).

Your test results will help you determine if you are likely to meet the language requirements for the registration process. Your test results will also help WELARC determine which free English language classes you must complete.

Contact WELARC now. It may take up to 6 weeks to get an appointment:

WELARC

400-275 Portage Avenue

Winnipeg, Manitoba

Phone: 204.943.5387

<http://welarc.net>

IMPORTANT

Even if you complete the English language test and classes provided by WELARC, you must still complete the English language tests required for each path to registration. See Language Requirements on Page 7.

Registration Process

All International Medical Graduates who do not meet the requirements for Full Registration must be conditionally registered before becoming fully registered with the College of Physicians & Surgeons of Manitoba (CPSM).

Conditional vs Full Registration

While conditionally registered, you are qualified to practise in a specialty in Manitoba with the support of a mentor and supervisor. Once you are fully registered, you may practise without a mentor or supervisor.

Registration Requirements

1. Full Registration

- a) Certification by the Royal College of Physicians & Surgeons of Canada (RCPSC)
<http://www.royalcollege.ca/portal/page/portal/rc/credentials/start/routes/>, or
- b) Licentiate from the Medical Council of Canada (LMCC) and certification obtained through an examination administered by the American Board of Medical Specialties (ABMS) in a specialty accepted by the College of Physicians & Surgeons of Manitoba (CPSM), or

LEARN MORE > See Section 11(1)(b) for a list of specialties accepted by CPSM
http://web2.gov.mb.ca/laws/regs/current/_pdf-regs.php?reg=25/2003

- c) Specialist certification obtained through an examination administered by the Collège des médecins du Québec, or
- d) A current unrestricted licence or certificate to practise medicine as a Specialist Physician granted by a medical regulatory authority in a Canadian province or territory that is a party to the Agreement on Internal Trade (AIT). Nunavut is not yet a party to the AIT
- e) Conditional Registration is a step to achieve Full Registration

2. Conditional Registration

If you do not meet the requirements for Full Registration, you must meet the requirements for Conditional Registration in a specialty area including education, training and practice experience. The College of Physicians & Surgeons of Manitoba (CPSM) and the University of Manitoba have separate requirements depending on which Path you follow, as noted below.

a) Education – *Required by CPSM*

Be a graduate of an approved Faculty of Medicine listed in 1 of:

- World Directory of Medical Schools (published by the World Health Organization).
View the list at: <http://www.who.int/hrh/wdms/en/>
- International Medical Education Directory (published by the Foundation for the Advancement of International Medical Education and Research).
View the list at: <http://www.faimer.org/resources/imed.html>

The Faculty of Medicine must have carried out a continuous medical education program for more than 10 years during which it has offered and continues to offer a medical training program of at least 48 months duration.

b) Specialty Training – *Required by CPSM*

Have completed one of the following postgraduate clinical training requirements at the time of application, which would entitle you to obtain a licence limited to your specialty field of training:

- The highest qualification in a specialty field with training program length equal to that required by the Royal College of Physicians and Surgeons of Canada (RCPSC)

LEARN MORE > <http://www.royalcollege.ca/portal/page/portal/rc/credentials>
- Information by Discipline

- 2 years of postgraduate clinical training acceptable to the College of Physicians & Surgeons of Manitoba (CPSM), one of which must contain a minimum of eight weeks in each of medicine, surgery, paediatrics and obstetrics and gynaecology, **plus** a postgraduate training program acceptable to CPSM

Your training must:

- Have taken place in 1 or more health care facilities affiliated with an approved Faculty of Medicine with faculty on site and supervision and formal evaluation by teaching staff. See a) Education for details
- Be recognized for the purposes of registration in the jurisdiction where the clinical training was completed

IMPORTANT

You are exempt from this requirement if you are:

- A physician eligible for certification by the Royal College of Physicians and Surgeons of Canada (RCPSC)
- A physician eligible for certification by, or a Diplomate of, the American Board of Medical Specialties (ABMS), based on satisfactory completion of training

(If you are eligible for certification by either of the above, you must obtain certification within the timeframe set by the certifying body)

c) Examinations

Hold a valid pass standing in the following examination:

- Medical Council of Canada Evaluating Examination (MCCEE) - *Required by CPSM for all paths to registration unless exempted (See “Important” below), required by University of Manitoba for Path 1 only*

TIP

The following examinations are not required but proof of a pass standing will increase your competitiveness when applying to the University of Manitoba program in Path 1:

- Medical Council of Canada Qualifying Examination Part I (MCCQE I)
- Medical Council of Canada Qualifying Examination Part II (MCCQE II)

LEARN MORE >

<http://mcc.ca/examinations/mccee/>

<http://mcc.ca/examinations/nac-overview/>

http://umanitoba.ca/faculties/health_sciences/medicine/education/imgp/specialistassessment.html

IMPORTANT

You are exempt from the examination requirements if, when you apply for Conditional Registration, you are one of the following:

- A physician eligible for certification by the Royal College of Physicians and Surgeons of Canada (RCPSC). Refer to the RCPSC website for information on eligibility and certification requirements:
<http://www.royalcollege.ca>
- A physician eligible for certification by, or a Diplomate of, the American Board of Medical Specialties (ABMS) based on satisfactory completion of training. Refer to the ABMS website for information on the requirements:
<https://www.theabfm.org>

d) English Language Tests - *Required by University of Manitoba*

You must complete 1 of the following language tests to prove fluency in spoken and written English:

- **Test of English as a Foreign Language (TOEFL)**

An overall score of 96 with at least 24 in all components.

- **International Language Testing System (IELTS)**

Minimum overall band score of 7 with a minimum score of 7 in all components

IMPORTANT

Your test scores are valid for 2 years from the date taken.

LEARN MORE > <http://www.ets.org/toefl>
<http://www.ieltscanada.ca>

e) Assessment or Training - *Required by CPSM*

You must complete 1 of the following, as outlined in this guide:

- Path 1: Non-Registered Specialist Assessment Program (NRSAP)
- Path 2: Residency Training

IMPORTANT

You are exempt from the Non-Registered Specialist Assessment Program (NRSAP) in Path 1 if, when you apply for Conditional Registration, you are one of the following:

- A physician eligible for certification by the Royal College of Physicians and Surgeons of Canada (RCPSC). Refer to the RCPSC website for information on eligibility and certification requirements:
<http://www.royalcollege.ca>
- A physician eligible for certification by, or a Diplomate of, the American Board of Medical Specialties (ABMS) based on satisfactory completion of training. Refer to the ABMS website for information on the requirements:
<https://www.theabfm.org>

IMPORTANT

This guide will help you understand the requirements for Conditional Registration where an assessment is required (Path 1) or where the physician has obtained a Specialist Physician residency through the Canadian Resident Matching Service (CaRMS) (Path 2). If there is any disagreement between the information provided here and the Medical Act of Manitoba and Regulations or any other legislation, the legislation shall prevail.

You must submit a complete application to the College of Physicians & Surgeons of Manitoba (CPSM) to determine whether you indeed meet the requirements for Conditional Registration.

Applicants must not practise in Manitoba until Conditional or Full Registration is completed.

Paths to Registration

You must complete Path 1 or 2 (below).

Which path should I take?

The path you take will depend on your credentials, your postgraduate training, and your work experience. This guide outlines the steps for each path and provides information to help you determine your eligibility for each path. Each path is very competitive and not all applicants are accepted. Read the detailed instructions for each path to determine which path is best for you.

Path 1

\$ \$11,500

Non-Registered Specialist Assessment Program (NRSAP)

An assessment program for IMGs who are ready to practise with the support of a mentor and supervisor

.5 NRSAP

2 Conditional Registration

5 Full Registration

YEARS TO COMPLETE

Path 2

\$ \$7,000 - \$10,000

Residency Training

A residency program through the Canadian Resident Matching Service (CaRMS)

.5 Residency

4-6* Full Registration
**depending on Royal College program*

Timelines and costs are estimated.

LEARN MORE >

http://umanitoba.ca/faculties/health_sciences/medicine/education/imgp/specialistassessment.html
<http://www.carms.ca>

Return of Service Agreement

Path 1 requires you to acquire a sponsoring employer from the Regional Health Authority (RHA) during Conditional Registration. Your sponsoring employer will pay you a salary while you complete the Non-Registered Specialist Assessment Program (NRSAP). You may be required to sign a Return of Service Agreement with your sponsoring employer. This means that you must agree to practise in a specific location in rural Manitoba for a specific period of time after you complete NRSAP. You will learn more about sponsored employment and Return of Service Agreements as you read the detailed instructions for Path 1.

Minister's Certificate

To issue you Conditional Registration, CPSM requires a Minister's Certificate that details your work location and start date. Upon confirmation of your eligibility for Conditional Registration:

- CPSM will send a Minister's Certificate to the MB Healthcare Providers Network
- The MB Healthcare Providers Network will add your work location and start date to the certificate (as outlined in your Return of Service Agreement) and forward it to the Minister of Health for signature
- Once signed by the Minister of Health, the MB Healthcare Providers Network will send the Minister's Certificate back to CPSM
- Upon receipt of your Minister's Certificate, CPSM will issue you Conditional Registration

IMPORTANT

CPSM is not involved in determining your work location. The Minister's Certificate is issued at the discretion of the Minister's Office, and your work location will depend on the needs and requirements of the MB Healthcare Providers Network.

Language Requirements

College of Physicians & Surgeons of Manitoba (CPSM)

CPSM has no official language requirements and does not require you to prove that you are proficient in English. However:

- All CPSM application forms must be completed in English
- All required documents must be written in English or must be translated into English and notarized. This means that your required documents must be translated and then signed and stamped by a qualified person such as a notary public who verifies that the translation has been completed by a qualified individual

IMPORTANT

If your translated documents are in physiciansapply.ca, you may submit a photocopy.

Outside Sources

During the registration process, you must meet language requirements set by outside sources such as the University of Manitoba, physiciansapply.ca, and Canadian Resident Matching Service (CaRMS). As you complete your registration process, check the language requirements for each outside source. The following is customary:

- Application forms must be completed in English or French
- Examinations must be completed in English or French
- Interviews must be completed in English or French
- Required documents must be written in English or French, or must be translated into English or French and notarized

Help with Notarized Translations

physiciansapply.ca

[Physiciansapply.ca](http://physiciansapply.ca) offers translation services. If your medical credentials are in a language other than English or French, you can request to have your documents translated into English and/or French through your www.physiciansapply.ca account.

LEARN MORE > <http://mcc.ca/repository/translation-of-your-documents/>

Immigrant Centre

The Immigrant Centre provides referrals to cost-effective translation services. The Immigrant Centre also provides free notary public services for permanent Manitoba residents.

Immigrant Centre

100 Adelaide Street

Winnipeg, Manitoba

Phone: 204.943.9158

<http://icmanitoba.com>

Path 1: Overview

The Non-Registered Specialist Assessment Program (NRSAP)

The Non-Registered Specialist Assessment Program (NRSAP) is a University of Manitoba assessment program. The program is designed for applicants who are ready to practise independently in a specialty with the support of a mentor and supervisor. The program length depends on your area of specialty and can range from 3 - 12 months.

The College of Physicians & Surgeons of Manitoba (CPSM) grants Conditional Registration to participants of the program. Applicants work toward Full Registration while conditionally registered.

Steps



Path 1: Detailed Instructions

Step 1: Meet the Requirements

The College of Physicians & Surgeons of Manitoba (CPSM) and the University of Manitoba have separate requirements, as noted below. Before you begin the registration process, ensure you can meet the requirements for practice in a specialty including education, training and practice experience:

a) Ensure an assessment is available for your specialty. See Page 28 for a list of acceptable specialties

b) Education – Required by CPSM

You must be a graduate of an approved Faculty of Medicine listed in 1 of:

- World Directory of Medical Schools (published by the World Health Organization). View the list at: <http://www.who.int/hrh/wdms/en/>
- International Medical Education Directory (published by the Foundation for the Advancement of International Medical Education and Research). View the list at: <http://www.faimer.org/resources/imed.html>

The Faculty of Medicine must have carried out a continuous medical education program for more than 10 years during which it has offered and continues to offer a medical training program of at least 48 months duration.

c) Specialty Training – Required by CPSM

You must have completed one of the following postgraduate clinical training requirements, which would entitle you to obtain a licence limited to your specialty field of training:

- The highest qualification in a specialty field with training program length equal to that required by the Royal College of Physicians and Surgeons of Canada (RCPSC)

LEARN MORE > <http://www.royalcollege.ca/portal/page/portal/rc/credentials>
- Information by Discipline

- 2 years of postgraduate clinical training acceptable to the College of Physicians & Surgeons of Manitoba (CPSM) one of which must contain a minimum of eight weeks in each of medicine, surgery, paediatrics and obstetrics & gynaecology, **plus** a postgraduate training program acceptable to CPSM

Your training must:

- Have taken place in 1 or more health care facilities affiliated with an approved Faculty of Medicine with faculty on site and supervision and formal evaluation by teaching staff. See b) Education for details
- Be recognized for the purposes of registration in the jurisdiction where the clinical training was completed

d) Examinations – Required by CPSM and University of Manitoba

Pass the following examination:

- Medical Council of Canada Evaluating Examination (MCCEE)

TIP

The following examinations are not required, but proof of a pass standing will increase your competitiveness when applying to the University of Manitoba program:

- Medical Council of Canada Qualifying Examination Part I (MCCQE I)
- Medical Council of Canada Qualifying Examination Part II (MCCQE II)

LEARN MORE >

<http://mcc.ca/examinations/>
http://umanitoba.ca/faculties/health_sciences/medicine/education/imgp/specialistassessment.html

e) English Language Tests – Required by University of Manitoba

Complete 1 of the following language tests to prove fluency in spoken and written English:

- **Test of English as a Foreign Language (TOEFL)**
An overall score of 96 with at least 24 in all components.
- **International Language Testing System (IELTS)**
Minimum overall band score of 7 with a minimum score of 7 in all components

IMPORTANT

Your test scores are valid for 2 years from the date taken.

LEARN MORE >

<http://www.ets.org/toefl>
<http://www.ieltscanada.ca>

f) Ensure you can afford the costs

The registration process is expensive. Your sponsoring employer will pay your fees for the NRSAP program and your salary as you complete NRSAP, but you must cover your living expenses. The registration process includes other expenses such as examinations, English language proficiency tests, application fees and registration fees.

See Fees on Page 26.

Next

Proceed to Step 2 if you:

- Meet the education and postgraduate clinical training requirements
- Have passed the required examination and English language test
- Are confident you can afford the costs

Step 2: MB Healthcare Providers Network

Register with the MB Healthcare Providers Network immediately to expedite your registration process. Visit www.healthcareersmanitoba.ca to register online. The MB Healthcare Providers Network will work directly with you on the steps needed for:

- Immigration
- Employment
- Registration with the College of Physicians & Surgeons of Manitoba (CPSM)

Next

The MB Healthcare Providers Network is responsible for posting of vacancies and coordinating the NRSAP screening process (See Step 6).

Step 3: physiciansapply.ca

- a) Open an account online with www.physiciansapply.ca and submit the following documents for source verification:
 - Medical school diploma
 - Medical school transcript
 - Internship completed outside Canada or United States
 - Postgraduate Training completed outside Canada or United States
 - Specialty certification and additional qualifications
 - Registration/Licensure in any jurisdiction outside Canada or the U.S. (past and present)
- b) Enable the College of Physicians & Surgeons of Manitoba (CPSM) to view the documents online through the physiciansapply.ca document sharing section

TIP

Source verification can take weeks to complete. Open your account now to expedite your registration process. Visit www.physiciansapply.ca for application process and fees.

Next

Physiciansapply.ca will contact your educational institution(s) and regulator(s) to verify your documents. Proceed to Step 4.

Step 4: Conditional Registration Application

Submit your Conditional Registration application package to the College of Physicians & Surgeons of Manitoba (CPSM). Submit (or have the issuer submit where required):

- a) Manitoba Medical Register Application Conditional Registration application form, available at www.cpsm.mb.ca
- b) Medical Identification Number for Canada (MINC), if available, or Medical Identification Number for Canada (MINC) Consent Form, available at www.cpsm.mb.ca
- c) Copies of the original documents you submitted to physiciansapply.ca (Step 3), including English translations if applicable:
 - Medical school diploma
 - Medical school transcript
 - Internship completed outside Canada or United States
 - Postgraduate Training completed outside Canada or United States
 - Specialty certification and additional qualifications
 - Registration/Licensure in any jurisdiction outside Canada or the U.S. (past and present)
- d) A Document Verification Undertaking form, available at www.cpsm.mb.ca
- e) Curriculum Vitae (CV) detailing all professional activities from graduation to the present with explanations for time gaps. Include all professional experience, work locations and additional training. Use the following format for dates: dd/mm/yyyy
- f) A written description of your most recent practice
- g) Consent to Release Information form, available at www.cpsm.mb.ca

- h) An original Criminal Record Check (CRC) certificate with a Vulnerable Sector Search (VSS) obtained through the RCMP or local police

TIP

A Criminal Record Check can take weeks to complete. Apply now to expedite your registration process. Contact the RCMP or your local Police Service for application process and fees.

IMPORTANT

A Criminal Record check (CRC) is valid for 1 year from the date of issue or as stipulated on the CRC certificate.

- i) A CRC Undertaking form, available at www.cpsm.mb.ca

TIP

If your CRC does not include a VSS and if CPSM issues you Conditional Registration, your VSS is required within 30 days from the date of your Conditional Registration.

- j) Non-Registered Specialist Assessment Program Authorization available at www.cpsm.mb.ca

- k) *Direct from issuer(s) to CPSM - Certificates of Good Standing/Professional Conduct in all jurisdictions registered or licensed in, containing all past or current disciplinary action(s) and complaints regarding you, as well as any review, current investigation, proceeding, denial of application for authorization to practise, or suspension of authorization to practise*

- If you were/are a medical student and/or in a training program/residency and were/are not required to be registered or licensed, evidence of good standing from the university or teaching hospital
- If there is a delay in obtaining evidence of good standing, CPSM may grant an Undertaking until your documentation arrives. Contact CPSM for details

- l) A notarized or certified copy of your MCCEE, MCCQE1, or MCCQEII (LMCC) examination results (If your examination results are in physiciansapply.ca, you may submit a photocopy)

- m) Documentation fee. See Fees on Page 26

- n) Any additional documentation requested by CPSM

IMPORTANT

Your Application for Conditional Registration is valid for 6 months only. If you submit an application and it expires, contact CPSM. CPSM will advise you on how to update your application.

Next

Upon receipt of your complete application, CPSM will review your application within 4 weeks. If CPSM deems you eligible for Conditional Registration, you will be referred to the Non-Registered Specialist Assessment Program (NRSAP). CPSM will notify the MB Healthcare Providers Network and NRSAP of your status. Proceed to Step 5.

Step 5: NRSAP Eligibility

If you are eligible for NRSAP, you must complete these 2 steps **before** you begin the program:

- Secure a Sponsoring Employer (Step 6)
- Become Conditionally Registered by the College of Physicians & Surgeons of Manitoba (CPSM) - CPSM will require you to update your Conditional Registration application (Step 7)

Step 6: Secure a Sponsoring Employer

Manitoba has few jobs available for specialty practice. Regional Health Authority (RHA) sponsoring employers will post job opportunities on the MB Healthcare Providers Network website: <http://www.healthcareersmanitoba.ca>

Candidate Responsibilities

a) Obtain confirmation of your eligibility from CPSM

(<http://cpsm.mb.ca/registration/categories-of-registration/257-2>)

b) Secure a sponsoring employer:

- Review the job postings on the MB Healthcare Providers Network website: www.healthcareersmanitoba.ca
- Follow the instructions for applying for a position and securing sponsorship for the NRSAP
- If you secure a sponsorship, the RHA must provide the MB Healthcare Providers Network with written confirmation as this will be considered in the screening process (see Candidate Selection below)

IMPORTANT

You do not require a sponsoring employer to advance to the screening process.

c) Register online with the MB Healthcare Providers Network:

www.healthcareersmanitoba.ca

d) Provide the MB Healthcare Providers Network with the following required documents:

- An electronic copy of your CV
- Proof that you have completed or have applied to complete an English language test. You must complete 1 of the following language tests to prove fluency in spoken and written English:
 - **Test of English as a Foreign Language (TOEFL)**
An overall score of 96 with at least 24 in all components.
 - **International Language Testing System (IELTS)**
Minimum overall band score of 7 with a minimum score of 7 in all components

IMPORTANT

Your test scores are valid for 2 years from the date taken.

LEARN MORE > <http://www.ets.org/toefl>
<http://www.ieltscanada.ca>

- Proof of residency/immigration status (preference will be given to Manitoba Residents and those who have Canadian Permanent Resident status)
- Proof that you have passed the Medical Council of Canada Evaluating Examination (MCCEE)

IMPORTANT

The following examinations are not required, but proof of a pass standing will increase your competitiveness when applying to NRSAP:

- Medical Council of Canada Qualifying Examination Part I (MCCQE I)
- Medical Council of Canada Qualifying Examination Part II (MCCQE II)

LEARN MORE > <http://mcc.ca/examinations/>

Candidate Selection

If you meet the above requirements, The MB Healthcare Providers Network will coordinate the NRSAP screening process:

- The MB Healthcare Providers Network will review candidate files on a frequent basis and will use the following screening criteria:**
 - Your required documents. See d) above
 - Your employment opportunity and potential sponsoring employer
 - Your work experience in an English speaking environment
- The MB Healthcare Providers Network will provide the Screening Panel with a list of potential candidates who meet the screening criteria. Screening Panel members include:**
 - Representatives from the University of Manitoba (IMG Program)
 - Specialty Department of Assessment
 - RHA CMO
 - Representative from the Manitoba Privileges Advisory Committee (MPAC), if applicable
- If you are identified as a suitable candidate, the University of Manitoba IMG Program office will contact you to arrange the NRSAP assessment.**

Next

If you are the successful candidate for the job, proceed to Step 7.

IMPORTANT

You must obtain a written offer of employment from an RHA in Manitoba before you begin NRSAP:

- You may be required to sign a Return of Service Agreement with your RHA sponsoring employer, stating that you agree to practise in a specific location in rural Manitoba for a specific period of time
- Your RHA sponsoring employer must agree to pay your salary while you complete NRSAP and for the duration of your Return of Service Agreement

Step 7: Conditional Registration

You must ensure your Conditional Registration application with the CPSM is valid before you begin the NRSAP. CPSM will contact you regarding any outstanding documents, including:

- Signed undertaking form regarding Conditional Registration
- Signed undertaking form from your practice supervisor (See Step 8)

Upon receipt of the signed undertaking forms:

- CPSM will send a Minister's Certificate to the MB Healthcare Providers Network
- The MB Healthcare Providers Network will add your work location and start date to the certificate (as outlined in your Return of Service Agreement) and forward it to the Minister of Health for signature

- Once signed by the Minister of Health, the MB Healthcare Providers Network will send the Minister's Certificate back to CPSM

Upon receipt of the Minister's Certificate, CPSM will invite you to attend an in-person orientation of CPSM. During the orientation, you must submit or complete the following:

- a) **Professional Liability Declaration form**
- b) **Physician Profile form**
- c) **Recent passport-sized photo**
- e) **Either:**
 - Certified or notarized copy of Canadian passport or Canadian birth certificate
 - Certified or notarized copy of your passport plus evidence that you are legally entitled to work in Manitoba (1 of: notarized or certified copy of Canadian citizenship document, permanent resident card or your original work permit, which you may present at CPSM)

IMPORTANT

If you submitted your passport, and evidence of permanent resident status or Canadian citizenship to physiciansapply.ca, you may send a photocopy of these documents.

- f) **Registration fee, Licence fee and Audit fee. See Fees on Page 26**
- g) **Any additional documents requested by CPSM**

Next

CPSM will notify you of your complete Conditional Registration. Upon notification, you may begin Step 8: NRSAP Program.

Step 8: NRSAP Program

Once you are conditionally registered with the College of Physicians & Surgeons of Manitoba (CPSM), you may begin the NRSAP:

- a) **Complete a minimum 3 month, maximum 12 month assessment in your specialty area of practice**

During the assessment, if you receive a poor evaluation with a recommendation for further training or failure:

- You will be terminated from NRSAP
- Your Conditional Registration will be revoked by CPSM

Once you complete NRSAP, the College of Physicians & Surgeons of Manitoba (CPSM) will move your name from the Practising list to the Non-Practising list of conditional registrants, and you must cease practising. NRSAP will deliver your final assessment results to both you and CPSM within 3 weeks.

Next

If your final assessment result is successful:

- CPSM will invite you to continue your Conditional Registration (Step 9)
- The NRSAP Program Office will assign you a mentor (Step 10)

Step 9: Continued Conditional Registration

Once you successfully complete NRSAP:

- a) **The College of Physicians & Surgeons of Manitoba (CPSM) will send you a letter outlining the requirements for continued Conditional Registration, including:**
- Provide your work location address and start date
- b) **Complete these tasks:**
- Complete the University of Manitoba International Medical Graduate Mentorship and Clinical Enhancement (IMGMCE) workshop with your mentor (University of Manitoba will provide you with details during the NRSAP and will notify CPSM when you and your mentor have both completed the workshop)

LEARN MORE > <http://umanitoba.ca/faculties/medicine/education/imgp/programs.html>

- Sign the IMGMCE Undertaking form (University of Manitoba will notify CPSM when you have signed the form)

Next

Once you complete the requirements for continued Conditional Registration and your start date of practice has been confirmed, CPSM will move your name from the Non-Practising list to the Practising list of conditional registrants, and will notify you. Once notified, you may practice in your specialty (Step 10).

IMPORTANT

Contact Manitoba Health to register for a billing number: 204.788.2567. You must update your professional liability coverage for practice in a specialty.

Step 10: Practice in a Specialty

Conditional Registration allows you to practise in a specialty with the support of a mentor (for 1 year) and supervisor (for the duration of your Conditional Registration):

- a) **Your mentor will: for 1 year, through the University of Manitoba International Medical Graduate Mentorship and Clinical Enhancement Program, attend scheduled meetings with you as you engage in self-learning continuing medical education exercises and continuing professional development activities**

LEARN MORE > <http://umanitoba.ca/faculties/medicine/education/imgp/8678.html>

- b) **Your supervisor will:**
- Provide support for the duration of your Conditional Registration
 - Submit a monthly report to CPSM for your first 3 months of practice
- c) **After 6 months of practice:**
- CPSM will conduct a chart audit
 - If the chart audit is satisfactory, your practice supervisor will submit a final monitor report 6 months after the chart audit
 - If the chart audit is unsatisfactory, CPSM will contact you and your practice supervisor regarding the next steps, which will include, but are not limited to, further monitor reports and a repeat chart audit. See Fees on Page 26

IMPORTANT

Throughout your Conditional Registration and your medical career, you must engage in Continued Professional Development as outlined on the College of Physicians & Surgeons of Manitoba (CPSM) website at www.cpsm.mb.ca

Next

You must complete the requirements of Full Registration outlined in Step 11.

Step 11: Full Registration

Generally, following satisfactory completion of the NRSAP, the steps to obtain Full Registration are:

- a) Obtain the Licentiate of the Medical Council of Canada (LMCC) and have five years of continuous satisfactory practice in Manitoba
- b) Obtain certification by the Royal College of Physicians & Surgeons of Canada (RCPSC)
- c) Obtain Licentiate from the Medical Council of Canada (LMCC) and certification through an examination administered by the American Board of Medical Specialties (ABMS)

Next

Once you submit evidence of the above to CPSM:

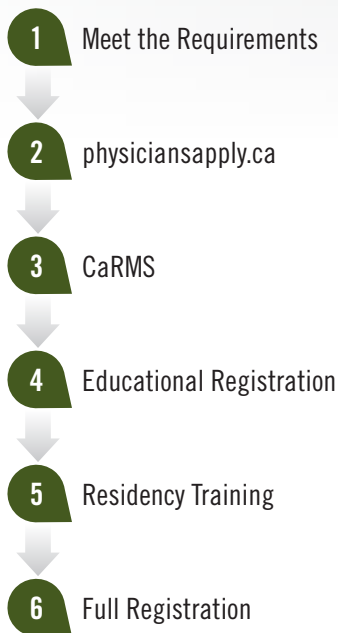
- CPSM will issue you Full Registration
- You can practise in your specialty in Manitoba **without** the support of a mentor or supervisor

Path 2: Overview

Residency Training

International Medical Graduates can apply for Residency Training as Specialist Physicians through the Canadian Resident Matching Service (CaRMS). CaRMS matches applicants with postgraduate medical training that prepares them for Full Registration with the College of Physicians & Surgeons of Manitoba (CPSM).

Steps



Path 2: Detailed Instructions

Step 1: Meet the Requirements

Before you begin the registration process, ensure you are eligible for Path 2:

- a) Review the information and application requirements for International Medical Graduates on the Canadian Resident Matching Service (CaRMS) website:

<http://www.carms.ca/en/applicants/img/Application>

- b) Examinations – *Required by CPSM*

Pass 1 of the following examinations:

- Medical Council of Canada Evaluating Examination (MCCEE)
- United States Medical Licensure Examination (USMLE) Steps 1 and 2
- Federation Licensure Examination (FLEX) with a weighted average of 75 or better
(Note: FLEX is no longer offered and was replaced with the USMLE)

LEARN MORE > <http://mcc.ca/examinations/mccee/>
<http://www.usmle.org>

c) Ensure you can meet the CaRMS deadlines

View the CaRMS timelines at: <http://www.carms.ca/en/match-process/match-timelines/>

d) Ensure you can afford the costs

The registration process includes expenses such as examinations, application fees and registration fees. See Fees on Page 26.

Next

Proceed to Step 2 if you:

- Have been matched to a Royal College of Physicians and Surgeons of Canada (RCPSC) residency program at the University of Manitoba
- Have passed the required examinations
- Are confident you can meet the deadlines and afford the costs

Step 2: [physiciansapply.ca](http://www.physiciansapply.ca)

Open an account online with www.physiciansapply.ca and submit the required documents for source verification. Check the CaRMS website at www.carms.ca for application requirements.

Visit www.physiciansapply.ca for process, timelines, and fees.

Next

Physiciansapply.ca will contact your educational institution(s) to verify your documents.

TIP

If you are matched to a Royal College of Physicians and Surgeons of Canada (RCPSC) residency program at the University of Manitoba, you will also be required to submit and share the documents outlined in Step 4, item (h) and select document sharing with CPSM.

Step 3: CaRMS

a) Submit your application to the Canadian Residency Matching Service (CaRMS):

- Gather your required documents
- Pay the associated fees
- Submit the application

b) Visit <http://www.carms.ca/en/> for details, including:

- Match process
- Applications
- Required documents
- Translation services
- Timelines
- Fees

c) Visit <http://umanitoba.ca/faculties/medicine/education/pgme/index.html> for details, including:

- Royal College of Physicians and Surgeons of Canada (RCPSC) programs
- Application process

Next

If you are matched to a University of Manitoba RCPSC program, you must become educationally registered with the College of Physicians & Surgeons of Manitoba (CPSM) before you begin the program. University of Manitoba will notify CPSM of your acceptance, and CPSM will send you the Educational Registration application package (Step 4).

Step 4: Educational Registration

You must become educationally registered with the College of Physicians & Surgeons of Manitoba (CPSM) before you begin your residency. To apply for Educational Registration, submit (or have the issuer submit directly to CPSM where required):

- a) **Educational Registration Application form (CPSM will send you the form)**
- b) **Medical Identification Number for Canada (MINC), if available, or Medical Identification Number for Canada (MINC) Consent Form, available at www.cpsm.mb.ca**
- c) **Notarized or certified copies of your examination and/or assessment results, if applicable:**
 - MCCEE, MCCQEI, MCCQEII (LMCC), FLEX or USMLE examination results (If your examination results are in physiciansapply.ca, you may submit a photocopy)
 - Canadian Licensing Authority assessment
- d) **Curriculum Vitae (CV) detailing all professional activities from graduation to the present with explanations for time gaps. Include all professional experience, work locations and additional training. Use the following format for dates: dd/mm/yyyy**
- e) **An original Criminal Record Check (CRC) certificate with a Vulnerable Sector Search (VSS) obtained through the RCMP or local police**

TIP

A Criminal Record Check can take weeks to complete. Apply now to expedite your registration process. Contact the RCMP or your local Police Service for application process and fees.

IMPORTANT

A Criminal Record check (CRC) is valid for 1 year from the date of issue or as stipulated on the CRC certificate.

- f) **A CRC Undertaking form, available at www.cpsm.mb.ca**

TIP

If your CRC does not include a VSS and if CPSM issues you Educational Registration, your VSS is required within 30 days from the date of your Educational Registration.

- g) **Photocopies of the documents you submitted to physiciansapply.ca (Step 2), including English translations, if applicable:**
 - Medical school diploma
 - Medical school transcript
 - Internship completed outside Canada or United States
 - Postgraduate Training completed outside Canada or United States
 - Certifications and additional qualifications
 - Registration/Licensure in any jurisdiction outside Canada or the U.S. (past and present)

- h) A Document Verification Undertaking form, available at www.cpsm.mb.ca
- i) Recent passport-sized photograph
- j) Certified copy of your passport (or present the document in person at CPSM. If your passport is in physiciansapply.ca, you may submit a photocopy)
- k) *Direct from issuer(s) to CPSM* - Certificates of Good Standing/Professional Conduct in all jurisdictions registered or licensed in, containing all past or current disciplinary action(s) and complaints regarding you, as well as any review, current investigation, proceeding, denial of application for authorization to practise, or suspension of authorization to practise
 - If you were/are a medical student and/or in a training program/residency and were/are not required to be registered or licensed, evidence of good standing from the university or teaching hospital
 - If there is a delay in obtaining evidence of good standing, CPSM may grant an Undertaking until your documentation arrives. Contact CPSM for details
- l) Documentation, Registration, and Educational Enrollment fees. See Fees on Page 26
- m) If applicable, evidence of satisfactory completion of postgraduate training completed in an approved university teaching program in Canada or the United States (original or notarized copy)
- n) *Direct from issuer to CPSM* - Letter from University of Manitoba, Medical Education, confirming an appointment as a resident
- o) Any additional documentation requested by CPSM

Next

CPSM will notify you of your status within 3 to 4 weeks. Once you are educationally registered, you may begin Step 5: Residency Training.

Step 5: Residency Training

Your residency experience will depend on the Royal College residency program.

IMPORTANT

International Medical Graduates must also complete a 4-week orientation. Further information is available on the University of Manitoba website: <http://umanitoba.ca/faculties/medicine/education/imgp/orientation.html>

LEARN MORE >

http://umanitoba.ca/faculties/health_sciences/medicine/education/pgme/PGME_programs.html

Next

If you are deemed likely to complete your residency, CPSM will invite you to apply for Full Registration.

Step 6: Full Registration

Six weeks before you complete your residency, the College of Physicians & Surgeons of Manitoba (CPSM) will send you a letter inviting you to apply for Full Registration. Your letter will outline the requirements.

Once CPSM receives evidence that you have satisfactorily completed the Royal College residency training program and are certified by the Royal College:

- CPSM will issue you Full Registration
- You can practise independently as a Specialist Physician in Manitoba

IMPORTANT

If you fail to meet the requirements for Full Registration, CPSM will contact you and invite you to apply for Conditional Registration. While conditionally registered, you will work toward meeting the requirements of Full Registration.

Appeals

You may appeal a decision about your registration. Appeals are referred to in Section 13 of the *Manitoba Medical Act*:

Refusal to register

13(1) If the registrar is not satisfied by proper evidence that an applicant is eligible for registration on the Manitoba Medical Register, the educational register, the clinical assistant register, the physician assistant register or the specialist register or, that an applicant who claims to possess a degree or qualification, does in fact possess it, the registrar:

- a) shall refuse to register the applicant or to enter the degree or qualification on the register; and
- b) shall notify the applicant in writing of the decision to refuse the registration of the applicant or the degree or qualification, and of the reasons for the decision.

Appeal to council

13(2) A person who is refused registration under subsection (1) may appeal the registrar's decision to the council, which may confirm or vary the decision of the registrar.

Notice

13(3) An appeal under subsection (2) is to be made by filing with the council, within 30 days after the person receives notice of the registrar's decision under subsection (1), a written notice of appeal setting out the facts and the reasons for the appeal.

Refusal of registration because of conviction

13(4) An individual who has been convicted of an offence that is relevant to his or her suitability to practise medicine may be refused registration.

LEARN MORE > <http://web2.gov.mb.ca/laws/statutes/ccsm/m090e.php>

IMPORTANT

If you wish to appeal a decision regarding your acceptance into a specialty program offered by the University of Manitoba, you must make the appeal directly to the University of Manitoba. CPSM does not become involved in such appeals.

False or Misleading Representations

As a professional you must be aware that you must be forthright in all matters when communicating with a professional licensing authority and in particular when answering the questions on the application form or in providing information regarding training and practice experience. Making a false or misleading statement or representation on your application or supporting documents can result in the College's cancellation of your application for registration, or of your registration should it be granted. In addition to possible denial of the application, false or misleading representations are considered an offence under Section 66(1) of the Medical Act.

Offence for false or fraudulent representation

66(1) Any person who wilfully procures, or attempts to procure, a licence, a registration or an alteration of a registration under this Act by making any false or fraudulent representation or declaration, either orally or in writing, is guilty of an offence.

Because Manitoba has defined registration and licensure based on the applicant's most recent training and practice experience, applicants must include all information pertaining to training and practice experience upon which the College will determine the applicant's eligibility for registration as a family practice physician or practice in a specialty area.

Access to Records

If you wish to access your records, please contact:

The College of Physicians & Surgeons of Manitoba (CPSM)

registration@cpsm.mb.ca

Phone: 204.774.4344

Fees (2016/2017)

Examinations

MCC Evaluating Examination (MCCEE)	\$1737
MCC Qualifying Examination Part I (MCCQE I)	\$1005
MCC Qualifying Examination Part II (MCCQE II)	\$2409

LEARN MORE > www.cpsm.mb.ca
<http://mcc.ca/examinations/>

English Language Proficiency Tests

Test of English as a Foreign Language (TOEFL-iBT)	\$245 (Winnipeg)
International English Language Testing System (IELTSTM Academic Module)	\$309 (Winnipeg)

LEARN MORE > <http://www.ets.org/bin/getprogram.cgi?test=toefl>
<http://www.ieltscanada.ca/testfee.jsp>

Criminal Record Check

Criminal Record Check (CRC) with Vulnerable Sector Search (VSS)	\$50
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LEARN MORE > <http://www.winnipeg.ca/police/>
<http://www.rcmp-grc.gc.ca/index.htm>

Physiciansapply.ca

Account Fee	\$278
Physiciansapply.ca (per document)	\$157
Translation per page	\$135

LEARN MORE > <http://physiciansapply.ca/>

Liability Insurance

Canadian Medical Protective Association Membership	Varies
Insurance	Varies

LEARN MORE > <https://oplfrpd5.cmpa-acpm.ca/fees-and-payment>

College of Physicians & Surgeons of Manitoba (CPSM)

See www.cpsm.mb.ca for current fees.

IMPORTANT

Fees are subject to change without notice. The CPSM Authorization for Payment Form is available at www.cpsm.mb.ca

Conditional Registration	
Annual Licence (valid to 31 October 2017)	\$1780
Monthly Licence (per calendar month or portion)	\$300
National Application Review of Qualifications (effective November 2016)	\$210
Documentation (less any fee paid for Review of Qualifications)	\$600
Registration	\$300
Audit	\$300
Interactive Audit	Varies
Repeat Audit	\$300
Educational Registration	
Annual Licence (valid to 30 June)	\$75
Documentation	\$330
Registration (This fee will later be applied toward your Conditional or Full Registration)	\$50
Full Registration	
Annual Licence (valid to 31 October 2017)	\$1780
Monthly Licence (per calendar month or portion)	\$300
Documentation	\$210
Registration	\$300

CaRMS

Program application fee	\$30
Fee for verification of credentials	\$110
Administrative fee (optional for other services)	\$55
Applicant Registration	
R-1 Main Residency Match (Application to 4 Programs)	\$328
Translation Fees	
Letter of reference	\$128.75
Medical School Performance Record (MSPR)	\$309.25
Transcript	\$257.50

LEARN MORE > <http://www.carms.ca/en/match-process/your-application/fees/>

List of Specialist Fields of Practice

The following specialist fields of practice are eligible for an assessment for Conditional Registration with the College of Physicians & Surgeons of Manitoba (CPSM):

- a) Anesthesia
- b) Anatomical Pathology
- c) Cardiology
- d) Community Medicine
- e) Diagnostic Radiology
- f) Gastroenterology
- g) General Surgery
- h) Internal Medicine
- i) Medical Oncology
- j) Neonatal-Perinatal Medicine
- k) Nephrology
- l) Neurology
- m) Obstetrics and Gynecology
- n) Orthopedic Surgery
- o) Otolaryngology
- p) Pediatric Orthopedic Surgery
- q) Pediatric Surgery
- r) Pediatrics
- s) Psychiatry
- t) Radiation Oncology
- u) Urology

Frequently Asked Questions

1. If I submit documents to the College of Physicians & Surgeons of Manitoba (CPSM) before I submit my application will the CPSM store the documents?

CPSM will store documents submitted before a file is opened for 2 years from the date the documents are received. After that, the documents will be destroyed.

2. I have a Certificate of Good Standing/Professional Conduct from my Licensing Authority. Will it be accepted by the CPSM?

CPSM will only accept Certificates of Good Standing/Professional Conduct sent directly from the Licensing Authority. Certificates of Good Standing/Professional Conduct are valid for 1 year from the date of issue or as stipulated on the certificate.

3. What documents must be source verified by physiciansapply.ca?

The following documents must be source verified by physiciansapply.ca:

- Medical school diploma
- Medical school transcript
- Internship completed outside Canada or United States
- Postgraduate Training completed outside Canada or United States
- Specialty certification and additional qualifications
- Registration/Licensure in any jurisdiction outside Canada or the U.S. (past and present)

4. My Criminal Record Check does not contain a Vulnerable Sector Search (VSS). Without the VSS, can I apply to become conditionally registered with the College of Physicians & Surgeons of Manitoba (CPSM)?

Yes. However, you must contact the Winnipeg Police Service at www.winnipeg.ca/police/pr/info_request.stm or your local RCMP detachment to obtain the VSS and submit the document to CPSM within 30 days of your date of registration.

5. My Certificates of Good Standing/Professional Conduct are late. Without them, can I apply to become conditionally registered with the College of Physicians & Surgeons of Manitoba (CPSM)?

Yes. CPSM is aware that delays can occur in receiving Certificates of Good Standing/Professional Conduct. Depending on the reason for the delay, CPSM may be prepared to send you an Undertaking to be signed and returned to CPSM while awaiting the documents. Contact CPSM for details. If CPSM issues your registration prior to receiving your Certificates of Good Standing/Professional Conduct, you must produce them within 30 days of your date of registration.

6. What if I can't provide other required documents?

Provide a written explanation stating the reason(s) why you can't provide the document(s) to CPSM. CPSM will review each case on an individual basis.

7. How do I obtain a Minister's Certificate?

Before you begin the Non-Registered Specialist Assessment Program, the College of Physicians & Surgeons of Manitoba (CPSM) will take the following steps to obtain your Minister's Certificate:

- CPSM will send a Minister's Certificate to the MB Healthcare Providers Network
- The MB Healthcare Providers Network will add your work location and start date to the certificate (as outlined in your Return of Service Agreement) and forward it to the Minister of Health for signature
- Once signed by the Minister of Health, the MB Healthcare Providers Network will send the Minister's Certificate back to CPSM
- Upon receipt of the Minister's Certificate, CPSM will issue you Conditional Registration and notify you

8. How long can I hold a Conditional Registration in Manitoba?

You can hold Conditional Registration for 5 years from the date CPSM first issued your Conditional Registration. During the 5 years, you must complete the requirements for Full Registration.

IMPORTANT

If you are conditionally registered by CPSM and you cease practice in Manitoba, CPSM will cancel your Conditional Registration.

9. I don't meet the postgraduate clinical training requirements for Conditional Registration and haven't been accepted for NRSAP. What are my options?

- a) You can apply to the Canadian Resident Matching Service (CaRMS) for a residency training program.
- b) You can review CPSM's requirements for registration as a clinical assistant. International medical graduates are eligible to apply. A specific job description, job site description, and contract of supervision are required before registration on the Clinical Assistant Register can be issued.

LEARN MORE >

<https://www.carms.ca/>

www.cpsm.mb.ca/registration/categories-of-registration/clinical-assistants

Information on job opportunities is available on the Government of Manitoba website:

www.healthcareersmanitoba.ca

Applicants must undergo an assessment by the Division of Continuing Professional Development, University of Manitoba regarding the clinical skills required in the job description/site description:

<http://umanitoba.ca/faculties/medicine/education/cpd/assessment/caa.html>

Useful Links

Immigration

MB Healthcare Providers Network

Information on working in Manitoba as a physician:
<http://healthcareersmanitoba.ca/>

Entry Program

Settlement orientation for newcomers to Winnipeg including help with employment and education, places to go, laws, health, and language:
<http://entryprogram.ca>

Manitoba Start

Information and referrals to orientation and language services, including information about registering for employment programs:
<http://manitobastart.com/>

Citizenship and Immigration Canada (CIC)

Information and services about living and working in Canada including applying to work in Canada or immigrate:
<http://www.cic.gc.ca/english/index-can.asp>

Canadian Immigrant Integration Program (CIIP)

Pre-departure (before arrival in Canada) orientation to life and employment in Canada for prospective immigrants during the final stages of the immigration process:
<http://www.cic.gc.ca/english/department/partner/bpss/ciip.asp>

English Language

Winnipeg English Language Assessment and Referral Centre (WELARC)

Language assessment and referral to free English as an Additional language (EAL) classes:
<http://www.welarc.net/>

Red River Community College

Canadian Communication for Physicians Trained Abroad program that strengthens the English language communication skills of International Medical Graduates (IMGs):
<http://me.rrc.mb.ca/Catalogue/ProgramInfo.aspx?RegionCode=WPG&ProgCode=CANCF-CT>

Test of English as a Foreign Language (TOEFL)

Tests that demonstrate English language proficiency:
www.toefl.com
www.toeflgoanywhere.org

International English Language Testing System (IELTS)

Tests that demonstrates English language proficiency:
www.ieltscanada.ca/
www.ielets.org

Registration Process

College of Physicians and Surgeons of Manitoba (CPSM)

Steps toward Conditional and Full Registration:

<http://cpsm.mb.ca>

University of Manitoba International Graduate Medical Program

Non-Registered Specialist Assessment Program (NRSAP):

http://umanitoba.ca/faculties/health_sciences/medicine/education/imgp/programs.html

Canadian Resident Match Service (CaRMS)

A step toward residency training to fulfill the requirements of Full Registration with CPSM:

www.carms.ca

physiciansapply.ca

Source verification for medical documents:

<http://physiciansapply.ca/>

Medical Council of Canada

Medical Council of Canada Evaluating Examination (MCCEE), the MCCE Qualifying Examination Part I (MCCQEI), the MCCE Qualifying Examination Part II (MCCQEII), and the Licentiate of the Medical Council of Canada (LMCC):

<http://mcc.ca/home/>

Royal College of Physicians and Surgeons of Canada

Accreditation in Specialty Medicine

<http://www.royalcollege.ca/portal/page/portal/rc/public>

Criminal Record Check with a Vulnerable Sector Search

Royal Canadian Mounted Police: <http://www.rcmp-grc.gc.ca/index.htm>

Winnipeg Police Service: <http://www.winnipeg.ca/police/>

Medical Identification Number for Canada

Identification number for physicians in Canada:

<http://www.minc-nimc.ca/en/index.html>

Foundation for Advancement of International Medical Education and Research (FAIMER)

The International Medical Education Directory (IMED), which lists recognized medical schools:

<http://www.faimer.org/>

World Health Organization (WHO)

Publishes the World Directory of Medical Schools: <http://www.who.int/hrh/wdms/en/>

Canadian Medical Protective Association (CMPA)

Insurance coverage for physicians and legal advice regarding medical matters:

<https://oplfrpd5.cmpa-acpm.ca/home>

Glossary of Acronyms

ABMS	American Board of Medical Specialties
CaRMS	Canadian Resident Matching Service
CBC	Canadian Broadcasting Corporation
CIC	Citizenship and Immigration Canada
CIIP	Canadian Immigrant Integration Program
CLBPT	Canadian Language Benchmarks Placement Test
CMPA	Canadian Medical Protective Association
CPSM	College of Physicians & Surgeons of Manitoba
CRC	Criminal Record Check
CV	Curriculum Vitae
EAL	English as an Additional language
FAIMER	Foundation for Advancement of International Medical Education and Research
IELTS	International English Language Testing System
IMG	International Medical Graduate
IMGMCE	International Medical Graduate Mentorship and Clinical Enhancement
LMCC	Licentiate from the Medical Council of Canada
MCC	Medical Council of Canada
MCCEE	Medical Council of Canada Evaluating Examination
MCCQE I	MCC Qualifying Examination Part I
MCCQE II	MCC Qualifying Examination Part II
MINC	Medical Identification Number for Canada
MPNP	Manitoba Provincial Nominee Program
MSPR	Medical School Performance Record
RCMP	Royal Canadian Mounted Police
RCPSC	Royal College of Physicians and Surgeons of Canada
RHA	Regional Health Authority
TOEFL	Test of English as a Foreign Language
U of M	University of Manitoba
VSS	Vulnerable Sector Search
WELARC	Winnipeg English Language Assessment and Referral Centre
WHO	World Health Organization