Standard of Practice
Entering Practice in Manitoba

Initial Approval: June 24, 2026 **Effective Date: November 1, 2026**

Standards of Practice of Medicine set out the requirements related to specific aspects for the quality of the practice of medicine. Standards of Practice of Medicine provide more detailed information than contained in the *Regulated Health Professions Act*, Regulations, and Bylaws. All members must comply with Standards of Practice of Medicine, per section 86 of the *Regulated Health Professions Act*.

This Standard of Practice of Medicine is made under the authority of section 82 of the *Regulated Health Professions Act* and section 15 of the CPSM Standards of Practice Regulation.

This Standard outlines requirements for receiving registrants and incoming registrants who are transitioning into a new practice setting. It is intended to support patient safety and quality of care throughout the transition and to promote wellness and effective collaboration.

Please refer to the accompanying Contextual Information document for further guidance on interpreting this Standard, including definitions.

Guiding Principles from the Canadian Medical Association (CMA) Code of Ethics & Professionalism

- **Professional Excellence:** Contributing to knowledge, mentorship, teaching, system improvement.
- **Collegiality and Respect:** Cultivating respectful, collaborative relationships across the healthcare team.
- **Self-Care and Peer Support:** Fostering psychologically safe work environments and supporting colleagues in distress.
- **Physicians and Society:** Upholding system-wide efforts to improve access to equitable, culturally safe care.

Part 1: Building relationships when entering a new practice setting

All registrants are expected to:

- Ensure a shared understanding of roles and responsibilities in the practice setting, including each health professional's scope of practice, limits, and accountabilities in delivering patient care.
- Foster mentorship, team collaboration and shared accountability for patient care, recognizing that these are essential to safe patient care and professional growth.
- Promote a culture that is open and receptive to feedback, recognizing it is crucial that all registrants can speak up, seek help, and share concerns and advice with one another.

Receiving registrants are expected to:

- Support new colleagues by contributing to orientation, mentorship, and professional development activities that promote safe and competent practice.
- Be approachable and responsive and encourage registrants new to the practice setting to ask questions or request assistance.
- Only assign or expect colleagues to provide care or medical services that they are safe and competent to provide.
- Actively participate in maintaining the standards of the profession by ensuring that expectations are clearly communicated and modeled in practice.

Registrants entering a new practice must:

- Actively engage in orientation.
- Openly communicate with colleagues about training, experience, and any areas where extra support is needed.
- Work within limits and ask for help whenever unsure or facing a situation beyond the registrant's competence or privileges.
- Adapt practices to meet local standards as appropriate.

Part 2: Orientation is key to a safe landing in practice

Orientation to the practice setting is required:

- Formal leaders in practice settings who are CPSM registrants are expected to undertake reasonable measures within their control and authority to ensure that structured onboarding and orientation programs are provided for registrants new to the practice setting. Orientation and onboarding should be appropriate to the setting and the incoming registrant.

Orientation content:

- While appropriate domains of orientation will vary based on context, orientation should address:
    - **Patient-centred care and cultural competence.** This includes orientation about the local patient population and local culture, including Indigenous health needs, rural populations, and patient expectations.
    - **Preventing anti-Indigenous racism.** This includes understanding the systemic racism experienced by Indigenous people and the concerted efforts required to create awareness and take meaningful steps to prevent anti-Indigenous racism. Registrants should be supported in meeting CPSM's mandatory cultural and anti-Indigenous training requirements.
    - **Workplace culture and team-based practice.** Registrants new to the practice setting may come from a system where things were done differently; so, adapting to a new reality may involve a learning curve. Orientation should consider that differences in collaborative care requirements often exist between practice settings and jurisdictions.

- **Communication.** Orientation should include topics of communication that emphasize local dialect, medical colloquialisms, and patient-centred dialogue.
- **Practice administration.** Differences in administrative aspects of practice should be addressed, for example, systems for maintaining patient records and billing.

Part 3: Commitment to self-care and peer support.

Registrant health and wellness:

- Registrant health and wellness is a shared responsibility that extends beyond the individual. Inclusion, cultural humility, and creating a psychologically safe space that supports wellness are important in practice, particularly during a stressful period of transition into a new practice setting, environment, or community.
- In supporting registrants new to a practice setting, receiving registrants should model the commitment to self-care and peer support by respecting limits, encouraging healthy boundaries, and acknowledging – as applicable - the unique stressors that may accompany relocation, cultural adaptation, and entering a new practice.

As part of their professional obligations, all registrants are expected to:

- Demonstrate a commitment to personal health and wellness, recognizing that self-care and balance between personal and professional responsibilities are essential to sustainable practice.
- Value and promote a practice environment where all colleagues feel empowered to seek help and access support related to physical, mental, and social well-being.
- Encourage open dialogue, recognize signs of distress or burnout, normalize help-seeking behaviours, and engage with empathy and discretion when a colleague may be struggling.

Part 4: Workplace culture and professionalism

Commitment to professional excellence:

- A professional and collaborative workplace culture is crucial to maintaining ethical standards in practice. This enables registrants to uphold core values such as respect, integrity, collaboration, and accountability, fostering trust among colleagues and patients, and supporting the delivery of safe, quality care.
- Receiving registrants play a vital role in fostering a safe, inclusive, and supportive practice environment for registrants entering a new practice setting. Recognizing systemic biases that exist in the medical profession, receiving registrants should promote inclusivity and belonging. This includes involving new registrants in decision-making processes and leadership roles to foster a sense of professional integration.

All registrants must:

- Treat colleagues respectfully, with dignity, and show cultural humility in interactions.
- Call out all forms of hostility and discrimination when observed in practice and take meaningful steps to address discriminatory acts and omissions.
- Support colleagues who experience harassment or discrimination from any source.

Related Standards of Practice:

- *Collaborative Care*
- *Non-Emergent Consultation Requests*
- *Emergent, Urgent and Inpatient Requests*
- *Practicing Medicine to Eliminate Anti-Indigenous Racism*

Related Resource:

- *Contextual Information – Entering a New Practice Setting*.