



Physician Resources

Transition into Practice Services (TiPS)

HealthForceOntario Marketing and Recruitment Agency

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Introduction

HealthForceOntario Marketing and Recruitment Agency (HFO MRA) gratefully acknowledges its health-care partners and colleagues' contributions to the information contained in the Transition into Practice Service (TiPS) modules. The Physician Resources module is a compilation of physician resources from a wide variety of topics that are relevant to practising medicine in Ontario. More detailed and comprehensive information on many topics can be found in specific Transition into Practice Service (TiPS) modules:

Finding Your Ideal Practice

Offers medical residents, relocating physicians, and practising physicians information and resources to assist with the job search and employment process.

Teaching as Part of Your Practice

Offers information on how to integrate teaching and mentorship into your general or specialty practice in Ontario.

Providing Locum Coverage in Ontario

Offers physicians best practice tips and resources for providing locum coverage in Ontario.

Physician Well-Being

Offers medical residents, graduates, and practising physicians information on resources and strategies for maintaining work-life balance.

Countdown to Practice

Offers medical residents a step-by-step guide for transition into practice.

The Business Side of Medicine

Offers medical residents and new graduates information on professional, practical, and personal considerations when setting up a practice in Ontario.

Compensation, Incentives and Benefits

Provides medical residents, graduates, and practising physicians information on the various primary care and specialty payments offered to physicians practising in Ontario.

Resources

Associations and Organizations

Canadian Medical Association (CMA)

The CMA is a national, voluntary association of physicians that advocates on behalf of its members and the public for access to high-quality health care, and provides leadership and guidance to physicians. The CMA's Practice Management Curriculum and free online modules continue to be a premier resource for teaching programs, medical students, and residents across Canada.

HealthForceOntario Marketing and Recruitment Agency (HFO MRA)

As an operational service agency, HFO MRA is focused on building and maintaining the province's health human resources capacity. Services for physicians include transition into and out of practice assistance, opportunities to locum through agency locum programs, and assistance with the licensing process for practice-ready physicians in high-need specialties outside of Ontario who are interested in relocating to the province.

Ontario Hospital Association (OHA)

The OHA's vision is to achieve a high-performing health system. Its mission is to support its members by giving them high-quality products and services, by championing innovation and performance improvement, and by advancing and influencing health-system policy in Ontario.

Ontario Medical Association (OMA)

The OMA represents the political, clinical, and economic interests of Ontario's medical profession. Practising physicians, residents and students in an Ontario faculty of medicine are eligible for OMA membership.

Ontario Telemedicine Network (OTN)

OTN helps Ontarians get more out of the health-care system by using innovative technology to streamline the health-care process, while also expanding the way knowledge is shared and



how the medical community interacts with each other and with patients. An independent, not-for-profit organization, OTN is funded by the Government of Ontario.

Professional Association of Residents of Ontario (PARO)

PARO has a long history of improving the quality of life for doctors training in Ontario. The organization strives to make certain its members receive optimal training and working conditions and, in turn, provide their patients with the best possible medical care.

Section of General and Family Practice of Ontario (SGFP)

The SGFP of Ontario is dedicated to enhancing the value and well being of its members and the provision of excellence in health care for patients.

Society of Rural Physicians of Canada (SRPC)

The SRPC is the national voice of Canadian rural physicians. Founded in 1992, the SRPC's mission is to provide leadership for rural physicians and to promote sustainable conditions and equitable health care for rural communities. The SRPC is a voluntary professional organization with more than 3,000 members representing rural physicians spanning the country.

Resident Doctors of Canada

Resident Doctors of Canada (formerly called CAIR) is a national representative body of more than 8,000 resident physicians in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, the Maritime provinces, and Newfoundland and Labrador. It aims to improve the lives of residents in such areas as personal well-being, medical education quality, and professionalism.

Specialty Associations

Allergy and Clinical Immunology:

- [Canadian Society of Allergy and Clinical Immunology](#)
 [Careers page](#)

Anesthesiology:

- [Canadian Anesthesiologists' Society](#)
 [Careers page](#)

Cardiology:

- [Canadian Association of Interventional Cardiology](#)
- [Canadian Cardiovascular Society](#)

Clinical Chemists:

- [Canadian Society of Clinical Chemists](#)

Critical Care:

- [Canadian Critical Care Society \(CCCS\)](#)
 [Careers page](#)

Emergency Medicine:

- [Canadian Association of Emergency Medicine \(CAEP\)](#)
 [Careers page](#)

Endocrinology:

- [The Canadian Society of Endocrinology and Metabolism](#)
 [Careers page](#)

Gastroenterology:

- [Canadian Association of Gastroenterology](#)
 [Careers page](#)
- [Ontario Association of Gastroenterology](#)

General Surgery:

- [Canadian Association of General Surgeons](#)
- [Ontario Association of General Surgeons](#)
 [Careers page](#)

Internal Medicine:

- [Canadian Society of Internal Medicine](#)
 [Career page](#)

Medical Oncology:

- [Canadian Association of Medical Oncologists](#)
 [Careers page](#)
- [Ontario Medical Oncology Association](#)
 [Careers page](#)

Microbiology:

- [Canadian College of Microbiologists](#)
 [Careers page](#)
- [Canadian Society of Microbiologists](#)
 [Careers page](#)

Neurology:

- [Canadian Neurological Sciences Foundation \(CNSF\)](#)
 [Careers page](#)

Nuclear Medicine:

- [Ontario Association of Nuclear Medicine \(OANM\)](#)

Ophthalmology:

- [Canadian Ophthalmological Society](#)
 [Careers page](#)

Orthopaedic Surgery:

- [Canadian Orthopaedic Association](#)
 [Careers page](#)

For a full list of job opportunities in any of these specialties, please visit [HFOJobs](#).

Specialty Associations

Palliative Care:

- [Canadian Hospice Palliative Care Association \(CHPCA\)](#)
- [Canadian Society of Palliative Care Physicians \(CSPCP\)](#)
 [Careers page](#)

Pathology:

- [Canadian Association of Pathologists](#)
 [Careers page](#)
- [Ontario Association of Pathologists \(OAP\)](#)
 [Careers page](#)

Pediatrics:

- [Canadian Pediatric Society](#)
 [Careers page](#)

Physical Medicine and Rehabilitation:

- [Canadian Association of Physical Medicine and Rehabilitations \(CAPM & R\)](#)
 [Careers page](#)

Psychiatry:

- [Canadian Academy of Child and Adolescent Psychiatry](#)
 [Careers page](#)
- [Canadian Academy of Geriatric Psychiatry](#)
 [Careers page](#)
- [Canadian Academy of Psychosomatic Medicine](#)
- [Canadian Association of Mental Health \(CAMH\)](#)
 [Careers page](#)

Radiation Oncology:

- [Canadian Association of Radiation Oncology \(CARO\)](#)
 [Careers page](#)

Radiology:

- [Ontario Association of Radiologists \(OAR\)](#)

Rheumatology:

- [Ontario Rheumatology Association](#)

Urology:

- [Canadian Urological Association](#)

For a full list of job opportunities in any of these specialties, please visit [HFOJobs](#).



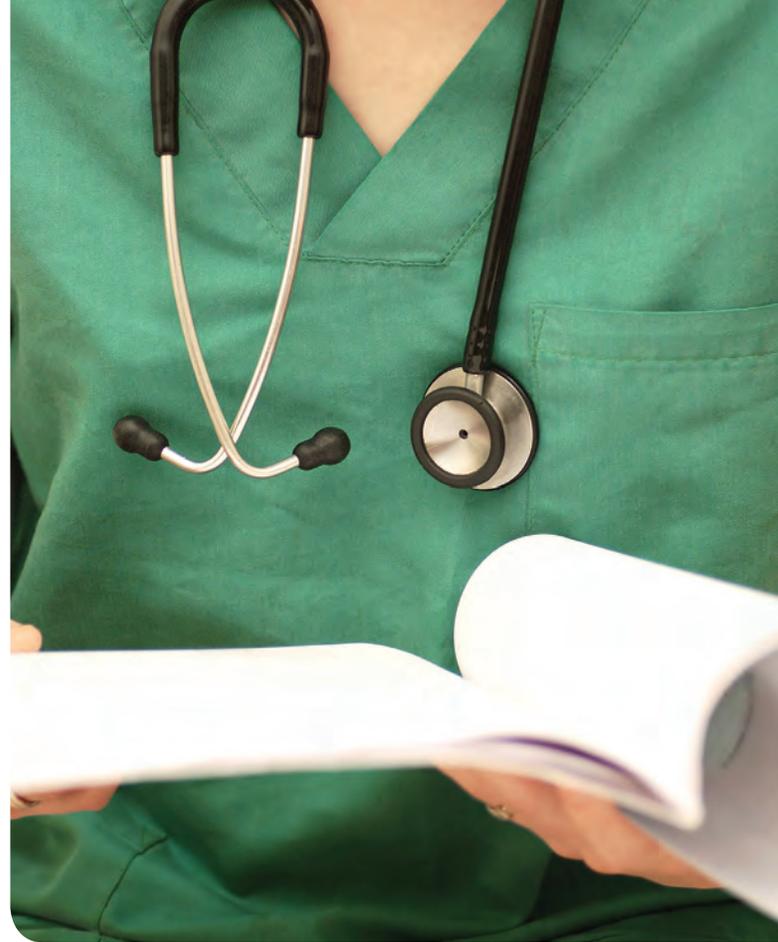
Billing and Financial

Schedule of Benefits for Physician Services under the Health Insurance Act

The Schedule lists services insured by OHIP and provides details on billing requirements for all physicians practising medicine in Ontario.

Online Resource Manual for Physicians

The Resource Manual for Physicians is a document designed to provide information on the Ministry of Health and Long-Term Care policy and procedures as they relate to health care providers and various ministry insured services. The manual contains information on OHIP registration, the Schedule of Benefits, physician claims submissions and monitoring, applicable acts and regulations related to physician billings.



Colleges (Regulatory)

College of Family Physicians of Canada (CFPC)

Representing more than 30,000 members across the country, the CFPC is the professional organization responsible for establishing standards for the training, certification, and lifelong education of family physicians. The CFPC also advocates on behalf of the specialty of family medicine, family physicians, and their patients. The CFPC accredits post-graduate family medicine training in Canada's 17 medical schools.

Ontario College of Family Physicians (OCFP)

A not-for-profit and voluntary organization, the OCFP was established in 1954 and is the provincial chapter of the College of Family Physicians of Canada.

College of Physicians and Surgeons of Ontario (CPSO)

The CPSO regulates the practice of medicine to protect and serve the public interest. All doctors in Ontario must be members of the college to practise medicine.

Royal College of Physicians and Surgeons of Canada (RCPSC)

The RCPSC sets the highest standards for specialty medical education in Canada, supporting lifelong learning for specialist physicians and promoting sound health policy.

Data

Canada Health Infoway

Canada Health Infoway works as a strategic investor of funds provided by the Federal Government, in collaboration with the provinces and territories. It contributes to transforming health care through investing in and supporting the adoption and use of health information technology.

Canadian Institute for Health Information (CIHI)

CIHI plays a unique role in Canada's health-care system to help improve the depth and breadth of Canada's health data.



Health-Care Acronyms

OHA Health Care Acronyms

The OHA has developed a list of most commonly used health-care acronyms in the field.

Internationally Educated Health Professionals

Touchstone Institute

Touchstone Institute facilitates entry to training or practice for internationally educated health care professionals (IEHPs) by providing assessments to ensure candidates meet Canadian standards as well as education programs to help health professionals transition to training and practice in Canada.

HFO MRA Access Centre

The Access Centre within HealthForceOntario Marketing and Recruitment Agency is the hub for all internationally educated health professionals (IEHPs) in Ontario, seeking information and advice about the licensing process and alternative career options.



Legal and Insurance

Canadian Medical Protective Association (CMPA)

The CMPA is a not-for-profit, mutual defence association, which is governed by a council of physicians representing members from across Canada. It provides advice and assistance when medico-legal difficulties arise, and offers resources to help manage risk and contribute to safer medical care.

Office of the Fairness Commissioner

The role of the office is to make sure that everyone who is qualified to practise in a profession that is regulated in Ontario, in medicine, teaching or accounting for example, can get a licence to practice in the province.

Freedom of Information and Protection of Privacy Act (FIPPA)

The Ontario Government's Freedom of Information and Protection of Privacy Act is legislation to protect the privacy of individuals with respect to personal information about themselves held by institutions, and to provide individuals with right of access to that information.

Information and Privacy Commissioner

Ontario's Freedom of Information and Protection of Privacy Act (FIPPA) establishes an Information and Privacy Commissioner (IPC) as an officer of the legislature. The Commissioner is appointed by and reports to the Legislative Assembly of Ontario and is independent of the government of the day.

Personal Health Information Protection Act, 2004

The Ontario Government's Personal Health Information Protection Act, 2004 is legislation that establishes rules for the collection, use and disclosure of personal health information, to protect confidentiality and privacy of that information.



Medical Education

Medical Schools

McMaster University, Faculty of Health Sciences

McMaster University's Faculty of Health Sciences trains physicians, nurses, physiotherapists, occupational therapists, health-care researchers, physician assistants and midwives to work together in teams, providing the finest patient care.

Northern Ontario School of Medicine (NOSM)

NOSM is a joint initiative of Lakehead University and Laurentian University, with main campuses in Thunder Bay and Sudbury, and multiple teaching and research sites distributed across Northern Ontario.

Queen's University, Faculty of Medicine

Queen's University is home to one of Canada's leading medical schools with ongoing curricular review, the increased use of medical education technology, and the distribution of programs into the sites around southeastern Ontario.

University of Ottawa, Faculty of Medicine

The University of Ottawa Faculty of Medicine offers 63 post-graduate training programs leading to certification by the College of Family Physicians of Canada (CFPC) or the Royal College of Physicians and Surgeons of Canada (RCPSC). UOttawa offers a unique bilingual (French/English) teaching environment with a multi-cultural student population.

University of Toronto, Faculty of Medicine

The Faculty of Medicine at the University of Toronto is a recognized leader in training doctors to meet the increasingly complex health-care needs of Canadians and is a major educator at all levels, delivering undergraduate, post-graduate, and continuing medical education.

Western University, The Schulich School of Medicine & Dentistry

The Schulich School of Medicine & Dentistry at Western University has a long tradition of excellence, beginning with the founding of the medical school in 1881. Its reputation has been built by dedicated teachers, breakthrough discoveries, and a commitment to patient-centred care.



Medical Education

Distributed Education Network (DEN)

Eastern Regional Medical Education Program (ERMEP)

Established in 2002 in collaboration with Queen's University School of Medicine and the University of Ottawa Faculty of Medicine, ERMEP promotes and develops Distributed Education Network (DEN) in eastern Ontario by facilitating rural and regional placements of medical students.

DEN-Western

Established in 1997, DEN-Western, formerly known as SWOMEN, has a mandate to provide medical education outside the traditional Academic Health Sciences Centre in London. A strategic benefit of high-quality community rotations is that it offers learners exposure to various southwestern Ontario communities, their physicians, health-care teams, and their practice models.

McMaster Community and Rural Education Program (Mac-CARE)

Mac-CARE arranges high-quality educational opportunities in community and rural areas by providing funding to the preceptor and to the learner for accommodations and/or travel in eligible communities, during the rotation period.

Northern Ontario School of Medicine (NOSM) Family Medicine Residents of the Canadian Shield (RoCS) Program

NOSM Family Medicine RoCS is one program with a multitude of training sites. Residents learn in a wide range of clinical settings under the supervision of practising family physicians, specialist physicians and other members of the allied health care team who are committed to patient care and medical education.

Rural Ontario Medical Program (ROMP)

ROMP is an independent program funded by the MOHLTC. Working with the six Ontario medical universities and communities (along with their practising physicians and recruiters), ROMP co-ordinates community rotations for medical trainees at all levels of their training and facilitates recruitment and retention programs within southcentral Ontario.



Other

Canadian Resident Matching Service (CaRMS)

CaRMS is a national, not-for-profit, fee-for-service organization that provides medical students, residents, and faculties with an electronic application service and match for entry into post-graduate medical training throughout Canada.

LHINs and MOHLTC

Local Health Integration Networks (LHINs)

Created by the Ontario government, LHINs are not-for-profit corporations that plan, integrate and fund local health care, improving access and patient experience. LHINs work with local health professionals and community members to determine the health-service priorities of their regions.

Ministry of Health and Long-Term Care (MOHLTC)

The Ministry of Health and Long-Term Care is working to establish a patient-focused, results-driven, integrated and sustainable publicly funded health system. Its plan for building a sustainable public health-care system in Ontario is based on helping people stay healthy, delivering good care when people need it, and protecting the health system for future generations.



Office and Practice Management

CMA Practice Management Curriculum

The CMA Practice Management Curriculum offers practice management training to medical residents at medical schools across Ontario.

eHealth Ontario

eHealth Ontario was established by the government as an independent agency of the Ministry of Health and Long-Term Care. eHealth is enabling physicians and other health-care professionals to establish and maintain electronic health records for Ontario's residents.

Health Care Connect (HCC)

HCC helps Ontarians who are without a primary-care professional (family doctor or nurse practitioner) to find one. There is information on billing codes for primary care physicians related to unattached patients.

Ontario Medical Association – Practice Management

Offers a broad range of resources, services and training programs that help physicians establish and maintain a successful medical practice.

OntarioMD

OntarioMD is a wholly owned subsidiary of the Ontario Medical Association that provides physicians with easy access to information and resources to help them transition from paper records to electronic medical records (EMRs) to improve the delivery of patient care and practice efficiency.

Practice Models

Family Health Teams

Family Health Teams are primary health-care organizations that include a team of family physicians, nurse practitioners, registered nurses, social workers, dietitians, and other professionals who work together to provide primary health care for their community.

Family Practice Models

The Ontario health-care system accommodates a wide range of practice models. This resource provides information about the different family practice models in the province.



Recruitment and Retention

Canadian Association of Staff Physician Recruiters (CASPR)

CASPR is a professional organization with members from across Canada. CASPR members' primary role is to recruit physicians for their communities, local hospitals, and other health-care organizations.

Community Assessment Visit Program

The Community Assessment Visit Program provides reimbursement for travel and accommodation expenses incurred by health-care professionals and their spouse within Ontario, for the purpose of assessing practice opportunities in eligible communities within the province.

HealthForceOntario Northern and Rural Recruitment and Retention (NRRR) Initiative

The NRRR Initiative offers taxable financial incentives to each eligible physician who establishes a full-time practice in an eligible community of the province. The grants will be awarded based on eligibility criteria and considerations related to total NRRR Initiative budget allocations.

HFOJobs

HFOJobs is a web-based job board connecting health-care organizations, communities and employers who have opportunities for physicians, nurses and allied health professionals seeking employment.

HFO MRA Regional Advisors

Regional Advisors work with communities and local health-care organizations within Ontario's 14 LHIN regions. Their role is to assist all areas of the province to reach their physician recruitment and retention goals, working closely with all medical schools in the province, and providing personal job-search assistance and career advice to Ontario medical residents.

Social Media

HFO MRA on Facebook

News and updates from HFO MRA.



HFO MRA on Twitter

News and updates from HFO MRA.



For more information, contact your **Regional Advisor** or email practiceontario@healthforceontario.ca.

Available in accessible format upon request: www.healthforceontario.ca/acs