

POLICY TITLE	Practice Readiness Assessment (PRA)
PURPOSE	Ensure physician applicants not meeting the full requirements of the General Register are ready for independent practice in Alberta.
SCOPE	<p>This policy applies to physicians who are eligible for registration on the Provisional Register Conditional Practice with CPSA and who have Alberta Health Services' (AHS) sponsorship for a clinical position.</p> <p>The practice readiness assessment (PRA) is composed of two parts that applicants must pass in succession before receiving an Alberta medical practice permit:</p> <ul style="list-style-type: none"> • Part A: Preliminary Clinical Assessment (PCA) • Part B: Supervised Practice Assessment (SPA)
NOTES	<ul style="list-style-type: none"> • The applicant must pass both the PCA and the SPA (in succession) in order to be eligible for independent practice on CPSA's Provisional Register Conditional Practice. • The PRA is a high stakes pass/fail process. It ensures physicians who don't have their Canadian credentials have the knowledge and competency to practise medicine safely in Alberta. • The PRA is not a training experience or a process to identify remediation needs to be addressed prior to independent practice. • Due to limited resources, a physician has two attempts to pass a PRA in any Canadian jurisdiction. • Ongoing AHS sponsorship is required in order to be eligible for any PRA. • If the candidate's conduct becomes the subject of a complaint under Part 4 of the <i>Health Professions Act</i>, the PRA process may be put on hold until the complaint has been resolved. A final decision on the outcome of the PRA will not be made until the information resulting from the complaint and the final outcome of the complaint are available for consideration as part of the application for registration.

LAST REVISED: SEPTEMBER 10, 2020
APPROVED BY COUNCIL: SEPTEMBER 10, 2020

POLICY STATEMENT

Physician applicants who do not meet the CPSA General Register requirements must fulfill the following in order to undergo a PRA:

- 1) Meet the eligibility requirements for the Provisional Register, Conditional Practice; and
- 2) Obtain AHS sponsorship.

During the PCA portion of PRA, applicants:

- 1) Are assessed while working under the direct supervision of an independent CPSA-approved assessor and are **not** the patients' most responsible physician. The applicant must remain under direct supervision for the duration of the assessment.
- 2) Are typically assessed in a clinical location that is independent of where the physician has been sponsored to work
- 3) Must satisfactorily complete all required components of the assessment.
- 4) Undergo the assessment for three months. The assessment may be terminated at any time if CPSA's Deputy Registrar or designate has sufficient evidence to make a practice-ready decision, be it a pass or fail.
 - i. In the case of a specialty PCA, a minimum of eight weeks is required. If, following the eight-week mark, the applicant has performed well in all the expected competencies, the CPSA may consider completing the PCA early.

During the SPA portion of PRA, applicants:

- 1) Are assessed by a CPSA-approved supervisor, who provides indirect supervision of the candidate.
- 2) Are typically supervised in the clinical location that the physician has been sponsored to work at.
- 3) Are the patients' most responsible physician and can bill Alberta Health for provision of medical services.
- 4) Must satisfactorily complete all required components of the assessment.
- 5) Undergo the assessment for three months. The assessment may be terminated at any time if CPSA's Deputy Registrar or designate has sufficient evidence to make a practice-ready decision, be it a pass or fail.

The role of the physician assessor/supervisor is to conduct the PRA and to gather evidence, the final outcome of the PRA is that of the Deputy Registrar of Registration, or designate.

The PRA will be individualized to reflect the scope of practice and practice setting that the physician has been sponsored to work in.

Failure of any part of the assessment process will result in a refusal of registration on the Provisional Register Conditional Practice.

The PCA may be waived if:

- The applicant has successfully completed postgraduate training in Canada but do not have certification with the Canadian Family Physicians of Canada (CFPC) or the Royal College of Physicians and Surgeons of Canada (RCPSC).

- The applicant has a full-time academic appointment in a faculty of medicine in Alberta.
- The applicant has completed family medicine or speciality postgraduate training in the USA in an Accreditation Council for Graduate Medical Education (ACGME) accredited programme, has the MCCQE1 or equivalent alternative such as the USMLE examinations, and American board certification in their discipline of training.
- The applicant has completed postgraduate training in family medicine that is deemed equivalent by the College of Family Physicians of Canada and provides a letter from the CFPC that they have been found eligible for certification without examination.

In order to become a PRA-AB Assessor, physicians must:

- Be registered in Alberta for independent practice.
- Be in good standing with CPSA.
- Be experienced in the assessment of physicians or physician trainees. Lead assessors have five years of practice experience in Canada, while secondary assessors have at least three years within a scope of practice similar to the proposed placement.
- Have national certification (CFPC or RCPSC) in the specialty or sub-specialty they are assessing **or** an active faculty appointment. Secondary assessors can have recognized equivalency in the specialty or subspecialty they are assessing.
- Have AHS or Covenant Health privileges. They must also be recommended by their Department Head/Zone Medical Director, **or** have completed a satisfactory CPSA peer review.
- Have recent experience in teaching and assessing medical students and residents.
- Appreciate the privilege of self-regulation.
- Demonstrate common sense, objectivity and the ability to make unbiased decisions.

SUPPORTING DOCUMENTS

- [Eligibility Requirements for Provisional Register Conditional Practice](#)
- [Practice Readiness Assessment information](#)
- [Medical Council of Canada \(MCC\) National Assessment Collaboration's \(NAC\) Practice-Ready Assessment \(PRA\) programs](#)

RESPONSIBILITIES

The Registrar is given the authority to determine applications for registration under sections 28 to 30 of the *Health Professions Act* (HPA). Section 20 of the HPA allows the Registrar to delegate functions and duties to another person. The Registrar has delegated his duties and responsibility under Part 2 of the HPA to the Deputy Registrar responsible for registration.

APPROVAL

Council governing the College of Physicians & Surgeons of Alberta

AUTHORITY DOCUMENTS

- [Health Professions Act](#)

- [Health Professions Act: Physicians, Surgeons and Osteopaths Profession Regulation](#)
- [CPSA Bylaws](#)