

Physician Resources in Alberta

Quarterly Update:
Jan 01, 2024 to Mar 31, 2024

Quarterly Update on Physician Resources

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Quarterly Update on Physician Resources for the three months, and year, ended Mar 31, 2024

HIGHLIGHTS

Registers:

- At the **end of March 2024** there were **11632** physicians registered on the in-province registers. This figure reflects a **decrease of 106 from the last quarter**, and an **increase of 500 from the same period in 2023**.
- During the **first quarter** of 2024, a decrease of 118 physicians was noted on the General Register with the Provisional Register increased by 12.
- Within the **year-to-year** comparison there was an increase of 456 on the General Register, and an increase of 44 on the Provisional Register.
- To put this in perspective, report 4 (Summary of Inflows and Outflows) reflects an inflow of 265 physicians during the first quarter. Offsetting the overall inflow of physicians was an outflow of 371 physicians. Please refer to Report 4 for further explanation on the inflows and outflows that occurred during this quarter.
- **Definition of General Register:** contains the names of all physicians and osteopaths who are responsible and accountable for their medical practice, without supervision by another physician or the College of Physicians & Surgeons of Alberta.
- **Definition of Provisional Register:** contains the names of physicians and osteopaths who do not meet the criteria for the General Register but are in a process that once successfully completed, will qualify for the General Register.

Gender:

- Over the last quarter, there was a **net decrease of 58 males** and a **net decrease of 47 females, and a decrease of 1 undisclosed**.
- The **year-to-year** change reflected a net increase of **259 males** and an increase of **233 females, and 8 undisclosed**.

Specialists / Non-Specialists:

- CPSA follows the national specialty associations in recognizing Family Medicine as a specialty. The vast majority of Alberta family physicians in general practice are classified as specialists in Family Medicine.
- There is a separate, smaller category – less than 15% of fully registered physicians in Alberta – called Non-Specialists. This group includes any physician who has not completed the requirements to qualify as a specialist in Family Medicine or any other specialty – surgery, internal medicine, obstetrics, etc. (It does not mean “general practitioners” as opposed to specialists.)

- Over the **last quarter**, there was a **net decrease of 67 specialists (decrease of 5 Family Medicine Specialists/decrease of 62 Non Family Medicine Specialists)** and a **net decrease of 39 non-specialists** (report 1).
- The **year-to-year** change reflected an increase of **519 specialists (215 Family Medicine Specialists/304 Non Family Medicine Specialists)** and a net decrease of **19 non-specialists** (report 1).
- Report 3 (Changes of Physician Resources by Specialty) outlines changes in numbers for each specialty over the past year. For information pertinent to all specialties please refer to Report 3.
- For a physician to be registered as a specialist in either family medicine or a specialty practice, the physician must provide evidence they have equivalent postgraduate training (PGT) and certification as that required by the College of Family Physicians of Canada (CFPC) or the Royal College of Physicians and Surgeons of Canada (RCPSC). Physicians who don't have their Canadian credentials are eligible for the provisional register and must have sponsorship for a clinical position and to pass a practice readiness assessment to ensure they have the knowledge, skills and competency to practice medicine safely in Alberta.
- Physicians who don't meet the requirements to be registered as a specialist on the provisional register may be eligible as a non-specialist if they have completed at least 36 months of discipline-specific PGT and have specialty certification recognized by another jurisdiction.

Location by Region:

- Please refer to Report 2 for changes in physician resources by zone.

Practice Readiness Assessment (PRA-AB):

- Physicians who do not have complete Canadian credentials, CPSA's PRA-AB is the final step of an alternate path to independent practice in Alberta and includes a two-part assessment of clinical competence, chart management and professionalism.

Report 1

Summary of Changes in Physician Resources Report For the Period 01 Jan 2024 to 31 Mar 2024

	Current Period	Last Period	#	Change %	Same Prd Last Year	#	Change %	Change
Fully-Registered Physicians in Alberta:								
General Register	11158	11276	-118	-1	10702	456	4.3	
Provisional Register Conditional	474	462	12	2.6	430	44	10.2	
Total in Alberta	11632	11738	-106	-0.9	11132	500	4.5	
Sex:								
Female	4882	4929	-47	-1	4649	233	5	
Male	6693	6751	-58	-0.9	6434	259	4	
Unknown	57	58	-1	-1.7	49	8	16.3	
Specialists/Non-Specialists:								
Specialist - non Family Medicine	6020	6082	-62	-1	5716	304	5.3	
Specialist - Family Medicine	4374	4379	-5	-0.1	4159	215	5.2	
Non-Specialist	1238	1277	-39	-3.1	1257	-19	-1.5	
Location:								
Airdrie	85	83	2	2.4	76	9	11.8	
Brooks	25	23	2	8.7	22	3	13.6	
Calgary	4811	4837	-26	-0.5	4626	185	4	
Camrose	62	62			54	8	14.8	
Drumheller	18	17	1	5.9	18			
Edmonton	3757	3877	-120	-3.1	3630	127	3.5	
Fort McMurray	102	105	-3	-2.9	99	3	3	
Fort Saskatchewan	40	39	1	2.6	32	8	25	
Grande Prairie	154	157	-3	-1.9	139	15	10.8	
Leduc	59	60	-1	-1.7	57	2	3.5	
Lethbridge	303	300	3	1	275	28	10.2	
Lloydminster	48	53	-5	-9.4	44	4	9.1	
Medicine Hat	185	178	7	3.9	176	9	5.1	
Red Deer	352	351	1	0.3	319	33	10.3	
Sherwood Park	140	139	1	0.7	137	3	2.2	
Spruce Grove	64	63	1	1.6	65	-1	-1.5	
St. Albert	204	204			182	22	12.1	
Wetaskiwin	43	38	5	13.2	43			
Other Locations	1180	1152	28	2.4	1138	42	3.7	
Place of Graduation:								
U OF A	2802	2844	-42	-1.5	2747	55	2	
U OF C	1754	1763	-9	-0.5	1674	80	4.8	
Other Canadian	2987	3049	-62	-2	2864	123	4.3	
U.S.A.	88	92	-4	-4.3	90	-2	-2.2	
Other Locations	4001	3990	11	0.3	3757	244	6.5	
Other Categories of Licensure:								
General Register, out-of-province	497	560	-63	-11.3	548	-51	-9.3	
Provisional Register Postgrad. Training	1612	1634	-22	-1.3	1625	-13	-0.8	
Student Register	1177	1175	2	0.2	1135	42	3.7	
Total, All Registers	14918	15107	-189	-1.3	14440	478	3.3	
Retired, out-of-province								
Retired, out-of-province	149	149			147	2	1.4	
Retired, in-province								
Retired, in-province	1855	1743	112	6.4	1721	134	7.8	
Total Retired	2004	1892	112	5.9	1868	136	7.3	

Report 2

Physician Resources by AHS Zone For the Period 01 Jan 2024 to 31 Mar 2024

Code	Health Region	<u>Current Period</u>			<u>Same Period Last Year</u>			#Change	%Change
		Specialists	Non-Specialists	Total	Specialists	Non-Specialists	Total		
1	Z1 - South Zone	503	97	600	482	83	565	35	6.2
2	Z2 - Calgary Zone	4895	381	5276	4659	391	5050	226	4.5
3	Z3 - Central Zone	609	227	836	560	218	778	58	7.5
4	Z4 - Edmonton Zone	3982	354	4336	3800	377	4177	159	3.8
5	Z5 - North Zone	394	178	572	366	187	553	19	3.4
Totals		10383	1237	11620	9867	1256	11123	497	4.5

Report 3

Changes in Physician Resources by Specialty For the Period 01 Jan 2024 to 31 Mar 2024

Specialty	Total This Period Last Year	Inflow New Reg	Inflow New Cert	Outflow Left Prov	Outflow Other	Net Change	Total This Period
Adolescent Medicine	1						1
Anatomical Pathology	159	15	1	3	10	3	162
Anesthesiology	439	33	2	4	15	16	455
CAC (Enhanced Surgical Skills)	1			1			
CAC (Family Practice Anesthesia)	1	1				1	2
Cardiac Surgery	21	1				1	22
Cardiology	172	14	4		10	8	180
Cardiovascular & Thoracic Surgery	6						6
Child and Adolescent Psychiatry	38	1			1		38
Clinical Immunology & Allergy	22	3				3	25
Clinical Pharmacology	1				1		
Colorectal Surgery	3	1				1	4
Community Medicine	19				2	-2	17
Critical Care Medicine	143	4	10		2	12	155
Dermatology	85	7			2	5	90
Developmental Pediatrics	6		1			1	7
Diagnostic Radiology	437	48	1	8	12	28	465
Emergency Medicine	217	25	3	2	9	17	234
Endocrinology & Metabolism	71	3	2		2	3	74
Family Medicine	3847	359	53	37	183	192	4039
Family Medicine (Addiction Medicine)	10				1	-1	9
Family Medicine (Care of the Elderly)	15		1		1		15
Family Medicine (Emergency Medicine)	221	7	15	5	10	7	228
Family Medicine (Enhanced Surgical Skills)	5						5
Family Medicine (Family Practice Anesthesia)	20	6	5	2	2	7	27
Family Medicine (Obstetrical Surgical Skills)	5		1			1	6
Family Medicine (Palliative Care)	19	2	6		2	6	25
Family Medicine (Sport and Exercise Medicine)	17		4	1		3	20
Forensic Pathology	6	2	1		1	2	8
Forensic Psychiatry	17	1				1	18
Gastroenterology	121	12	2		8	6	127
General Internal Medicine	20	3	5	1	1	6	26

Changes in Physician Resources by Specialty For the Period 01 Jan 2024 to 31 Mar 2024

Specialty	Total This Period Last Year	Inflow New Reg	Inflow New Cert	Outflow Left Prov	Outflow Other	Net Change	Total This Period
General Surgery	171	21		2	4	15	186
General Surgical Oncology	2						2
Geriatric Medicine	30	1				1	31
Geriatric Psychiatry	14	2				2	16
Gynecologic Oncology	6	1			1		6
Gynecologic Reproductive Endocrinology & Infertility	9	2				2	11
Hematological Pathology	18	1	1	1	2	-1	17
Hematology	49	4	3		3	4	53
Histopathology		1					1
Infectious Diseases	68	5	1		3	3	71
Internal Medicine	434	80	2	3	53	26	460
Interventional Radiology	2						2
Maternal-Fetal Medicine	13						13
Medical Biochemistry							
Medical Genetics and Genomics	20				1	-1	19
Medical Microbiology	28	2				2	30
Medical Oncology	64	1			5	-4	60
Neonatal-Perinatal Medicine	51	5	2		4	3	54
Nephrology	103	6	4		8	2	105
Neurology (Adult and Pediatric)	172	15		2	6	7	179
Neuropathology	9				1	-1	8
Neuroradiology	6						6
Neurosurgery	40	4			1	3	43
Nuclear Medicine	29	5			1	4	33
Obstetrics & Gynecology	237	28	1	4	11	14	251
Occupational Medicine	15						15
Ophthalmology	142	6		1	5		142
Orthopedic Surgery	204	23		1	4	18	222
Otolaryngology - Head and Neck Surgery	74	6			1	5	79
Pain Medicine	2				1	-1	1
Palliative Medicine	8		4			4	12
Pathology, General	50	4	1		4	1	51

Changes in Physician Resources by Specialty For the Period 01 Jan 2024 to 31 Mar 2024

Specialty	Total This Period Last Year	Inflow New Reg	Inflow New Cert	Outflow Left Prov	Outflow Other	Net Change	Total This Period
Pediatric Cardiology	16						16
Pediatric Emergency Medicine	23	1	1		1	1	24
Pediatric Endocrinology	2	1				1	3
Pediatric Gastroenterology	7	1				1	8
Pediatric Hematology & Oncology	11	2				2	13
Pediatric Nephrology	2						2
Pediatric Neurology	13				2	-2	11
Pediatric Radiology	1	1				1	2
Pediatric Respiriology	3						3
Pediatric Surgery	8	2			1	1	9
Pediatric Urology	1						1
Pediatrics	426	46	3	1	23	25	451
Physical Medicine & Rehabilitation	106	7		2	5		106
Plastic Surgery	73	6			2	4	77
Psychiatry	580	44	1	1	10	34	614
Public Health and Preventive Medicine	31	3	1		2	2	33
Radiation Oncology	58	4			1	3	61
Respirology	128	8	4		8	4	132
Rheumatology	61	6	2		4	4	65
Sleep Disorder Medicine		1					1
Sleep Medicine							
Sport and Exercise Medicine	3						3
Thoracic Surgery	12						12
Urology	58	6		1	2	3	61
Vascular Surgery	17						17
Total, Specialist	9875	910	148	83	455	519	10394
Total, Non-Specialist	1257	109	4	8	124	-19	1238
Total, Overall	11132	1019	152	91	579	500	11632

Report 4

Summary of Inflows and Outflows For the Period 01 Jan 2024 To 31 Mar 2024

Quarter	Alberta Trained	New Othe	Restored	Returned To Prov	Retired To Full	Total Inflow	Left Prov	Vol Erase	Removed	Deceased	Retired	Full to Educ	Total Outflow	Net Change
Total for the 4 Most Recent	235	546	113	118	7	1019	91	50	*246	10	121	0	518	501
Quarter 1 2024	41	161	38	23	2	265	24	36	215	2	94	0	371	-106
Quarter 4 2023	22	106	15	80	2	225	60	8	12	2	13	0	95	130
Quarter 3 2023	138	193	42	9	1	383	5	5	13	3	8	0	34	349
Quarter 2 2023	34	86	18	6	2	146	2	1	6	3	6	0	18	128
Quarter 1 2023	28	116	19	13	3	179	21	51	283	0	99	0	454	-275

*Breakdown of the members "Removed"

- Members who did not renew permit – 85
- Members who remain registered but not currently in independent practice – 157
- Members who's locum ended – 3
- Members who were Struck/Removed from Register – 1

Report 5

Inflows and Outflows by Place of Graduation For the Period 01 Jan 2024 To 31 Mar 2024

Place of Graduation	New	Restored	Returned To Prov	Retired To Full	Inflow Total	Left Prov	Vol Erase	Removed	Deceased	Retired	Full to Educ	Outflow Total	Net Change	New Cert	Total Change
Non-Specialists															

Alberta U OF A					0			3			8	11	-11	-2	-13
Alberta U OF C					0						2	2	-2		-2
British Columbia					0						1	1	-1		-1
Manitoba					0										
Newfoundland					0										
Nova Scotia		1			1								1		1
Ontario					0			1		2		3	-3		-3
Quebec					0										
Saskatchewan					0					1		1	-1	-1	-2
Foreign	26	2	2		30	4	3	11		10		28	2	-22	-20
USA					0										
Total, Non-Specialists	26	3	2		31	4	3	15		24		46	-15	-25	-40
Specialists															

Alberta U OF A	17	12	6	2	37	2	8	34	1	22		67	-30	13	-17
Alberta U OF C	24	5	1		30	1	1	26	1	9		38	-8	2	-6
British Columbia	6	3	1		10	2	4	16				22	-12		-12
Manitoba	3		4		7	1	2	4		3		10	-3	2	-1
Newfoundland		1			1	1		9				10	-9		-9
Nova Scotia	7				7	4	2	1		1		8	-1		-1
Ontario	13	6	3		22	2	4	26		7		39	-17	4	-13
Quebec	3	1	2		6		1	9		1		11	-5		-5
Saskatchewan	4	2			6	1	3	9		4		17	-11	1	-10
Foreign	98	5	4		107	6	6	63		23		98	9	28	37
USA	1				1		2	3				5	-4		-4
Total, Specialists	176	35	21	2	234	20	33	200	2	70		325	-91	50	-41
Total, Overall	202	38	23	2	265	24	36	215	2	94		371	-106	25	-81

Report 6
Summary of Practice Readiness Assessments
For the Period 01Jan2024 to 31Mar2024

Practice Readiness Assessment (PRA-AB)	Q1 2024	% Change	Q1 2023
Initiated	42	31.25%	32
Supervised practice assessment only	16	700%	2
Preliminary clinical assessment plus supervised practice assessment	26	-13.33%	30
Completed Assessment & Working in Hired Location	38	52%	25

For this table, completed assessments may have been initiated in a prior year.

Quarterly Update on Physician Resources Report Methodology

REPORT 1- SUMMARY OF CHANGES IN PHYSICIAN RESOURCES

This report provides an overall count of the number of physicians who are registered with the College of Physicians and Surgeons of Alberta by taking into account all categories of licensure.

'Current Quarter to Last Quarter' and 'Current Quarter to Same Quarter Last Year' comparisons, which are further broken down by number and percent, provide a clear outline of the changes in Physician Resources.

Distribution by gender, specialty, location and place of graduation are also included. A similar breakdown is not offered in respect of: 1) physicians on the General Register who reside out-of-province, 2) physicians on the Education Register, and 3) retired physicians.

Limitations:

Counts: The numbers reflect the physicians who maintained an active license within the applicable quarter; it cannot be interpreted as those who are actively practicing.

Location: The location counts are based on the physician's practice location, where available. Otherwise the physician's home address is used for location purposes.

Definitions:

Fully Registered Physicians in Alberta:

General Register: contains the names of all physicians and osteopaths who are responsible and accountable for their medical practice, without supervision by another physician or the College of Physicians & Surgeons of Alberta.

Provisional Register: contains the names of physicians and osteopaths who do not meet the criteria for the General Register but are in a process that once successfully completed, will qualify for the General Register.

Limited Practice Register: contains the names of physicians and osteopaths who are restricted to limited practice activities under the supervision of another physician, and are not the most responsible physician in the care of patients.

Courtesy Register: physicians on the Courtesy Register involved primarily in research (but with a defined clinical component), or teaching. Very few physicians are offered this form of licensure.

Other Categories of Licensure:

Emergency Register: physicians and osteopaths who are practicing medicine in Alberta on a temporary basis during a medical emergency or crisis

Telemedicine Register: physicians and osteopaths located outside Alberta who are practicing telemedicine pertaining to patients in Alberta.

Student Register: those undergraduates enrolled in a faculty of medicine in Alberta or enrolled in another medical school who are undertaking undergraduate medical education at a university in Alberta

Retired (In/Out of Province): Physicians who have retired from the practice of medicine in Alberta. Note: Retired status is not a form of licensure.

Understanding Report 1:

Col. 1: "Current Quarter" represents the tally at the end of the quarter.

Col. 2-4: "Last Quarter" reflects the numbers at the end of the previous quarter, "# Change" is the net change between the two quarters represented, and "% Change" is the same measure, in percent. Please refer to Report 4 for the sources of this change.

Col. 5-7: Makes the same comparisons as columns 2-4, except compares the current quarter to the equivalent quarter last year (i.e., Quarter 1, 2024, is compared to Quarter 1, 2023).

REPORT 2 - PHYSICIAN RESOURCES BY ZONE

This report provides net changes by Zone for those physicians fully licensed in Alberta. Broken down to reflect both specialists and non-specialists, the report compares the current quarter to the equivalent quarter last year, resulting in a net change applicable to each Zone.

Col. 1: Alberta Health Services Zone name. The 'Other' category displayed represents fully registered physicians who are resident in Alberta but at the time of reporting an Alberta address was not available.

Col. 2-4: "Current Quarter" reflects the number of specialists and non-specialists as well as a combined total by Zone.

Col. 5-7: "Same Quarter Last Year" reflects the same information as columns 2-4, with the exception that the information displayed is for the same quarter last year.

Col. 8-9: "Changes" compares the current quarter numbers to the equivalent quarter figures last year, "# change" is the net change between the quarters represented, and "% change" is the same measure, in percent.

REPORT 3 - CHANGES IN PHYSICIAN RESOURCES BY SPECIALTY

This report provides a year-to-year comparison of the inflows and outflows and illustrates how the changes documented in report 4 (Summary of Inflows/Outflows) affect the composition of specialists and non-specialists. Physicians are categorized by their most recently recognized specialty.

The numbers can be affected in one of two ways: a non-specialist can become a specialist, or a specialist can obtain a new certification. In the first instance, the non-specialist category is reduced by one, and the applicable specialty is increased. In the second instance, the physician's initial specialty is reduced by one, and the new specialty is increased by one.

Limitation:

These counts do not necessarily reflect physicians' functional area of practice, or even if they have an active clinical practice.

Definitions:

Total, This Period Last Year: The count of physicians in each specialty during the same quarter last year.

Inflow – New Registration: Includes all of the new specialists/non-specialists resulting from the inflows detailed in report 4 (new, restored, returned, etc.).

Inflow – New Certification: Physicians who were registered at the beginning of the quarter and received a new certification within this quarter.

Outflow - Left Province: (see report 4).

Outflow - Other: (all other outflows as recorded in Report 4).

Net Change: The difference between the Inflows and Outflows.

Total This Period: The count of physicians in each specialty for the current quarter.

REPORT 4 - SUMMARY OF INFLOWS AND OUTFLOWS

This report indicates the *sources* of change in the total number of licensed physicians in Alberta.

Report 4 also provides a quarter-to-quarter comparison of inflows and outflows, extending back to the same quarter for the previous year. This allows us to make two analyses:

- By comparing the current quarter with the same quarter for the previous year, we assess if the change is typical for that time of year.
- We can confirm that the *sum of the net changes* for the last four quarters equals the *difference* between the number of physicians in Alberta this year and the number in Alberta last year (refer to column 6 in report 1).

NOTE: The largest swings in the numbers of physicians registered occur in the first and third quarter of each year. The first quarter (actually, January 1) is when CPSA finds out how many physicians are not planning to renew their licenses. Typically, these physicians have already left the province at some point during the year, but have waited until renewal time to inform CPSA of their departure. The third quarter (actually, July 1) is when most physicians complete their postgraduate training programs and become eligible for full licenses.

Definitions:

Inflows:

New - Alberta Trained: Newly licensed physicians whose last year of training was in Alberta.

New - Other: Physicians newly licensed in Alberta, excluding the above.

Restored: Physicians whose names were re-instated on the Register. Typically, these Physicians were voluntarily erased from the General Register or temporarily registered on the Provisional Register.

Return to Province: Physicians who maintained licensure while residing out of province, and have since returned to Alberta.

Retired to Full: Physicians who were on the Retired List and have now re-entered active practice.

Total Inflow: The sum of all inflows.

Outflows:

Left Province: Physicians who have maintained their license, but relocated out of province.

Voluntarily Erase: Physicians who no longer required their Alberta license.

Removed: Physicians who were suspended or were licensed for a limited period of time and have since been removed from the Register.

Deceased: (falls in the quarter in which we were notified, rather than the date of death).

Retired: Physicians who have retired or otherwise fully withdrawn from the practice of medicine in Alberta.

Full to Educational: Physicians who were fully-licensed, but chose not to maintain their license while they undertook additional training.

Total Outflow: The sum of all outflows.

REPORT 5 - INFLOWS AND OUTFLOWS BY PHYSICIANS' PLACE OF GRADUATION

This report reflects the inflows and outflows by the location physicians received their medical diplomas.

Place of graduation is broken down by non-specialist (GPs/family physicians) and specialist. The Alberta medical schools are represented individually, with the remaining Canadian medical schools represented by province. "Foreign" refers to medical schools outside Canada or the United States.

Categories: The category "New" includes both "New - Alberta Trained" and "New - Other" discussed under report 4.

REPORT 6 – PRACTICE READINESS ASSESSMENTS

Definitions

Part A: Preliminary Clinical Assessment (PCA)

Over 3 months, physician works under direct observation in the medical practice of a CPSA-approved assessor. The assessor will always be the most responsible physician. Assessor reviews clinical competence, chart management and professionalism. CPSA can end the assessment at any point if there is enough evidence to determine member will not pass. Part A could be waived based on location of medical training or specialty certification, previous experience in a Canadian setting, an appointment to a full-time academic position, or if Canadian-trained applicant that did not pass the national certification exams.

Part B: Supervised Practice Assessment (SPA)

Over 3 months, a CPSA-approved supervisor will observe member in independent practice where candidate is the most responsible physician. During this phase, member can bill Alberta Health for medical services. The supervisor will visit regularly to review charts and collect feedback from patients, colleagues and staff. CPSA can end the assessment at any point if there is enough evidence to determine member will not pass.

FOR FURTHER INFORMATION:

Contact Bruce Leisen, Director, Registration, at the College of Physicians & Surgeons of Alberta, bruce.leisen@cpsa.ab.ca.