

Physician Resources in Alberta

Quarterly Update:
July 01, 2025, to Sept 30, 2025

Quarterly Update on Physician Resources

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Quarterly Update on Physician Resources for the three months, and year, ended September 30, 2025

HIGHLIGHTS

Registers:

- At the **end of September 2025** there were **12769** physicians registered on the in-province registers. This figure reflects a **increase of 442 from the last quarter**, and an **increase of 643 from the same period in 2024**.
- During the **third quarter** of 2025, an increase of 558 physicians was noted on the General Register with the Provisional Register decreased by 116.
- Within the **year-to-year** comparison there was an increase of 704 on the General Register, and an decrease of 61 on the Provisional Register.
- To put this in perspective, report 4 (Summary of Inflows and Outflows) reflects an inflow of 487 physicians during the second quarter. Offsetting the overall inflow of physicians was an outflow of 45 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 increase of 221** and a **net increase of 221 females, and an increase of 2 undisclosed**.
- The **year-to-year** change reflected a net increase of **309 males** and an increase of **261 females, and no change of 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.
- **IMPORTANT NOTE:** Effective September 22, 2025, CPSA designated all Family Medicine physicians and General Practitioners, who were previously identified as **Non-Specialists**, as **Specialists in Family Medicine**. This terminology better aligns with the services they provide and makes Alberta consistent with other Canadian jurisdictions.
- The report indicates a net increase of 1659 specialists over the past quarter (increase of 1406 Family Medicine Specialists/increase of 253 Non-Family Medicine Specialists) and a net decrease of 1217 Non-Specialists (report 1). This is a function of the reporting change described above, but does not reflect the change in the actual number of physicians registered. In terms of net change in the number of physicians registered, over the last quarter,

there was a **net increase of 428 specialists (increase of 175 Family Medicine Specialists/increase of 253 Non Family Medicine Specialists)**.

- 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 and do not qualify for the Approved Jurisdiction Route 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.

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 Jul 2025 to 30 Sep 2025

	Current Period	Last Period	#	Change %	Same Prd Last Year	#	Change %
Fully-Registered Physicians in Alberta:							
General Register	12324	11766	558	4.7	11620	704	6.1
Provisional Register Conditional	445	561	-116	-20.7	506	-61	-12.1
Total in Alberta	12769	12327	442	3.6	12126	643	5.3
Sex:							
Female	5422	5201	221	4.2	5124	298	5.8
Male	7289	7068	221	3.1	6946	343	4.9
Unknown	58	58			56	2	3.6
Specialists/Non-Specialists:							
Specialist - non Family Medicine	6539	6286	253	4	6262	277	4.4
Specialist - Family Medicine*	6216	4810	1406	29.2	4619	1597	34.6
Non-Specialist*	14**	1231	-1217	-98.9	1245	-1231	-98.9
Location:							
Airdrie	116	114	2	1.8	95	21	22.1
Brooks	23	24	-1	-4.2	24	-1	-4.2
Calgary	5357	5155	202	3.9	5056	301	6
Camrose	65	64	1	1.6	63	2	3.2
Drumheller	24	22	2	9.1	20	4	20
Edmonton	4054	3913	141	3.6	3907	147	3.8
Fort McMurray	116	114	2	1.8	107	9	8.4
Fort Saskatchewan	44	43	1	2.3	38	6	15.8
Grande Prairie	179	170	9	5.3	165	14	8.5
Leduc	55	54	1	1.9	59	-4	-6.8
Lethbridge	317	311	6	1.9	313	4	1.3
Lloydminster	50	51	-1	-2	48	2	4.2
Medicine Hat	192	186	6	3.2	187	5	2.7
Red Deer	375	367	8	2.2	368	7	1.9
Sherwood Park	151	146	5	3.4	143	8	5.6
Spruce Grove	73	65	8	12.3	68	5	7.4
St. Albert	241	234	7	3	206	35	17
Wetaskiwin	42	42			44	-2	-4.5
Other Locations	1295	1252	43	3.4	1215	80	6.6
Place of Graduation:							
U OF A	2931	2853	78	2.7	2885	46	1.6
U OF C	1872	1811	61	3.4	1837	35	1.9
Other Canadian	3195	3071	124	4	3103	92	3
U.S.A.	94	91	3	3.3	91	3	3.3
Other Locations	4677	4501	176	3.9	4210	467	11.1
Other Categories of Licensure:							
General Register, out-of-province	648	603	45	7.5	542	106	19.6
Provisional Register Postgrad. Training	1665	1665			1728	-63	-3.6
Student Register	1138	1038	100	9.6	1225	-87	-7.1
Total, All Registers	16220	15633	587	3.8	15621	599	3.8
Retired, out-of-province	150	150			149	1	0.7
Retired, in-province	2021	2012	9	0.4	1868	153	8.2
Total Retired	2171	2162	9	0.4	2017	154	7.6

*Effective September 22, 2025, CPSA designated all Family Medicine physicians and General Practitioners, who were previously identified

as **Non-specialists**, as **Specialists in Family Medicine**. The significant net increase in Family Medicine Specialists and net decrease of Non-specialists is a function of the reporting change, but does not reflect the change in the actual number of physicians registered. In terms of net change in the number of physicians registered, over the last quarter, there was a **net increase of 428 specialists (increase of 175 Family Medicine Specialists/increase of 253 Non Family Medicine Specialists)**.

**The 14 remaining Non-specialists are currently in the process of being reviewed before their designation change to Specialist – Family Medicine.

Report 2

Physician Resources by AHS Zone For the Period 01 Jul 2025 to 30 Sep 2025

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	636		636	513	105	618	18	2.9
2	Z2 - Calgary Zone	5886	6	5892	5160	383	5543	349	6.3
3	Z3 - Central Zone	872	4	876	630	239	869	7	0.8
4	Z4 - Edmonton Zone	4700	3	4703	4148	346	4494	209	4.7
5	Z5 - North Zone	647	1	648	417	171	588	60	10.2
Totals		12741	14**	12755	10868	1244	12112	643	5.3

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Report 3

Changes in Physician Resources by Specialty For the Period 01 Jul 2025 to 30 Sep 2025

Specialty	Total This Period Last Year	Inflow New Reg	Inflow New Cert	Outflow Left Prov	Outflow Other	Net Change	Total This Period
Adolescent Medicine	2		2			2	4
Anatomical Pathology	169	11	8	3	14	2	171
Anesthesiology	484	47	6	10	29	14	498
CAC (Enhanced Surgical Skills)							
CAC (Family Practice Anesthesia)	2		1		1		2
CAC (Palliative Care)			1				1
Cardiac Surgery	23	1	1			2	25
Cardiology	185	13	20	2	8	23	208
Cardiovascular & Thoracic Surgery	6				2	-2	4
Child and Adolescent Psychiatry	38	2	4		6		38
Clinical Immunology & Allergy	26	4	4		3	5	31
Clinical Pharmacology and Toxicology		1	4				5
Colorectal Surgery	4				1	-1	3
Community Medicine	17		1		1		17
Critical Care Medicine	155	5	12	3	40	-26	129
Dermatology	94	7		3	6	-2	92
Developmental Pediatrics	7				1	-1	6
Diagnostic & Molecular Pathology		1					1
Diagnostic Radiology	482	45	14	9	14	36	518
Emergency Medicine	247	29	8	2	15	20	267
Endocrinology & Metabolism	74	4	9	1	3	9	83
Family Medicine *	4272	532	1316	38	203	1607	5879
Family Medicine (Addiction Medicine)	9	1	3		3	1	10
Family Medicine (Care of the Elderly)	16		2		6	-4	12
Family Medicine (Emergency Medicine)	235	14	25	6	35	-2	233
Family Medicine (Enhanced Surgical Skills)	6				1	-1	5
Family Medicine (Family Practice Anesthesia)	29	2	6	2	6		29
Family Medicine (Obstetrical Surgical Skills)	6				1	-1	5
Family Medicine (Palliative Care)	25	1	3		5	-1	24
Family Medicine (Sport and Exercise Medicine)	21		3		5	-2	19
Forensic Pathology	8				2	-2	6
Forensic Psychiatry	17	2	1	1	2		17
Gastroenterology	129	6	10	3	6	7	136

Changes in Physician Resources by Specialty
For the Period 01 Jul 2025 to 30 Sep 2025 :

Specialty	Total This Period Last Year	Inflow New Reg	Inflow New Cert	Outflow Left Prov	Outflow Other	Net Change	Total This Period
General Internal Medicine	28	4	1		3	2	30
General Surgery	196	19	13	3	15	14	210
General Surgical Oncology	2				1	-1	1
Geriatric Medicine	31	2	3		4	1	32
Geriatric Psychiatry	18	1	2		5	-2	16
Gynecologic Oncology	7						7
Gynecologic Reproductive Endocrinology & Infertility	11		1			1	12
Hematological Pathology	19	3	1	1	3		19
Hematology	53	6	8		3	11	64
Histopathology	1						1
Infectious Diseases	72	2	10		8	4	76
Internal Medicine	504	90	34	7	90	27	531
Interventional Radiology	2						2
Maternal-Fetal Medicine	13	4	1		1	4	17
Medical Biochemistry							
Medical Genetics and Genomics	20	1			1		20
Medical Microbiology	30	1		1	4	-4	26
Medical Oncology	63	7	3		6	4	67
Neonatal-Perinatal Medicine	55	2	4		2	4	59
Nephrology	104	5	12		16	1	105
Neurology (Adult and Pediatric)	187	21	1		7	15	202
Neuropathology	8	1				1	9
Neuroradiology	6	1	2		1	2	8
Neurosurgery	44	3		1		2	46
Nuclear Medicine	37	2	3	1	14	-10	27
Obstetrics & Gynecology	252	22		3	11	8	260
Occupational Medicine	15				4	-4	11
Ophthalmology	145	7		4	6	-3	142
Orthopedic Surgery	224	19		2	8	9	233
Otolaryngology - Head and Neck Surgery	85	7		3	6	-2	83
Pain Medicine	1		1		1		1
Palliative Medicine	12		1		2	-1	11
Pathology, General	52	6	1	1	9	-3	49

Changes in Physician Resources by Specialty

For the Period 01 Jul 2025 to 30 Sep 2025

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	2	2		2	2	18
Pediatric Emergency Medicine	26	1	2		8	-5	21
Pediatric Endocrinology	2		1			1	3
Pediatric Gastroenterology	8				1	-1	7
Pediatric Hematology & Oncology	13	2	1			3	16
Pediatric Nephrology	2						2
Pediatric Neurology	11	2			2		11
Pediatric Radiology	2	1		1			2
Pediatric Respiriology	3						3
Pediatric Surgery	9	2	2		1	3	12
Pediatric Urology	1						1
Pediatrics	470	57	16	3	48	22	492
Physical Medicine & Rehabilitation	116	16	2	3	1	14	130
Plastic Surgery	79	5		1	6	-2	77
Psychiatry	636	45	12	6	22	29	665
Public Health and Preventive Medicine	35	5	3		2	6	41
Radiation Oncology	62	10			1	9	71
Respirology	138	12	16	1	8	19	157
Rheumatology	71	6	2		8		71
Sleep Disorder Medicine	1				1		
Sleep Medicine							
Sport and Exercise Medicine	2				1	-1	1
Thoracic Surgery	13		1		1		13
Urology	63	5			2	3	66
Vascular Surgery	17	3				3	20
Total, Specialist*	10881	1138	1626	125	765	1874	12755
Total, Non-Specialist*	1245	102	5	6	1332	-1231	14**
Total, Overall	12126	1240	1631	131	2097	643	12769

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**The 14 remaining Non-specialists are currently in the process of being reviewed before their designation change to Specialist – Family Medicine.

Report 4

Summary of Inflows and Outflows For the Period 01 Jul 2025 to 30 Sep 2025

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 Four Most Recent	216	763	170	88	3	1240	131	65	253	6	142	0	597	643
Quarter 3 2025	141	274	56	15	1	487	3	4	27	1	10	0	45	442
Quarter 2 2025	29	167	32	14	1	243	4	3	21	2	9	0	39	204
Quarter 1 2025	28	194	55	22	1	300	34	49	191	2	113	0	389	-89
Quarter 4 2024	18	128	27	37	0	210	90	9	14	1	10	0	124	86
Quarter 3 2024	143	222	39	12	1	417	5	7	21	1	13	0	47	370

*Breakdown of the members "Removed"

- Members who did not renew permit – 71
- Members who remain registered but not currently in independent practice – 176
- Members whose locum ended – 5
- Members who were Struck/Removed from Register – 1

Report 5

Inflows and Outflows by Place of Graduation For the Period 01 Jul 2025 to 30 Sep 2025

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									-157	-157
Alberta U OF C					0					1		1	-1	-25	-26
British Columbia					0									-4	-4
Manitoba					0									-10	-10
Newfoundland					0									-6	-6
Nova Scotia					0									-2	-2
Ontario					0									-16	-16
Quebec					0									-4	-4
Saskatchewan					0									-9	-9
Foreign	4				4								4	-1011	-1007
USA					0									-2	-2
Total, Non-Specialists*	4				4					1		1	3	-1246	-1243
Specialists															

Alberta U OF A	77	11		1	89	1	1	6		4		12	77	158	235
Alberta U OF C	64	10			74	1		10		1		12	62	33	95
British Columbia	20	3	2		25			2				2	23	6	29
Manitoba	8	2	1		11			1				1	10	11	21
Newfoundland	4	1			5								5	7	12
Nova Scotia	7	1			8		1	1				2	6	2	8
Ontario	42	8	2		52			4		1		5	47	19	66
Quebec	18	2			20	1				2		3	17	4	21
Saskatchewan	14	2	1		17								17	9	26
Foreign	155	15	9		179		2	3	1	1		7	172	991	1163
USA	2	1			3								3	2	5
Total, Specialists*	411	56	15	1	483	3	4	27	1	9		44	439	1242	1681
Total, Overall	415	56	15	1	487	3	4	27	1	10		45	442	-4	438

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Report 6

Summary of Practice Readiness Assessments For the Period 01 Jul 2025 to 30 Sep 2025

Practice Readiness Assessment (PRA-AB)	Q3 2025	% Change	Q3 2024
Initiated	53	-3.64%	55
Supervised practice assessment only	10	-54.55%	22
Preliminary clinical assessment plus supervised practice assessment	43	30.30%	33
Completed Assessment & Working in Hired Location	37	5.71%	35

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 3, 2025, is compared to Quarter 3, 2024).

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:

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