



Medical Talent Program

CLINIC PATHWAY

International Family Physician Recruitment Supervised Practice → Independent Practice (Ontario)

Purpose of This Pathway

This Clinic Pathway provides a high-level overview of the sequence of steps an Ontario clinic may follow when engaging in the recruitment of an internationally trained family physician through a CPSO-approved supervised practice pathway.

STAGE 1 — Clinic Intake & Readiness Confirmation

The clinic confirms internal readiness to participate in a supervised practice arrangement, including clinical capacity to support supervision and alignment with CPSO expectations. No regulatory applications are submitted at this stage.

Clinic: Internal assessment

Regulators: None

Hollingsgate: Intake coordination

STAGE 2 — Candidate Introduction & Initial Alignment

The clinic is introduced to a pre-screened, internationally trained family physician for exploratory discussion to assess scope-of-practice alignment and mutual interest. No offer of employment is made at this stage.

Clinic: Interview and suitability assessment

Regulators: None

Hollingsgate: Candidate coordination

STAGE 3 — Conditional Offer & Supervision Planning

Where alignment exists, the clinic may issue a conditional Offer of Employment and identify a proposed supervising physician. A draft supervision framework is outlined, subject to CPSO review and approval.

Clinic: Conditional offer and supervision planning

Regulators: None

Hollingsgate: Document coordination

STAGE 4 — CPSO Supervised Practice Application

The physician applies to the CPSO for registration with supervision. Upon submission, the CPSO creates a file/reference number that serves as a tracking identifier for the application. Once the physician's application is active, the clinic and proposed supervising physician may submit the proposed supervision plan and required supervisory declarations as part of the CPSO application process. The CPSO independently assesses the physician's credentials, proposed scope of practice, practice setting, and supervision plan.

Physician application → CPSO file created → Clinic/supervisor submit supervision plan → CPSO review

Clinic: Provide supporting documentation

Regulators: CPSO

Hollingsgate: Process coordination

STAGE 5 — Work Permit Application (C-10 Significant Work Benefit Permit)

As part of the immigration process, the clinic submits the conditional Offer of Employment through IRCC's Employer Portal under the C-10 Significant Benefit category. This submission generates an Offer of

Employment reference number. The physician then applies for the work permit referencing that offer. All work permit decisions are made independently by IRCC. Please note that this is not an approval; it simply confirms that the offer has been submitted to IRCC. Once the A-number is issued, the physician may apply for the work permit using that number. The work permit application must be submitted before the physician arrives in Canada.

The clinic's role at this stage is limited to employer-side submission only; the physician remains the applicant and IRCC independently assesses the work permit.

For clarity: the employer initiates, the physician completes, IRCC decides.

Clinic: Provide conditional offer documentation

Regulators: IRCC

Hollingsgate: Sequencing coordination

STAGE 6 — Commencement of Supervised Practice

Upon receipt of regulatory approvals (C-10 work permit, CPSO registration), the physician begins supervised practice strictly within the CPSO-approved scope and supervision terms.

Clinic: Operational supervision and compliance

Regulators: CPSO, IRCC

Hollingsgate: None

STAGE 7 — Ongoing Supervision & Performance Monitoring

During the supervised period, the supervising physician provides oversight and reporting. Any material changes require notification to the CPSO.

Clinic: Supervision and compliance

Regulators: CPSO

Hollingsgate: None

STAGE 8 — Transition to Independent Practice

At the conclusion of supervised practice, the CPSO determines whether supervision may be removed based on satisfactory completion of required reporting. In some cases, supervision may be extended or adjusted to support additional observation, reporting, or continuity of practice. Independent practice eligibility is granted solely by the CPSO.

Clinic: Employment decisions

Regulators: CPSO

Hollingsgate: None

Important Notes

- All timelines are estimates and may vary by applicant and regulator.
- Participation does not guarantee licensure, immigration outcomes, or employment continuity.