



Hollingsgate

Physician Pathway Ontario



**Clinic View  
Decision Stages**

1

### **Initial Clinic Conversation**

Exploratory discussion to understand clinic context, goals, and physician capacity considerations.

2

### **Clinic Readiness Confirmation**

High-level confirmation of supervision capacity and practice alignment. No regulatory or employment commitments.

3

### **Physician Identification & Pre-Screening**

Hollingsgate identifies and pre-screens internationally trained physicians who have completed required examinations and have an active CPSO file.

4

### **Clinic-Physician Introduction & Alignment**

Clinic interviews pre-screened physician to assess clinical fit, scope alignment, and mutual interest.

5

### **Conditional Alignment & Regulatory Planning**

If the clinic and physician are aligned, a conditional offer is issued, and the formal CPSO and immigration processes are initiated.

6

### **Physician Commences Practice**

Following approvals, the conditional offer converts to a firm offer of employment, and the physician begins supervised practice.

### **Hollingsgate's Role During Engagement**

Hollingsgate's role during engagement is limited to physician identification, pre-screening, coordination, and process sequencing. Formal regulatory and employment processes begin only if a clinic elects to proceed following interviews. Clinics are not obligated to Hollingsgate or to a physician unless and until all regulatory and contractual requirements are successfully completed.