

Temerty
Medicine

Subspecialty Examination Affiliate Program (SEAP)

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Learning Objectives

01

Describe an overview of Subspecialty Examination Affiliate Program (SEAP)

02

Identify common reasons learners choose to enroll in SEAP

03

Understand the administrative practices and procedures needed to support learner enrollment and ensure seamless program completion

Background

- Feb 2014: Approved by the Royal College of Physicians and Surgeons of Canada (RCPSC)
- Aim: To provide pathway for non-certified, internationally-trained subspecialists practicing in Canada to challenge the Royal College subspecialty examinations; provides an opportunity for learners to receive training in their desired subspecialty
- Initially piloted with six programs, expanded to 29 subspecialties in 2016, and to 43 in 2017
- July 2023: The College of Physicians and Surgeons of Ontario (CPSO) announced the recognition of RCPSC Subspecialty Affiliate Status
 - As a result, PGME is experiencing a growing demand for SEAP applicants and will likely continue to see this trend

CPSO – Announcement from July 2023

RECOGNITION OF RCPSC SUBSPECIALIST AFFILIATE STATUS



The Royal College of Physicians and Surgeons of Canada (RCPSC) can grant Subspecialist Affiliate status to internationally trained subspecialists who are not certified in their primary specialty.

CPSO may issue you a restricted certificate of registration to practise independently in your subspecialty if you have:

- A medical degree from an acceptable medical school;
- Successfully completed postgraduate training in the subspecialty in which your Subspecialist Affiliate attestation was granted;
- Obtained the LMCC or completed an [acceptable qualifying examination](#); and
- Obtained Subspecialist Affiliate status from RCPSC.

In addition to the eligibility requirements above, you must satisfy the non-exemptible requirements set out in *Section 2(1) of Ontario Regulation 865/93* to be issued a certificate of registration.

❖ <https://www.cpso.on.ca/en/Physicians/Registration/Registration-Policies/Recognition-of-RCPSC-Subspecialist-Affiliate-Statu>

Importance

- Benefits to the Learners:

RCPSC-related

- Recognition of training as a Subspecialist Affiliate
- Highly regarded by patients
- Recognized pathway to a higher tiered position globally
- Allows participation in Maintenance of Certification (MOC) Program

CPSO-related

- Offers a pathway for independent licensure
- Approx. 80 clinical fellows are registered in SEAP at U of T currently, representing 16 different subspecialties

Eligibility Criteria for Learners

- Have interest in completing training in their desired subspecialty
- Internationally trained physician with base specialty outside of Canada or its partnered jurisdictions
- Not RCPSC certified in primary specialty
- Must submit an application (including training verification, proof of identity, medical degree, etc.) through the RCPSC website the year before the intended examination

Administrative Framework Overview



Admission & Program Oversight – Part 1



Partnership between Fellowship Director (FD) & Residency Program Director (PD)

- **Capacity** – may need to be reviewed by the Residency Program Committee (RPC)
- **Entry Requirements** – must be held to the same standards as the residents accepted into the program
 - **Salary Remuneration** – Although the learner do not fall under PARO like residents, their benefits and compensation must be aligned with their peers for equity
 - PARO Scale of Remuneration can be located by [clicking here](#) under “Salary and Benefits”
 - Please keep in mind that it is also a requirement of Immigration, Refugees and Citizenship Canada (IRCC) that clinical fellows be compensated at a rate commensurate with that of their Canadian counterparts performing the same duties in the same location of work. ‘The same duties in the same location of work’ refers to the residency subspecialty program in which the SEAP learner is enrolled.

Admission & Program Oversight – Part 2



Partnership between Fellowship Director (FD) & Residency Program Director (PD)

- **Program Requirements** – curriculum must mirror *residency* curriculum, including:
 - Program Length
 - Rotations
 - Frequency of Evaluations
 - Assessments – ITARs, EPAs, Practice Exams (written & oral)
 - Review by Competence Committee (CC) – to ensure SEAP learners are progressing and meeting CBD requirements
 - Learner Participation in Residency Program Activities – academic half days, research symposiums, mandatory program events, etc.

Administrative Practices and Procedures – Part 1



Partnership between FD, PD, & Program Administrators (PAs)

- SEAP **must** be reflected in the appropriate initial appointment documentations
 - Letter of Offer
 - Educational Objectives (i.e., Goals & Objectives)
 - Departmental Appointment Letter
- **PGME will not backdate requests into SEAP**

Administrative Practices and Procedures – Part 2



Partnership between FD, PD, & Program Administrators (PAs)

- **PEAP enrollment** – mandatory for International Medical Graduates (IMGs) for Clinical Fellowships (unless exempted)
 - *PGME input – while it may deem appropriate for exemption to come from the Royal College-recognized Program Director (i.e., Residency PD), management and submission of PEAP may be reasonable for the FD to manage this submission to PGME*
- **Leave of Absence** – up to each department's discretion
 - *PGME input – it may deem appropriate for the PD to manage these requests*
- **PGME Certificate of Completion** – up to each department's discretion
 - *PGME input – the certificate signifies fellowship, so it may be reasonable for the FD to manage these requests*
- **RCPSC Confirmation of Completion of Training (CCT)** – mandatory for the Royal College-recognized Program Director to sign off (*see next slide*)

Credentialing Process: A Guide to CCT Completion



Partnership between FD, PD, & Program Administrators (PAs)

1. Internal Review is required between FD and PD
 - To ensure all residency training program required goals and objectives, examinations and evaluations are met
2. PD and PGME complete Confirmation of Completion of Training (CCT)
 - PD sign-off must match subspecialty residency program reported on the Royal College website
3. PGME will submit the completed CCT to RCPSC
4. RCPSC will review and will invite the learner to sit in the national subspecialty RCPSC examination
 - Those who pass will receive an attestation from the Royal College confirming successful completion and will be offered the opportunity to become a Royal College Subspecialist Affiliate

Key Highlights for Fellowship Directors & Administrators

01

Maintain clear and close collaboration with the Residency Program (PD & PA)

02

Ensure the salary remuneration aligns with PARO guidelines

03

Ensure appointment documents clearly indicate SEAP:

- Letter of Offer
- Educational Objectives
- Departmental Appointment Letter

04

Establish clear delineation of responsibilities regarding the administrative practices and procedures

05

Important Reminder:
PGME will not backdate requests into SEAP



Questions?



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