Welcome to the Alberta Clinical and Surgical Assistant Program!

Our programs are for International Medical Graduates (IMGs) who are struggling to obtain full licensure or a Canadian residency position, and are therefore looking for a career alternative that allows them to put their clinical background to good use within the Canadian healthcare system.

**NOTE:** Completion of the ACSAP program does not result in full licensure with the College of Physicians and Surgeons of Alberta (CPSA) or independent practice for the IMG. Instead, successful program Candidates are given opportunities to provide patient care services under the supervision of independently licensed physicians at hospitals in Calgary, Edmonton and surrounding areas.

**Program Mission:**
The mission of the Alberta Clinical and Surgical Assistant Program (ACSAP) is to provide IMGs an opportunity for clinical assessment and evaluation within a supervised setting, in preparation for possible acute care coverage roles to address clinical and/or surgical coverage. This program is administered by Alberta Health Services.

**Program Benefits:**
- Augmentation of medical knowledge and skill set
- Progression of professional competencies
- Enhancement of communication skills
- Valuable work experience
- Opportunity to remain up to date with current medical trends and best practices
- Opportunity to learn about, and make a professional contribution to, health care in Canada

**Program Description:**
ACSAP is a 6 month orientation, clinical assessment, and evaluation program within a particular clinical or surgical service located in Calgary, Edmonton or Red Deer. Clinical opportunities have involved specialties such as General Internal Medicine, Gastroenterology, Cardiology and Pulmonary Medicine. Previous surgical opportunities have involved specialties such as Orthopedics, General Surgery, Burns, Plastics, Vascular and Thoracic Surgery.

During the assessment and evaluation program, Candidates will be integrated into existing programs requiring supervised medical and/or surgical services and have the opportunity to actively participate in supervised interactions with patients and obtain hands on experience. A team of physicians or surgeons
serve as supervisors to the Candidates on a one-to-one basis, and formerly evaluate the Candidate throughout the program. Upon successful completion of the assessment and evaluation program, Candidates may have opportunities to continue in a career-stream role in the same department/site/service.

Recruitment opportunities located in Calgary, Edmonton or Red Deer will be for either CAs or CSAs. **We do not offer opportunities for strictly Surgical Assisting through our programs.** Here is an idea of what the CA and CSA positions entail:

1) **Clinical Assistants (CAs)** provide acute care coverage primarily in the service area where their assessment and evaluation took place. In consultation with the attending physician, the CA assesses both on and off service patients responding to the patient’s medical needs as they arise over the course of the shift. The role of the CA consists of assisting patients, completing histories and physical examinations, ordering and performing selected diagnostic and therapeutic interventions, interpreting laboratory and radiological results and planning care throughout the patient’s hospitalization. Patient care provided by the CA is carried out in collaboration with the multidisciplinary team.

2) **Clinical/Surgical Assistants (CSAs)** provide acute care coverage for designated surgical service areas. In consultation with the attending surgeon, the CSA assesses both on and off service patients, providing pre-operative care, post-operative care and intra-operative surgical assistance. CSAs will complete patient interviews, histories and physician examinations, order and perform selected diagnostic and therapeutic interventions, interpret laboratory and radiological results, and plan care through the patient’s hospitalization. Patient care provided by the CSA is carried out in collaboration with the multidisciplinary health care team.

**For More Information:**
- Check out the [ACSAP Application Progression Chart](#) on the following page.
- Carefully review our [Program Requirements](#) and [Application Guidelines](#) for details on how to apply.
- See our [Frequently Asked Questions](#) for more information.

**Contact Information:**
Email: [ACSAP@ahs.ca](mailto:ACSAP@ahs.ca)
## ACSAP Application Progression Chart:

<table>
<thead>
<tr>
<th>Stage</th>
<th>Description</th>
<th>Duration</th>
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<tbody>
<tr>
<td><strong>Applying to the program</strong></td>
<td>Follow the application guidelines, as there are a number of steps to complete. 1) Complete the Application Form. 2) Documents, certification requirements, and sharing via the Physicians Apply Portal are all mandatory steps and part of a complete application package. 3) Submit the application package.</td>
<td>Complete applications will be processed as soon as possible. You will receive an email once your application package has been reviewed. This review can take 2 to 4 weeks. Incomplete application packages will not be accepted, no exceptions.</td>
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<td><strong>Applicant Pool</strong></td>
<td>IMGs must keep files up to date as per mandatory requirements. For example, the English language testing needs to be completed every 2 years.</td>
<td>Ongoing.</td>
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<td><strong>Recruitment</strong></td>
<td>Recruitment will be conducted when vacant positions become available, and positions will be posted on the AHS Careers webpage. Only those applicants who follow the instructions on the posting by the deadline will be considered for the posted opportunity. The Program Coordinators in each zone then work with the physicians on the site/service to short list the applicants and coordinate the interviews.</td>
<td>Recruitment is ongoing. New recruitment opportunities could come at any time. They are based on department need. After postings are closed, it can take up to 1 month for decisions to be made regarding interviews.</td>
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<td><strong>Interview process and Acceptance into Program</strong></td>
<td>Upon successful completion of the interview process, and acceptance of the clinical and/or surgical position job offer, the candidate will be required to: 1) Register with the College of Physicians and Surgeons of Alberta (CPSA) for a Limited Practice Register Practice Permit as a CA/CSA, and 2) Complete a Heart and Stroke Foundation Basic Life Support Level C course within 3 months after the program start date.</td>
<td>Once interviews are complete and a Candidate has been selected, it can take at least 4 additional weeks before the Candidate is officially hired.</td>
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<td><strong>Assessment and Evaluation</strong></td>
<td>Candidates are on probation during the program. This is a time of assessment and evaluation of the Candidate’s skills and abilities. Supervising physicians/surgeons use this time to evaluate whether the Candidate could fill a permanent, ongoing position as a CA or CSA.</td>
<td>The assessment and evaluation phase is usually 6 months in duration.</td>
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<tr>
<td><strong>Career-Stream</strong></td>
<td>Candidates who successfully complete the ACSAP assessment and evaluation program may be offered a permanent position. These permanent positions are in the same department in which the program was completed.</td>
<td>Ongoing.</td>
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