

Frequently Asked Questions (FAQ)

General AP Information..... 2

- Which departments have Associate Physician positions?..... 2
- What is the rate of compensation for an Associate Physician?..... 2
- How do I go from Associate Physician to independent medical practice?..... 2
- How do I go from Associate Physician to residency? 2
- Can an Associate Physician leave the AHS position for residency?..... 2
- What is meant by supervision of an Associate Physician?..... 2

Application Requirements 2

- Is there an application fee?..... 2
- Is there an application deadline? 2
- Are applicants notified if something is missing in their application?..... 3
- What if an applicant has not completed or submitted one of the requirements? 3
- Does the program consider any other English language proficiency tests?..... 3
- If an applicant was trained in English and graduated from an English-speaking foreign university with English transcripts, are the IELTS, OET medicine examination or CELPIP general examination still required? 3
- Does the program consider any alternatives to the Medical Council of Canada Qualifying Examination (MCCQE) Part 1?..... 3
- What is meant by Postgraduate Medical Education (PGME)? 3
- What is the process for sharing applicable documents through Physicians Apply? 3
- Does the Physicians Apply document verification process need to be completed prior to application? 3
- Do non-English documents require an English translation? 3
- Are documents written in French accepted?..... 4
- Can documents be forwarded to other organizations on the applicant’s behalf? 4

If you cannot find the answers to your questions here, please email your question to caprescreen@ahs.ca.

General AP Information

Which departments have Associate Physician positions?

Past recruitment has taken place in clinical specialties such as General Internal Medicine, Gastroenterology, Cardiology and Pulmonary Medicine, and surgical specialties such as Orthopedics, General Surgery, Burns, Plastics, Vascular and Thoracic Surgery.

What is the rate of compensation for a Associate Physician? As employees of Alberta Health Services (AHS), Associate Physicians (APs) are entitled to an annual salary, including benefits. The provincial salary grid for APs is as follows:

Grid Level	Description	Base Salary	Total Compensation (With Benefits at 22.5%)
Probationary Period	0 to end of 6 months or completion of probation, whichever comes first	\$66,746	\$81,764
Level 1	Completion of probation (typically 6 months) to end of 36 months	\$93,518	\$114,560
Level 2	36 months + 1 day to end of 48 months	\$120,865	\$148,060
Level 3	48 months + 1 day to end of 60 months	\$150,417	\$184,261
Level 4	Greater than 60 months + 1 day	\$164,583	\$201,614

* Annual Total Compensation includes AHS Management and Out of Scope employee benefits plus the employee base salary. As of Aug 1 2024

How do I go from Associate Physician to independent medical practice?

There is no pathway to independent practice through these positions. Individuals who are interested in acquiring an independent license in Alberta have two options:

- 1) Meet the requirements set out by the [College of Physicians and Surgeons of Alberta \(CPSA\)](#) for independent licensure.
- 2) Apply to residency programs through the [Canadian Resident Matching Service](#).

How do I go from Associate Physician to residency?

There is no pathway to residency through these positions.

Can an Associate Physician leave the AHS position for residency? AHS cannot dictate when or where an individual may apply to work or study. However, AHS strongly encourages individuals attempt all other avenues towards independent licensure first before considering applying to an AP role, as sudden departure from the role greatly impacts patient care in our province.

What is meant by supervision of an Associate Physician?

The individual's clinical and/or surgical knowledge and skills are formally evaluated under the direction and supervision of an attending physician and/or surgeon (supervisor) while providing care to patients in a hospital setting. Individuals are part of a clinical and/or surgical team comprised of attending physicians and/or surgeons, residents/medical students and a multidisciplinary team of health care providers.

Application Requirements

Is there an application fee?

No, there is no application fee for the AP pre-screening process.

Is there an application deadline?

Applications for the AP pre-screening process are accepted on an ongoing basis.

Are applicants notified if something is missing in their application?

Yes, Applicants are notified within three weeks regarding the application review. If something is missing, you will be notified of what that is through email.

Does the program consider any other English language proficiency tests??

No, the International English Language Testing System (IELTS), Occupational English Test (OET) medicine examination and Canadian English Language Proficiency Index Program (CELPPIP) are the only ones accepted at this time based on [CPSA](#) licensing requirements.

If an applicant was trained in English and graduated from an English-speaking foreign university with English transcripts, are the IELTS, OET medicine examination or CELPIP general examination still required?

An applicant may be exempted from the English language proficiency testing if they meet the English language exemption requirements as outlined on the [CPSA](#) website.

Does the program consider any alternatives to the Medical Council of Canada Qualifying Examination (MCCQE) Part 1?

Yes, the United States Medical Licensing Examination (USMLE) is also accepted.

What is meant by Postgraduate Medical Education (PGME)?

The PGME requirement is in place due to the licensing requirements of the CPSA. According to the CPSA, any PGME must meet the following criteria: Hospital based training in clinical services providing direct patient care interaction in the acute care setting that excludes medical or clinical research, fulltime administrative activity, and instruction in aspects of medicine not contributing to direct patient care (such as hospital systems management, medical records instruction, computer or network training).

What is the process for sharing applicable documents through Physicians Apply?

Applicants are responsible for registering with Physicians Apply, including all costs involved with this process, and for sharing each of the applicable documents with AHS. Applicants are able to share documents once they have been posted to their account. Any questions regarding a Physicians Apply account should be directed to [Physicians Apply](#).

Does the Physicians Apply document verification process need to be completed prior to application?

Yes, documents submitted to Physicians Apply will need to be fully verified to complete the application review process.

Do non-English documents require an English translation?

Yes, all non-English transcripts and documents must be translated into English. All documents that may require translation must be source verified through Physicians Apply and then shared with AHS; therefore, you must follow any translation requirements according to [Physicians Apply](#).

Are documents written in French accepted?

No, only documents written in English, or translated to English, are accepted at this time.

Can documents be forwarded to other organizations on the applicant's behalf?

No, AHS will not forward documents to other organizations on behalf of the applicant.

What is meant by currency of practice?

Within the last three years, physicians need to have practiced independently, been in a regulated, supervised practice (in a role where the physician was not the most responsible physician) or been a part of a continuous postgraduate training program for a **minimum of six months** in the discipline you want to enter in Alberta.

- Fellowship training, Observership training, community service, public service, national service, Telemedicine and practice experience do not fulfil this requirement.
- Licensed Associate Physician positions are considered for currency of practice. Please note that private practice/unlicensed Associate Physicians do not meet requirements for currency of practice.