

FAQ for Healthcare Sites and Supervising Physicians

How Does Restricted Registration Help Healthcare Sites?

- Provides a pool of flexible physician resources during demand times
- Exposes residents to your community's unique practice and lifestyle opportunities
- Supplies physicians who are fully competent and qualified to deliver services.

What is a Restricted Registration?

Restricted Registration refers to the conditions placed on a medical Resident's CPSO registration when he/she is in a postgraduate medical education program leading to certification with the Royal College of Physicians and Surgeons of Canada or the College of Family Physicians of Canada and provides clinical services for remuneration outside of the residency program.

Why are only particular Schools and Programs participating?

Participation in the RR Program is voluntary for both Faculties of Medicine and for the various postgraduate programs within each School. Please visit our Participating Programs page for further information.

Which Residents can I interview for positions in my organization?

Residents from participating training programs are eligible to apply for Restricted Registration. They must have completed a minimum of 18 months of rotations, and successfully completed their MCCQE Parts I and II, be in good academic standing, and be actively involved in their residency training program (not on leave). Their individual programs may have further requirements.

Residents wishing to work in Emergency Departments must have successfully completed training in Advanced Trauma Life Support and Advanced Cardiac Life Support. Residents wishing to work in Intensive/Critical Care Units must have successfully completed training in Advanced Cardiac Life Support. Those working in comparable pediatric settings must have completed training in Pediatric Advanced Life Support and in Neonatal Advanced Life Support.

Where can I post positions I want filled?

Healthcare sites can submit positions for posting on the [Restricted Registration website](#). The job posting space is not a matching service, but a way for Residents to get in touch with you. HR Recruiters who wish to discuss other options are invited to call the Restricted Registration Office at **416-597-3650**.

What are the Supervisor's responsibilities with respect to the CAHO-PARO Collective Agreement?

It is important to note the distinction between the obligations of the employer with respect to residents. Restricted Registration residents, when performing work under the Restricted Registration program are not engaged in any academic obligations with respect to their academic program. This means that the Restricted Registration resident is not a resident for the purposes of the CAHO-PARO Collective Agreement, and is therefore not entitled to the terms and conditions outlined in that Agreement. Therefore, the work performed by the Restricted Registration resident cannot result in a violation of the CAHO-PARO Agreement. In short, these are not residents for the purposes of the CAHO-PARO Agreement, and their Restricted Registration duties cannot lead to conflict with that Agreement.

What are the Healthcare Site/Supervisor's responsibilities in general?

The supervisor is responsible to:

- recruit potential Resident applicants for a position prior to the Resident applying for a Restricted Registration.
- be satisfied that the Resident's training and experience meet the requirements of the Restricted Registration activities, and attest to that fact.
- make a tentative offer to the Resident pending the issuance of a Restricted Registration by the CPSO.
- complete the Supervisor portion of the RR Program academic application indicating:
 - the service type and location of the activities,
 - the potential duties of the Resident,
 - the name of the supervising physician,
 - that the healthcare site will abide by the PARO/CAHO Collective Agreement
 - that the Resident's activities will be restricted to the scope of services and sites listed on the registration issued by the CPSO,
 - that they will inform the CPSO and the Resident's Program Director of any unprofessional conduct or failure to abide by the terms of the Restricted Registration on the part of the Resident, and
 - that they will provide information and data as required by the RR Program for the purposes of tracking and evaluation.

It is essential that the Resident only provide the services and at the sites listed on the registration issued by the CPSO. It is also imperative that the Resident is provided the level of supervision required by the CPSO. Further information on CPSO Levels of Supervision can be found at www.cpso.on.ca/CPSO/media/documents/CPGs/Other/Supervision-Guidelines.pdf

What are the steps in hiring a Resident working under a Restricted Registration?

1. You may post, recruit and make a tentative offer to an eligible Resident.
2. The Resident must complete the academic application form found on the website for the Restricted Registration Program at www.rrapp.ca. No resident will be bound by any contractual obligation if deemed ineligible for a restricted license.
3. When the Resident has completed his/her section of the application, it will be electronically forwarded in the following order to you as the potential supervising physician, the university Program Director and the PGME Dean for completion.
4. The RR Program Office will forward the application form to the CPSO for processing.
5. Concurrently, the resident completes the CPSO Application and submits it directly to the College along with the Registration fee.
6. Once all documentation is received, the CPSO will review the application at a scheduled Registration Committee meeting.
7. You as the healthcare site/supervisor should obtain a copy of the registration to ensure that duties assigned to the resident and the level of supervision provided complies with the registration. Please note that unsupervised activity will eliminate your site from this Program and the Resident will be subject to the CPSO and University disciplinary processes.

How often and what data and information will I have to provide to the RR Program?

From time to time, program participants are asked to provide feedback through online or telephone surveys. All information that is collected is completely anonymous and data will only be used in the aggregate.

Does the Restricted Registration Program pay Residents for RR activities, or provide funding to healthcare sites where RR activities are taking place?

The Restricted Registration Program funds administration, infrastructure (for example, the online application and the website) and the evaluation of this Program. This funding enables Residents and healthcare sites to participate in the Program. There is no funding for remuneration for a Resident engaged in RR activities. Remuneration for Residents is determined directly between the Resident and the healthcare site. If physicians will be billing for services provided by Residents in the RR Program, they will need to observe the requirements in the OHIP fee schedule guide.

How are Residents privileged while doing RR activities?

Please note that Restricted Registration Certificate holders shall not be privileged as "Residents" when working outside of their academic obligations for remuneration. A template for an application for temporary privileges can be found [here](#). Healthcare sites may use this as a guide to creating their own temporary privilege application. Please be advised that this is **NOT** an official document.