

Assessing Criteria for IMG Selection and Practice Readiness in Rural Saskatchewan

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INTRODUCTION

- International Medical Graduates (IMGs) play a vital role in supporting healthcare delivery in rural Saskatchewan
- The Saskatchewan International Physician Practice Assessment (SIPPA) is a Clinical Field Assessment designed to ensure that IMG Family Physicians have the knowledge, skills, and suitability to work safely and effectively in the Saskatchewan healthcare system
- Limited research exists on the specific criteria used to select IMG Family Physicians for Practice-Ready Assessment (PRA) programs like SIPPA

OBJECTIVE

- To understand the priorities of Saskatchewan Health Authority (SHA) leaders and SIPPA assessors regarding factors associated with recent clinical practice in selecting IMG physicians for the SIPPA program

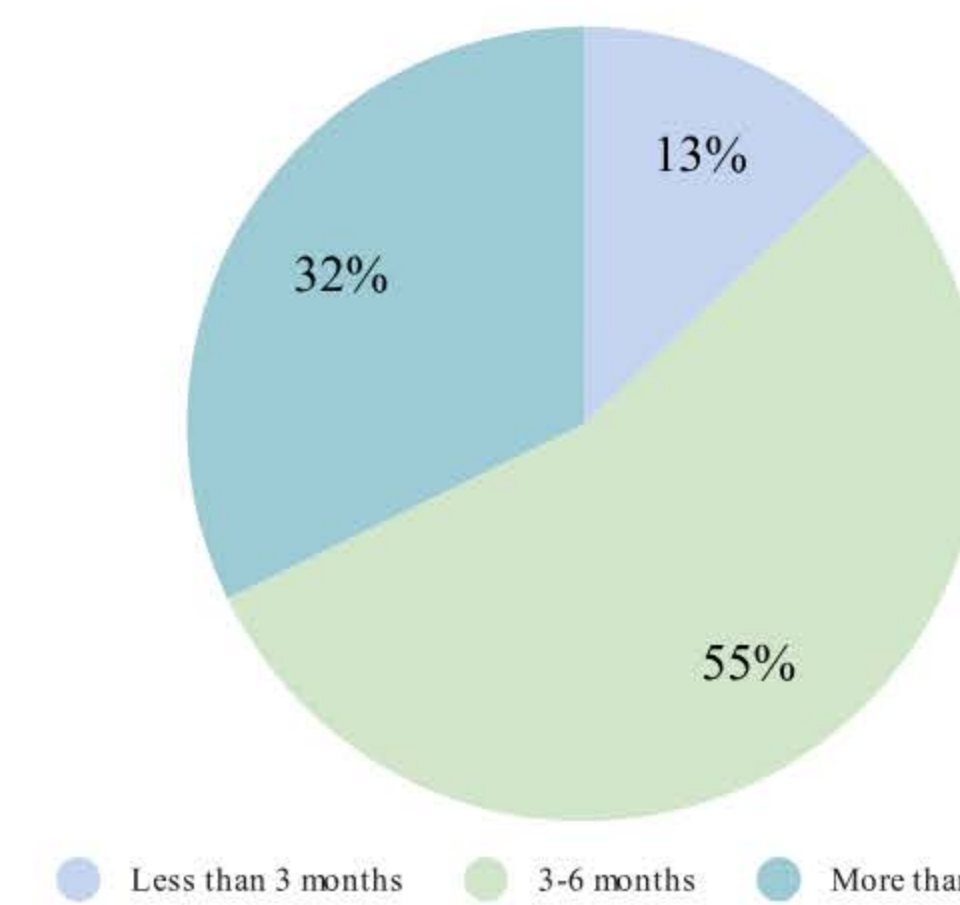
METHODS

- Phase 1: Conducted a narrative literature review to explore the existing selection and assessment standards for IMGs compared to Canadian Medical Graduates
- Phase 2: Implemented a cross-sectional survey targeting SIPPA assessors and SHA rural physician leaders focused on gathering perspectives about the sufficiency of recent practice duration and additional roles or experiences that contribute to practice currency relevant to selecting IMGs for SIPPA

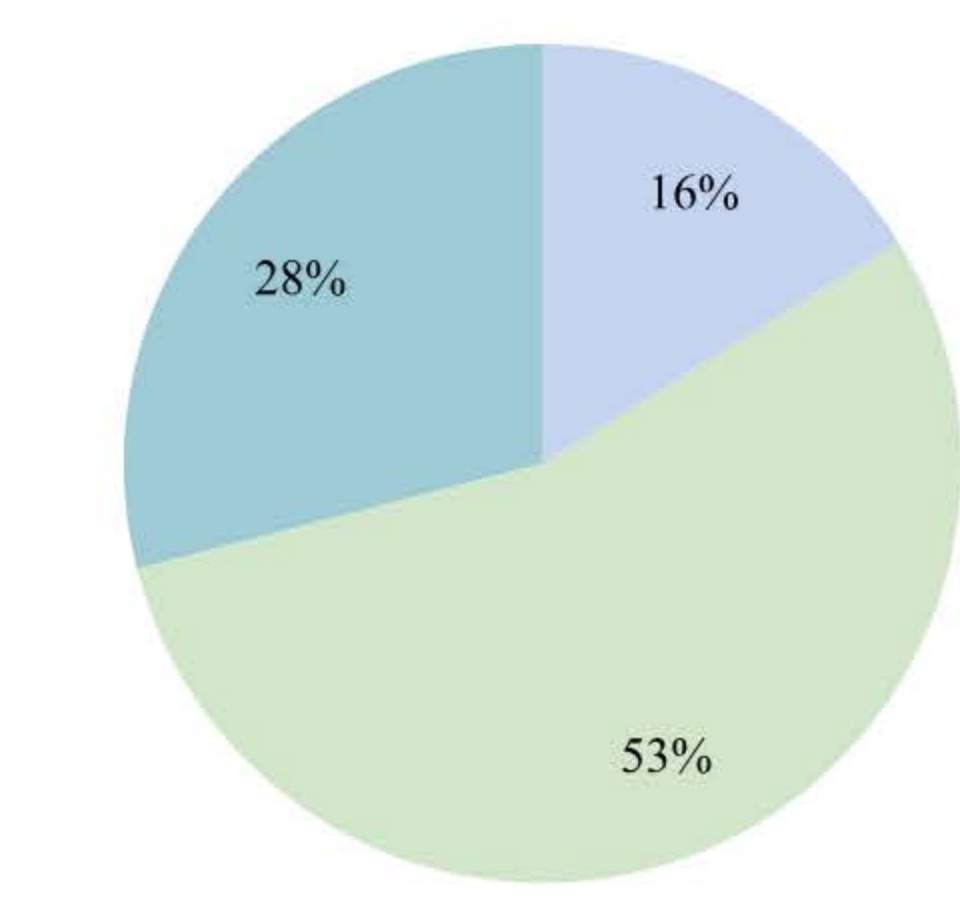
RESULTS

How much currency of practice is required to be considered for SIPPA?

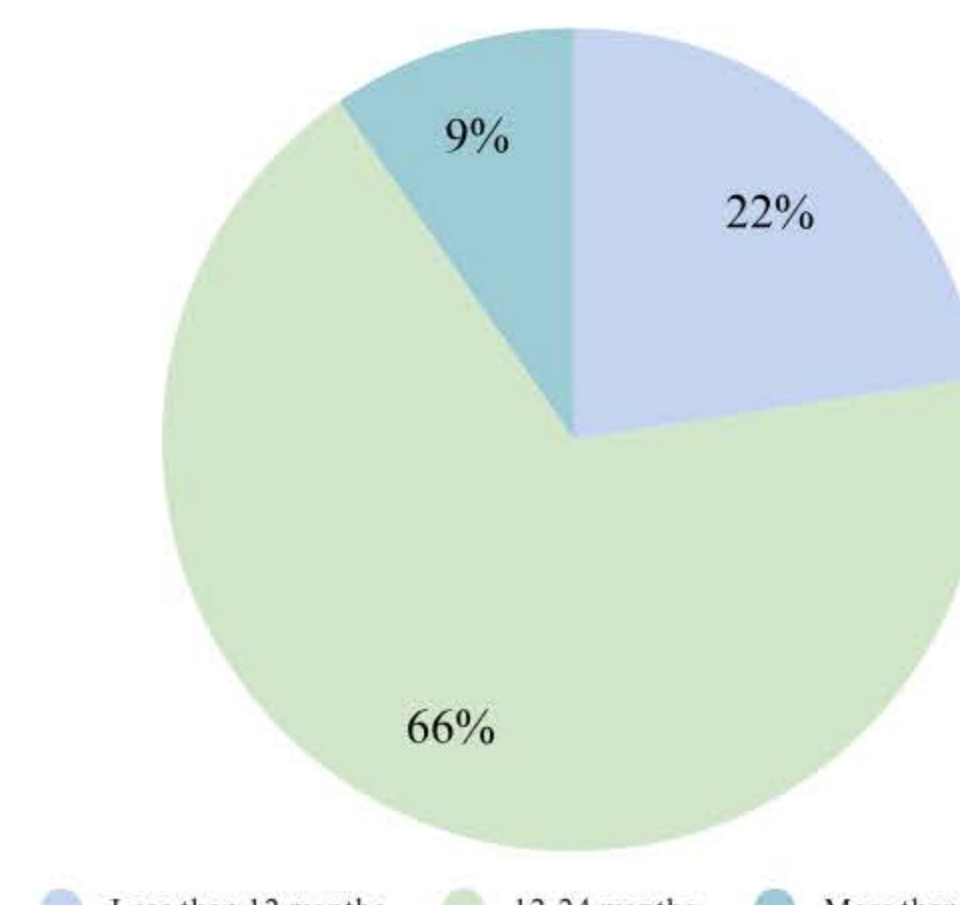
PRACTICE GAP OF < 3 YEARS SINCE ENDURING PRACTICE



PRACTICE GAP OF 3-5 YEARS SINCE ENDURING PRACTICE

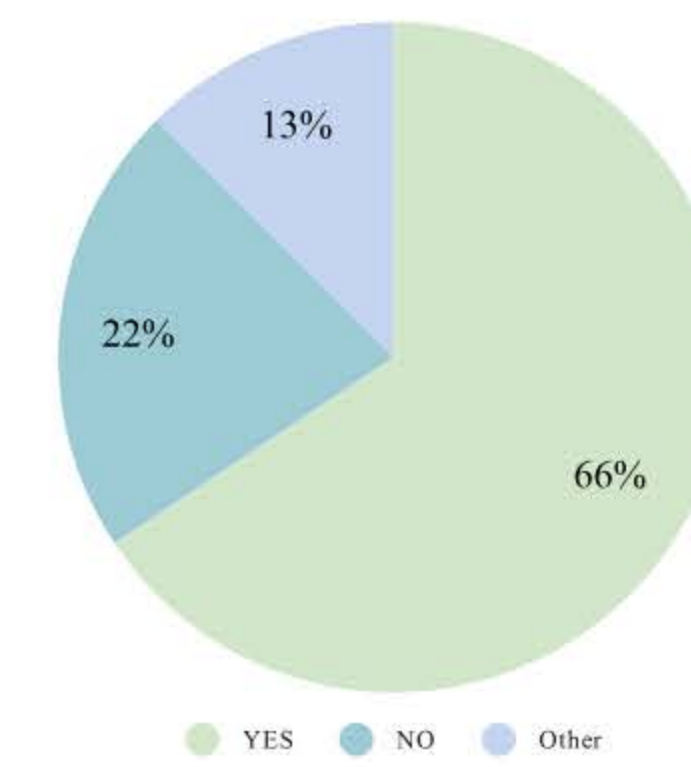


PRACTICE GAP OF > 5 YEARS SINCE ENDURING PRACTICE

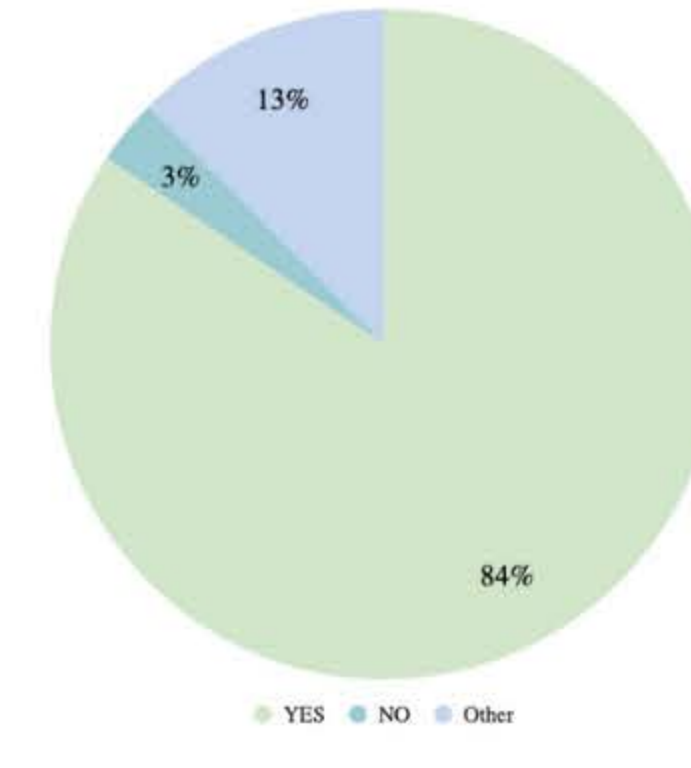


Should this experience be considered as currency of practice?

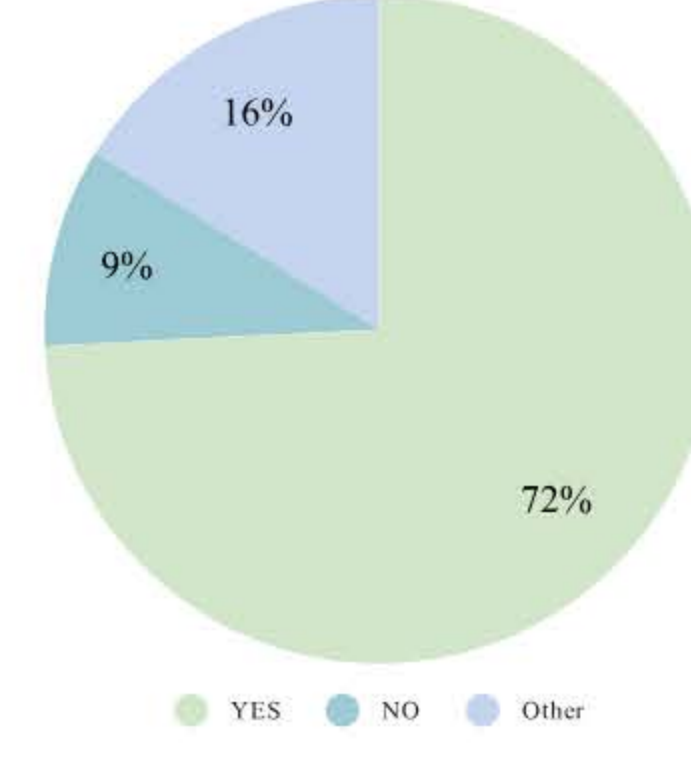
LICENSED CLINICAL ASSOCIATE



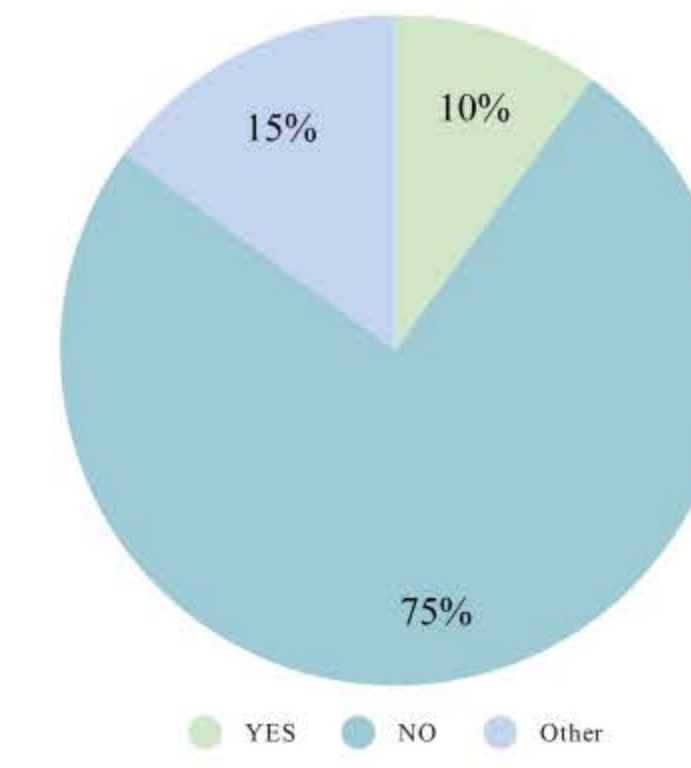
IMGs WITH GP SPECIALIST PRACTICE



POST-GRAD TRAINING IN FAMILY MEDICINE OR ROTATIONS



TELEMEDICINE



DEMOGRAPHICS OF RESPONDENTS

n = 64

Response Rate = 61%

SHA leaders n (%) = 31.3

SIPPA assessors n (%) = 48.4

DISCUSSION

- There is general concordance between SHA leaders and SIPPA assessors regarding selection criteria and currency of practice
- Most respondents favour selecting IMGs with a more extended period of recent clinical practice
- SIPPA assessors were more inclined to accept a shorter period of recent clinical practice. For IMGs out of practice over five years, 85% of SHA leaders supported 12-24 months of recent practice compared to 51.6% of SIPPA assessors ($p < 0.05$)
- Clinical experience such as Licensed Clinical Associate, additional post-graduate training, and GP-specialist practice, should be valued in the SIPPA selection process

CONCLUSION

- The findings suggest that SHA leaders and SIPPA assessors value the increased duration of recent clinical practice and other relevant clinical roles when selecting IMG Family Physicians for the SIPPA program
- A cohesive approach to selecting IMGs for the SIPPA program, informed by SHA leaders and SIPPA assessors, may enhance the SIPPA selection process
- Future research should focus on factors beyond recent clinical experience that are associated with IMG success in SIPPA and successful clinical practice in rural Saskatchewan

ACKNOWLEDGEMENTS

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