



Canadian
Association
of Physician
Assistants

Association
canadienne
des adjoints
au médecin

Improving Healthcare Access:

Exploring the Role of Physician Assistants in Saskatchewan

Questions



Please refrain from asking questions until the end.

During the Q&A, please use the Zoom chat or "raise hand" feature to ask your questions.



PA Regulation

- Regulated in Alberta, Manitoba, New Brunswick, Nova Scotia, Saskatchewan, Prince Edward Island.
 - Ontario to enact regulation 1 April 2025
- Newfoundland and Labrador invests in PA pilot and drafts PA regulations.
- Quebec Pilot Project in region 18 for Cree Board of Health and Social Services in James Bay.
- Yukon government unanimously approved motion for PAs to practice.
- British Columbia announces PAs in EDs & CPSBC drafts bylaw amendments to allow PAs to practice.

Provincial College of Physicians and Surgeons regulate PAs



Education

- Five university level academic programs in Canada since 2008:



- Programs highly competitive, 2500+ applicants per year for a combined total of **183 seats**.
- **Masters Programs in Development:**
 - University of Saskatchewan
- **Exploring:**
 - University of Ottawa, Western, Queens, University of Laval
- **Intensive PA Program:**
 - Aligned with medical model to lay foundation for collaborative working relationship with physicians.
 - Accreditation Canada EQual accredited.
 - Extends over 24 months.
 - Didactic training plus 48 weeks (over 2,000 hours) of Physician-directed rotations.
 - Objective Structured Clinical Exam (OSCE) administered by program to assess student's clinical skills and knowledge.
 - Series of stations focusing on different aspect of clinical practice



What is a Physician Assistant (PA)?

- Advanced health care professional that work as Physician Extenders that can address important challenges in the health care system.
- PAs work under the scope of a supervising physician(s) to provide care to patients.
- Negotiated autonomy; Provide care under medical directives, to make decisions and take actions at discretion of supervising physician.
- Work collaboratively with health professionals in teams to deliver enhanced level of care for patients.
- PAs are presently employed in all aspects of Health Care across Canada

PA's DO THAT!



Patient Assessment
History, Physical Exam,
Diagnosis &
Management,
Discharge & Referrals



**Order &
Interpret Tests**
Lab Values & Imaging



**Assisting with
Resuscitations**



**Diagnostic &
Therapeutic Procedures**
Suturing, Reducing
Fractures &
Dislocations, Casting &
Splinting, Caring for
wounds



Prescribe Medications
For Inpatients &
Outpatients



**Documentation &
Forms**



Physician / PA Relationship



Supervisory relationship between physician/PA pivotal.
Always work within a PA/MD supervisory framework.



Nature of relationship and trust developed is dependent on the physician's experience with the PA, which grows over time and exposure to the PAs practice.



Each PA Requires a Contract of supervision and practice description documenting :

Clinical work the PA will perform, expectations of the PA, and locations of practice



Certification – National PA License

- Canadian Physician Assistant Certification Examination (PACE) to obtain a national license:
 - Canadian Certified Physician Assistant (CCPA)
- The Physician Assistant Certification Council of Canada (PACCC) is an independent council of CAPA that administers and maintains the certification process.
 - United States national license obtained from National Commission on Certification of Physician Assistants (NCCPA), Physician Assistant – Certified (PA-C)
- All CCPAs must annually renew their CAPA membership, as well as earn and report at least:
 - 250 credits in CPD over 5 years and
 - 25 credits reported annually
- The primary framework to track credits to maintain certification are documented using the Royal College MY MOC, the CPD reporting tool for the Maintenance of Certification program.





- Funding allocated for 12 PA positions.
- Introduced legislative change to allow PAs to practice.
- Government passed legislation to regulate PAs under the College of Physicians and Surgeons of Saskatchewan.
- Government invested in Masters PA training program at the University of Saskatchewan.
- Saskatchewan Health Authority and Saskatchewan Healthcare Recruitment Agency currently recruiting for 12 positions focused on specialty and rural medicine.





Improving Healthcare Access: Saskatchewan's MPAS Program

January 7, 2025, **TOWN HALL**



UNIVERSITY OF SASKATCHEWAN
College of Medicine
PHYSICIAN ASSISTANT STUDIES



Saskatchewan
Health Authority



Canadian
Association
of Physician
Assistants

Association
canadienne
des adjoints
au médecin



CPSS College of Physicians and
Surgeons of Saskatchewan

Land Acknowledgement

As we gather here today, we acknowledge we are on Treaty lands and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

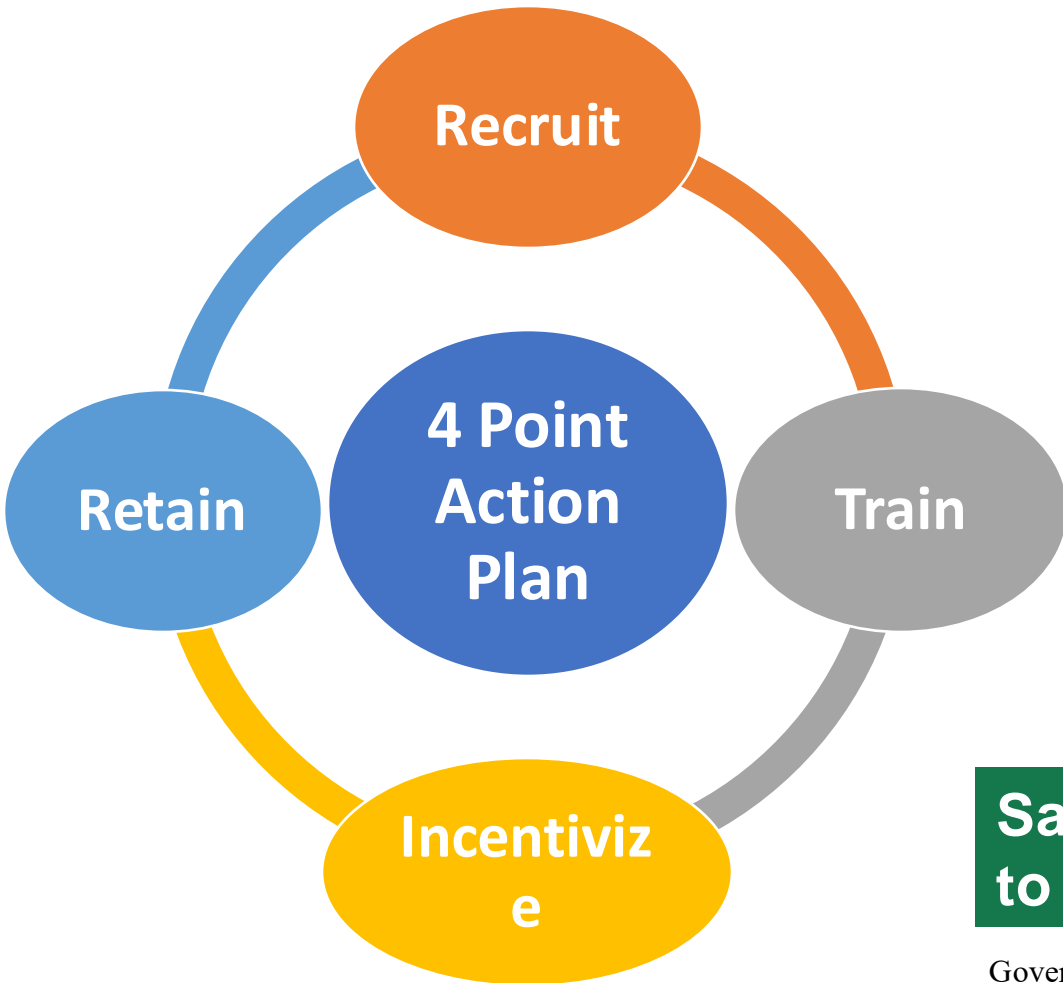


Photo: Branimir Gjetvaj (www.branimirphoto.ca)

BE WHAT THE WORLD NEEDS



Saskatchewan Government Healthcare Human Resource Plan



Saskatchewan! EN Language

Residents and Visitors **Business and Industry** **Government** **Services**

Home > Government > News and Media > Saskatchewan Introduces Legislation To License Physician Assistants

Saskatchewan Introduces Legislation To License Physician Assistants

Released on March 30, 2023 Share

Saskatchewan! EN Language

Residents and Visitors **Business and Industry** **Government** **Services**

Home > Government > News and Media > Newly Established Physician Assistant Positions To Be Introduced to Saskatchewan This Fall

Newly Established Physician Assistant Positions To Be Introduced to Saskatchewan This Fall

Released on October 5, 2023 Share

Saskatchewan needs to train PAs in Saskatchewan to ensure a healthy supply of PAs for the workforce!

Government of Saskatchewan. (2022). "Saskatchewan Launches Aggressive Health Human Resources Action Plan". Retrieved from <https://www.saskatchewan.ca/government/news-and-media/2022/september/07/saskatchewan-launches-aggressive-health-human-resources-action-plan>



MPAS Program



MPAS Mission, Vision and Beliefs



OUR MISSION

To provide a comprehensive educational program that trains Physician Assistants to excel in diverse clinical settings, think innovatively to improve healthcare delivery, champion collaborative team-based care, and provide compassionate and empathetic care to all.



OUR VISION

To educate, equip, and empower Physician Assistants to be a catalyst for systemic change through clinical excellence, innovation, research, advocacy, and inclusive partnerships and collaborations. Together we will advance equitable and community-centered healthcare to Indigenous, remote, rural, and urban communities across Saskatchewan.

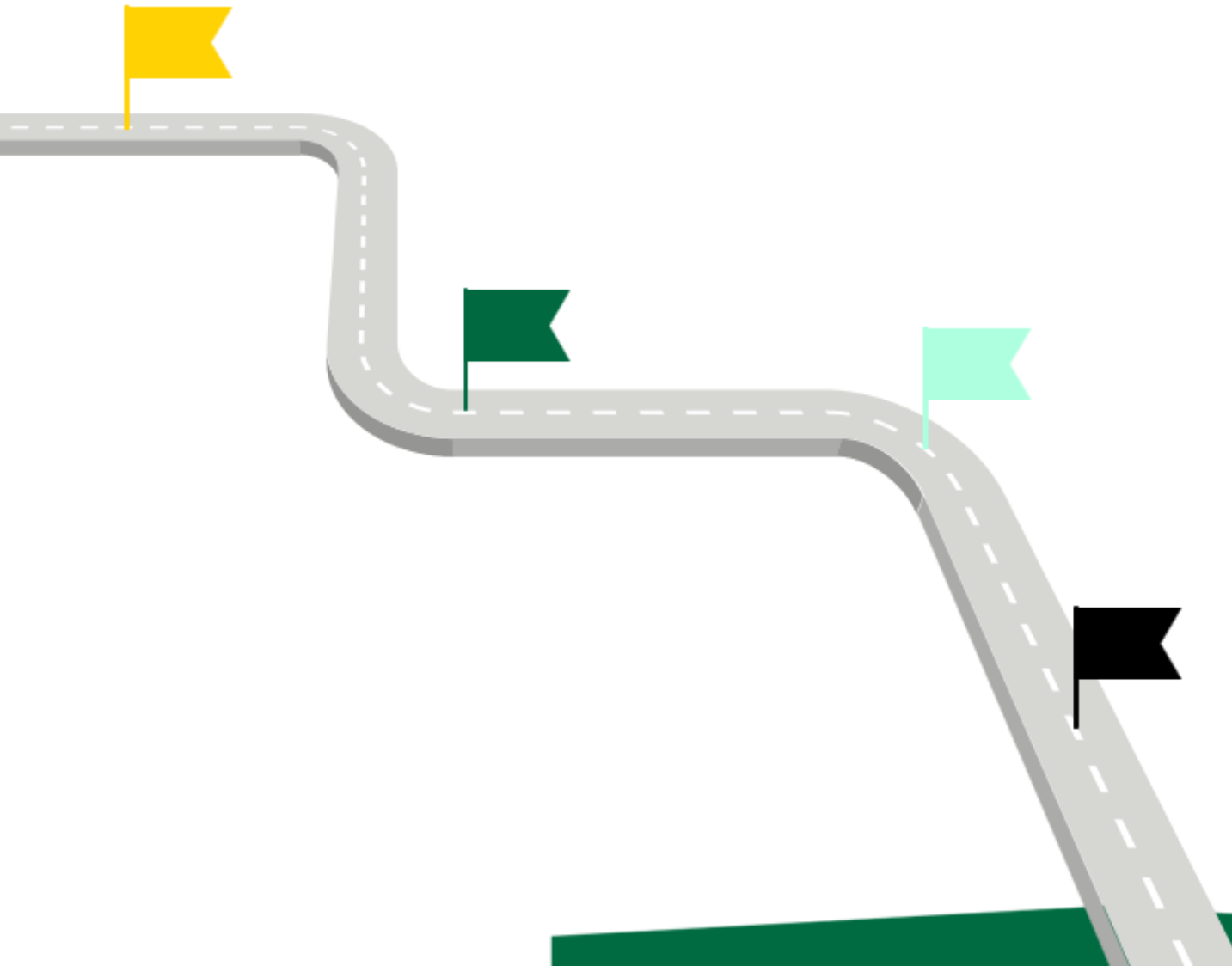


BELIEFS

We believe in improving the health of all through social accountability, health equity, and Indigenous health advocacy. We believe that addressing healthcare disparities requires listening, exposing and removing barriers, and improving access to high-quality care provided by a trusted healthcare team.



MPAS Program Roadmap



● **Two year (96 week) full-time program**

● **Master's level program**

Admissions: 4-year Bachelor's Degree, Pre-requisites in Anatomy, Physiology and Indigenous Studies

More defined research requirements starting in year one and culminating in a capstone project at end of year two

● **Year One (48 weeks)**

Four proposed courses delivered in Saskatoon

Multiple teaching and learning methods

Early clinical exposure

Beginning of research project

● **Year Two (48 weeks)**

Clinical experience integrated into healthcare teams

Multiple different rotations, varying lengths

Distributive education model (outside of Saskatoon)

Research continues and capstone presented (research symposium)

Curriculum Highlights

- EARLY CLINICAL EXPOSURE
- COLLABORATIVE
- CASE-BASED LEARNING
- INTERPROFESSIONAL OPPORTUNITIES
- SMALL RATIO OF INSTRUCTOR & LEARNER
- USE OF INNOVATIVE TECHNOLOGY

Year 1: Clinical Sciences

GPS 960.0 Introduction to Ethics and Integrity
GPS 961.0 Ethics and Integrity in Human Research

MPAS 801.3 Research and Evidence Based Medicine

MPAS 810.15 Medical Foundations I
MPAS 811.11 Clinical Procedural Skills I
MPAS 812.3 PA Professional Practice I

MPAS 820.15 Medical Foundations II
MPAS 821.11 Clinical Procedural Skills II
MPAS 822.3 PA Professional Practice II

MPAS 830.15 Medical Foundations III
MPAS 831.11 Clinical Procedural Skills III
MPAS 832.3 PA Professional Practice III

Year 2: Clinical Rotations

MPAS 802.3 Research and Evidence Based Medicine II
MPAS 900.48 Physician Assistant Clinical Experiences



Ways to Get Involved with the MPAS Program

Be a part of a transformative change

- Admissions
- Program Implementation
- Course Delivery
- Small Group Teaching
- Clinical Preceptor

Please contact us at mpas@usask.ca

“There is immense power when a group of people with similar interests get together to work toward the same goals.”

Idowu Koyenikan



UNIVERSITY OF SASKATCHEWAN
College of Medicine
PHYSICIAN ASSISTANT STUDIES
MEDICINE.USASK.CA/MPAS

BE WHAT THE WORLD NEEDS



Physician Assistants - Regulation in Saskatchewan

January 7, 2025



CPSS

College of Physicians and
Surgeons of Saskatchewan

From the Regulator Perspective: What is a Physician Assistant (PA)?

- PAs are **not** physicians.
- PAs **must be supervised at all times** by a physician who is licensed to practice medicine in Saskatchewan.
- PAs **can never be** the Most Responsible Physician (MRP)

SK Requirements for PA Practice

- A PA must meet requirements laid out in **BYLAW 2.13.1**



**Demonstrate
English Language
Proficiency**



**Provide Evidence
of Good Character**



**Are in Good
Standing**



**Have Currency
(recency) of
Practice**



**Have completed
required training**



**Hold required
Certification**



**Hold 2 Million
Malpractice
Insurance**



**A Primary
Supervisor
Identified**



**Contract of
Supervision &
Practice Description**

Establishing the PA Practice

- A Physician Assistant is bound by:
 - The **Contract of Supervision** and,
 - The **Practice Description** and,
 - The **authorized practice** of the supervising Physician.



The **Contract of Supervision**, outlines the terms and conditions for performing the duties described in the practice description.



The **Practice Description**, describes the duties and services that the PA will provide.

Levels of Competence

- Primary Supervisors will be asked to identify the '**Level of Competence**' of their PA in the Practice Description.
- The Level of Competence, identifies the level of oversight required when working with the PA.
- Because PA training is broad and general, **PAs must be oriented (trained) to the scope** of the Physician's authorized duties and services.
- As the Level of Competence and/or Scope of Practice changes over time, **the Practice Description must be updated** and resubmitted to reflect the progression.

Example Progression of PA Oversight

Early on, the Physician Supervisor may be standing next to the PA and doing clinical tasks together.

↳ As comfort builds, the Physician Supervisor may start a particular task and leave the PA to complete the task and report back on the outcome.

↳ As confidence and skill builds, the Physician Supervisor may be located down the hall, while the PA is performing a task that the Supervisor is confident the PA can perform.

↳ Over time as routines are established, a Physician Supervisor may not be co-located with the PA but remains available to the PA during their entire shift by phone or text, while signing off on orders where required.

Delegation of Responsibilities

- The Physician Supervisor is ultimately responsible for the actions and decisions of a PA and remains the MRP at all times.
- The Physician Supervisor is authorized to delegate any responsibility that falls within their scope of practice and where the PA has been **appropriately trained**.
- As per the Bylaws, a PA works to the scope of their Primary Supervisor and not to the scope of a group of physicians or an entire department.



Note: Physician Assistants are currently prohibited from prescribing controlled drugs and narcotics.

Supervision

- The Primary Supervisor is **responsible for supervising and preparing reports on a regular basis.**



- If the Primary Supervisor is **away for more than 2 weeks**, CPSS should be notified that the designated alternate Supervisor will be fulfilling the Primary Supervisor role.
- A Physician **cannot supervise more than 3 PAs** at any one time, unless approved by the Registrar.

A sneak-peak at the Supervision Report

- The reporting responsibilities are not intended to be time-consuming but rather demonstrate alignment and awareness of the supervision requirements and relationship.
- The reporting template follows CanMEDS competencies.
- The report must be completed by the Primary Supervisor; however, it can also include feedback or input from other supervisors.

If performance is not satisfactory or if termination of the contract is recommended:

SECTION 6 - SCHOLAR:

When assessing the Physician Assistant, consider the following:

SECTION 4 - HEALTH ADVOCATE:

When assessing the Physician Assistant, consider the following (as applicable):

- Records and Reports: Including written records, consultations and dictation of operative reports completed accurately, clearly and in a timely manner.

Supervisor Comments on Communicator:
Please provide examples and elaborate on strengths and weaknesses identified.

Supervisor Comments on Medical Expert:

Physician Assistant Supervision
Monitoring Report

PHYSICIAN ASSISTANT INFORMATION:

PA Name: _____ Supervisor Name: _____

Practice Location: _____ Department/Program/Clinic: _____

Performance Review Period

Month 1 Month 2 Month 3 Month 6 Month 9
 Month 12 Month 18 Month 24 Other _____

Date of this Report: _____

NOTES ON COMPLETING THE FORM:

- We recognize there can be a significant learning curve when beginning practice, therefore please make note of same in the Comments section.
- If the PA does not appear to meet standards in particular competencies, this must be addressed in the Comments section.
- If comment spaces below are too small, please affix typed addendum.

SECTION 1 - MEDICAL EXPERT:

When assessing the Physician Assistant, consider the following (as applicable):

- Basic and clinical knowledge.
- Data Gathering: Interviewing skills and taking a relevant history.
- Data Gathering: Performing an appropriate physical examination.
- Use of appropriate diagnostic tests.
- Diagnostic/therapeutic planning.
- Clinical judgement/decision-making.
- Intra-operative decision-making/independence (will depend on level of training).
- Emergency Care: Functioning effectively in emergency situations.
- Ambulatory Care: Functioning effectively in outpatient setting.
- Knowledge of procedures.
- Knowledge of surgical anatomy.

Questions?

Please reach out to:

debra.wright@cps.sk.ca or call the CPSS
main office at 306-244-7255



CPSS

College of Physicians and
Surgeons of Saskatchewan

EMPLOYMENT OPPORTUNITIES

Healthy People, Healthy Saskatchewan

The Saskatchewan Health Authority works in the spirit of truth and reconciliation, acknowledging Saskatchewan as the traditional territory of First Nations and Métis People.



saskhealthauthority.ca

RECRUITMENT

\$1.305M in Funding

Opportunities Posted

- La Ronge – Acute Care
- Maple Creek – Primary Health Care
- Meadow Lake – PH-Primary Health-ML
- North Battleford – Mental Health
- Prince Albert – VH Surgical
- Regina – Medicine / Pediatric Care / Neuroscience
- Saskatoon – Urology / Palliative Care / General Surgery / Peds Cardio & Resp & Kidney / Maternal Fetal Medicine & Pelvic Floor Clinic
- Swift Current – Primary Health Care/ urology
- Weyburn – Primary Health Care
- Yorkton – Primary Health Care

RECRUITMENT

Advertising and Events

2024 – 2025

- LinkedIn Campaigns
- Facebook Campaigns
- Talent Pool Reach outs
- Job Posting on SHA and National job boards
- Job Posting on American Academy of Physician Assistants
- Career Profile on SHA website
- Attendance at CAPA Conferences



PA / MD Speakers



Todd Bryden, BSc, CCPA, CD1

Canadian Certified Physician Assistant (CCPA) with 35 years of military experience and 14 years of clinical experience as a CCPA. Has worked on board HMC Ships, in military primary care clinics. Following release from the military worked in the Dept of Surgery in the section of Urology for WRHA and now works with Ongomiizwin Health Services in Northern Manitoba Fly-in communities providing health care in indigenous communities.

Ashley Millham BSc, CCPA, CD2

Canadian Certified Physician Assistant (CCPA) with 35 years of military experience and 14 years of clinical experience as a CCPA. He worked as a PA with the Canadian Special Operation Forces and as a CAF Primary Care Clinic supervisor. In the final 2 years of his military career, he was the CAF PA training program director. Ashley is currently practicing occupational and urgent care medicine at a diamond mine in a remote region of NWT.



PA / MD Speakers



Dr. Sara Goulet

Associate Dean of Admissions Max Rady College of Medicine at University of Manitoba. She graduated from the University of Manitoba's family medicine residency in 2007. As the Senior Lead, Fly-In Program, Ongomiizwin Health Services she provides leadership and support to the fly-in physicians and physician assistants. She is currently the primary supervisor for 4 PAs as well as the alternate supervisor for over 20 PAs.



26th Annual Conference | 26ième Congrès annuel

CAPA 2025 ACAM

CALGARY, AB

NOVEMBER 6-8 NOVEMBRE

JOIN US | REJOIGNEZ-NOUS

PACCC
PHYSICIAN CERTIFICATION
COUNCIL OF CANADA



CCAMC
LE CONSEIL DE CERTIFICATION
DES ADJOINTS AU MÉDECIN
DU CANADA



Canadian
Association
of Physician
Assistants

Association
canadienne
des adjoints
au médecin

EARN CPD CREDIT HOURS

GAGNEZ DES HEURES DE CRÉDIT DE FPC

WWW.CAPA-ACAM.CA/CAPA2025



Speakers

CAPA Saskatchewan Director,
Todd Bryden

tbryden@capa-acam.ca

CAPA Saskatchewan Alternate Director,
Ashley Millham

amillham@capa-acam.ca

CAPA Director, Advocacy and Communications,
Kristy Corrente

kcorrente@capa-acam.ca

CPSS, Director, Registration Services
Debra Wright

debra.wright@cps.sk.ca

MPAS Program, College of Medicine | University of Saskatchewan,
Dr. Trustin Domes

trustin.domes@usask.ca

Saskatchewan Health Authority
Jessica Piche

Jessica.Piche@saskhealthauthority.ca

