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| ***medical affairs*** |
| ***calgary zone*** |



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| **MEDICAL STAFF ADVERTISING TEMPLATE** |

AHS utilizes three job boards for postings: our Doctor Jobs website ([www.doctorjobsab.com](http://www.doctorjobsab.com)), the RPAP Alberta Physician Link (APL) website ( <https://www.physicianlinkab.ca/>), and the Canadian Association of Staff Physician Recruiters (CASPR) website (<https://caspr.ca/> ). Please complete all sections in the attached form, attach the approved Impact Analysis, and submit to [CAL.MedicalAffairs@ahs.ca](mailto:CAL.MedicalAffairs@ahs.ca). Once a position has been posted on these job boards, you will receive links that may be shared with potential candidates (please keep a copy for your records).

**Section 1**

Please refer to the completed Impact Analysis and quote the IA Number, as well as, eligibility of the position for non-Canadians (LMIA/Work Permit) and CPSA Sponsorship. Note: the IA Number must be assigned by Physician Compensation & Planning.

If consideration is being given to International Medical Graduates (IMGs) or Practitioners requiring a Work Permit, please be aware of timelines and the financial implications:

**For Non-Canadians:**

The Government of Canada implemented legislation August 1, 2013 outlining advertising requirements for highly-skilled foreign trained workers.

The advertisement must be posted for a minimum of 30 days starting from the first day the ad appears and is accessible to the general public. The advertisement must remain posted to actively seek qualified Canadians and permanent residents until the date a favourable Labour Market Impact Assessment (LMIA) is issued by Service Canada.

The fee for the LMIA application is paid by Medical Affairs for AHS recruits. Depending upon circumstances, it may range from $1000 to $2000 for each position.

**For International Medical Graduates:**

The College of Physicians and Surgeons of Alberta and AHS have established a process for sponsoring and assessing physicians who qualify for independent practice on the Provisional Register – Conditional Practice. If consideration has been given to potentially hiring an IMG or a physician who otherwise does not qualify for the General Register, please indicate on this on the Impact Analysis. Current assessment costs are outlined in the table below.

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| Full PCA and SPA (6 months) | Up to $34,150 |
| SPA only (3 months) | Up to $8,400 |

**Section 2**

Section 2 outlines the relevant fields for the posting. Some of the text displayed is boilerplate. Once complete, please **attach the relevant Impact Analysis and submit to** [**CAL.MedicalAffairs@ahs.ca**](mailto:CAL.MedicalAffairs@ahs.ca)**.**

**NOTE:**  all advertisements are posted to Doctor Jobs. Typically, only LMIA eligible positions are posted to APL and CASPR unless otherwise requested.

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| AlbertaHealthServices | **ADVERTISING REQUEST**  **MEDICAL STAFF IMPACT ANALYSIS ADDENDUM**  ***Calgary Zone*** |

*Personal information contained in this document is governed by the* Freedom of Information and Protection of Privacy Act of Alberta. *The information is collected under the authority of section 33(c). The information will be used or disclosed, as authorized by section 39(1)(a), primarily for the purposes of advertising physician recruitment opportunities.*

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| **Section 1: POSTING TYPE**  *(please attach the approved Impact Analysis and ensure the answers match)* | | |
| Impact Analysis Number  IA Number | Is the position LMIA/Work Permit Eligible?  **Yes**  **No** | Is the position Sponsorship Eligible?  **Yes**  **No** |
| New  Replacement  Physician to be replaced | Risk Assessment:  **In Need**  **At Risk**  **Crisis** | Impact Analysis Completed and Signed:  Click here to enter a date |
| **FTE Total**: Enter FTE Total | **Clinical %** Clinical  **Academic %** Academic  **AMHSP %** AMHSP  **Medical Leadership %** Administration | Resource Requirement Type:  **None**  **One Time**  **Ongoing** |
| All postings are advertised on Doctor Jobs. If you have selected “Yes” to LMIA/Work Permit Eligible, please ensure you have completed the Remuneration section below as required for LMIA compliance and posting to **Alberta Physician Link (APL)** and the **Canadian Association of Staff Physician Recruiters (CASPR)**. If you would like to post a non-LMIA position to the latter two in addition to Doctor Jobs, please specify in the body of your submission email. **All fields are required for posting on CASPR as required for Service Canada.** | | |

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| **Section 2: POSTING DETAILS** | | |
| Department  Department | Specialty  Specialty | Title of Position  Title |
| Type  Full Time  Part Time  Locum Tenens – Short Term  Locum Tenens – Long term  Other: specify | Primary Site  Primary Site Name  Primary Site Address  Primary Site City  Primary Site Postal Code | All Other Sites of Clinical Activity  Site(s) |
| Desired Position Start Date  Click here to enter a date | Posting Close Date *(minimum 1 week)*  Click here to enter a date | New Posting  Re-Posting |
| **RESPONSIBILITIES/DUTIES** | | |
| Click here to enter text | | |
| **QUALIFICATIONS** | | |
| Click here to enter text  The candidate must be eligible for Licensure with the College of Physicians and Surgeons of Alberta.  Must read, write and speak English.  All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. | | |
| **REMUNERATION**  Please describe a range or set value on any applicable grid. Also indicate funding source. **Remuneration details are required for posting on Alberta Physician Link (APL) and the Canadian Association of Staff Physician Recruiters (CASPR) websites and must be included for LMIA eligible postings.** | | |
| Click here to enter text. | | |
| GP On Call: describe  Specialist On Call: describe | | |

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| **BENEFITS** *(optional)* | | |
| Click here to enter text.  The Practitioner is responsible for purchasing health and insurance benefits.  For complete details on the AMA benefits, please see [www.albertadoctors.org](http://www.albertadoctors.org) | | |
| **RECRUITER** | | |
| Recruiter Name  Recruiter Name  Recruiter Title | Recruiter Address  Recruiter Address  City, Postal Code | Recruiter Contact Points  Phone: Phone  Fax: Fax  Email: Email Address |
| Applicants are to submit three letters of reference and curriculum vitae (in pdf format) to Click here to enter text. By Click here to enter a date. | | |

ATTACH THE APPROVED IMPACT ANALYSIS AND SUBMIT TO [CAL.MEDICALAFFAIRS@AHS.CA](mailto:cal.medicalaffairs@ahs.ca)