

EDUCATION REGISTRY
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TOTAL

HEALTH SANTÉ

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857 63 100

ÉTUDES
FORMATION
SANTÉ

EDUCATION
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HEALTH



EDUCATION
ÉTUDES

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REPORT SERIES

Trends in Transfers within Canadian Postgraduate Training

Introduction

This report expands on the study by Dr. Mark Walton, Chair, Canadian Post-MD Education Registry and Ms. Lynda Buske, Manager, Canadian Post-MD Education Registry (CAPER). The objective is to track the number and characteristics of trainees who transfer from one discipline to another within Canadian postgraduate medical training. The quantitative data in this report is derived from CAPER and tracks year-over-year specialty program changes among residents in all Canadian postgraduate medical training programs, considered to be “transfers” for the purpose of this study. Subspecialization is not considered to be a transfer. Switches within medical specialties up to PGY3, laboratory specialties up to PGY5 and surgical specialties up to PGY5 are included. This data is supplemented with findings from key informant interviews with a small number of medical students, residents and assistant deans of post graduate medical education from across the country, as well as select peer review and grey literature.

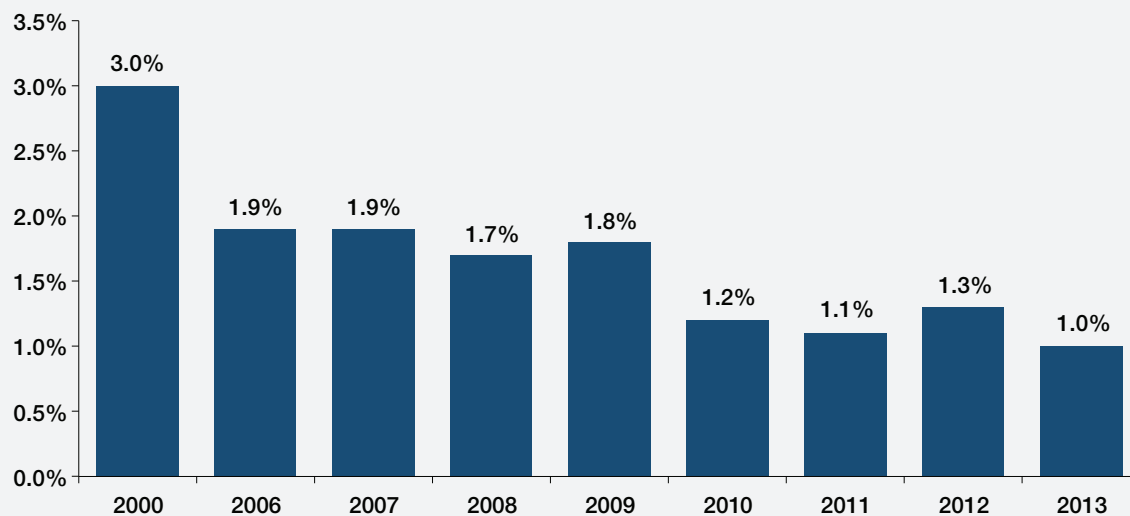
Findings

Decrease in Percentage of Transfers Overall

Approximately 130 trainees each year move outside of their broad specialty areas of FM (FM), medical specialties, laboratory specialties and surgical specialties. Additional transfers within broad specialty groups (excluding subspecialization) have seen a marked decrease from 113 in 2000 to 27 in

2013. The percent of transfers relative to all residents declined by a third from 2000-2013 with tiered phases. It began at 3% in 2000, dropped to 1.7- 1.9% from 2006-2009, and then dropped to 1.0 - 1.3% from 2010-2013. See Figure 1.

Figure 1: Transfers between specialties occurring each year as percent of all trainees



One possible theory behind this trend is improved career counselling for medical students as they consider their specialization. The overall decrease in the percent of transfers among residents from 2000 to 2013 was not a surprise to any of the interviewees. They were unanimous that this decrease was likely not a result of improved career counselling. One noted that medical students can never get enough career counselling. Unfortunately, it is not necessarily well received by those who need it the most.

The 2013 National Resident Survey found a perceived lack of formal specialty-specific or generalized career counselling in residency, as well as low levels of satisfaction with employment or career counselling resources within programs.ⁱ

Resident respondents indicated that information on areas of need and job trends across Canada would help their career planning. One in four (24%) of residents reported receiving formal counselling on the employment situation within their specialty.ⁱⁱ Only 6% of fourth year medical students reported receiving formal counselling on the employment outlook in different specialties.ⁱⁱⁱ

Key informants offered a number of potential contributing factors, noting the multifactorial nature of this trend. Several interviewees noted that there is a perception that it is difficult to switch residency specialties, acting as a deterrent, rather than the decrease being a reflection of a lack of interest in switching. One of the reasons noted by several associate deans for this difficulty is the lack

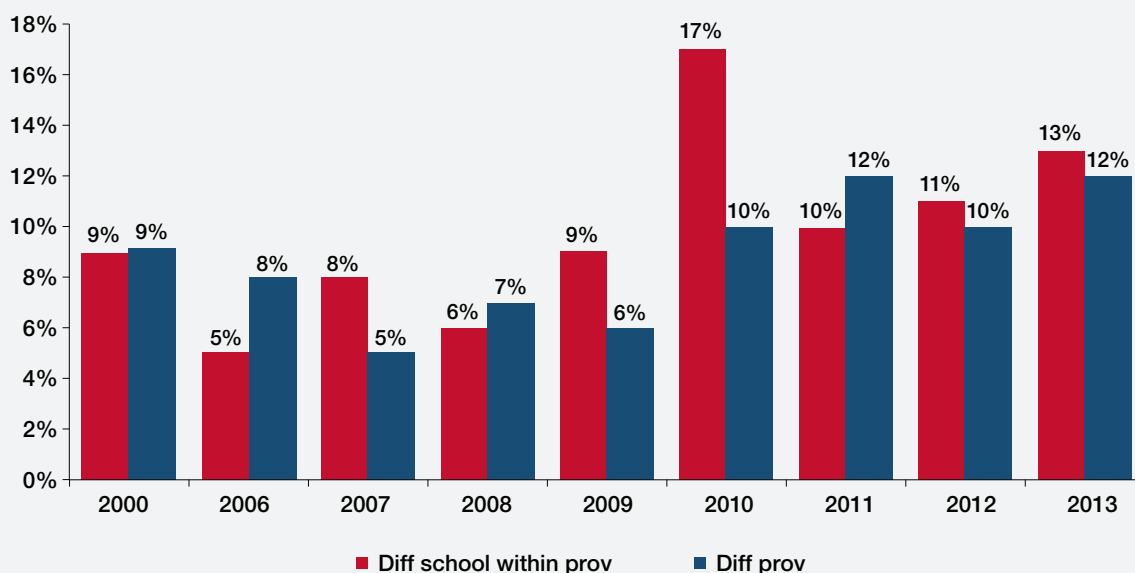
of resources both funding and capacity (including clinical training capacity) to support transfers. In some cases, this has led to PGME directors being much more selective in their acceptance of transfers. One associate dean noted that residency spots in their province are now allocated based on need, not quota and the numbers change from year to year. All of the associate deans noted there is less flexibility with more restricted funding for residency spots, particularly in regards to transfers across provinces. Interestingly, this is not necessarily supported in the data which indicates an increase in the percentage of transfers across provinces over the years (See Figure 2). As of 2013, transfers across provinces accounts for 12% of all transfers. The data indicate that from

2006 to 2014, the following provinces were the recipients of transfers from another province, in rank order:

- Ontario (34)
- Alberta (17)
- Quebec (13)
- British Columbia (7)
- Manitoba and Nova Scotia (6 each)
- Saskatchewan (3)
- Newfoundland and Labrador (2)

For detailed information on transfers in and out of province, see Appendix 2.

Figure 2: Transfers to different school within province and between provinces as a percentage of all transfers



Another plausible reason for the overall decrease in transfers put forth by all of the interviewees was the increase in FM residency spots over the years, which has accommodated a rising interest in this specialty. In fact, FM graduates more than doubled between 2000 (659) and 2014 (1340).^{iv} FM represented

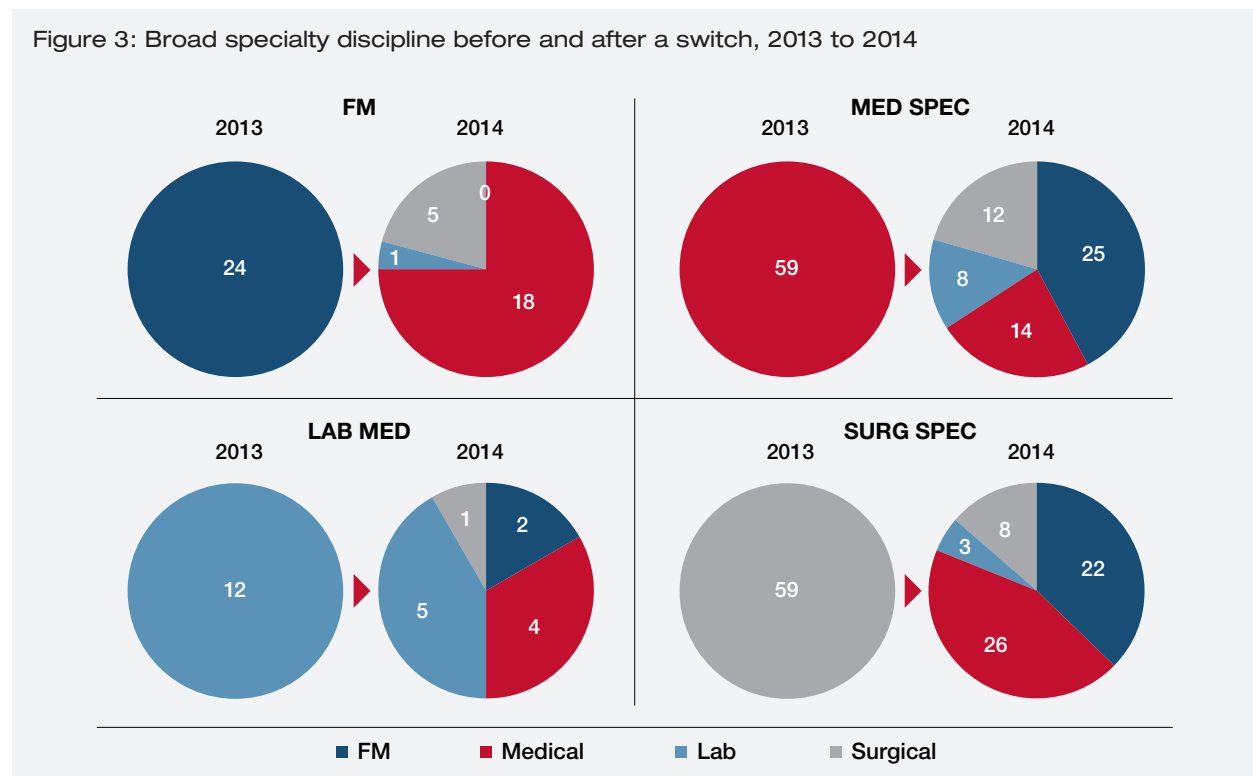
38.2% of all first choices of Canadian graduates in the first round of the 2014 Canadian Resident matching Service (CARMS) R-1 Match, up from less than 30% 15 years ago.^v In addition, CAPER data shows that less residents are switching out of FM (presented in the next section).

Broad Specialty Switches

In recent years, residents that are switching specialties are moving out of medical and surgical specialties into FM (See Figure 3). The following trends emerge when examining resident transfers across broad specialties in 2013/14, before and after the switch occurred:

- The greatest number of transfers occurred among surgical and medical specialties.
- Most FM transfers were to medical specialties (mostly to internal medicine).
- 42% of switches out of medical specialties were to FM; the remaining shifts were to another medical specialty (24%), a surgical specialty (20%) or lab specialty (14%).
- Surgical specialty transfers were most often to FM and medical specialties, in almost equal numbers. Residents were most often transferring out of general surgery.
- Laboratory transfers were very small but often to a medical specialty.

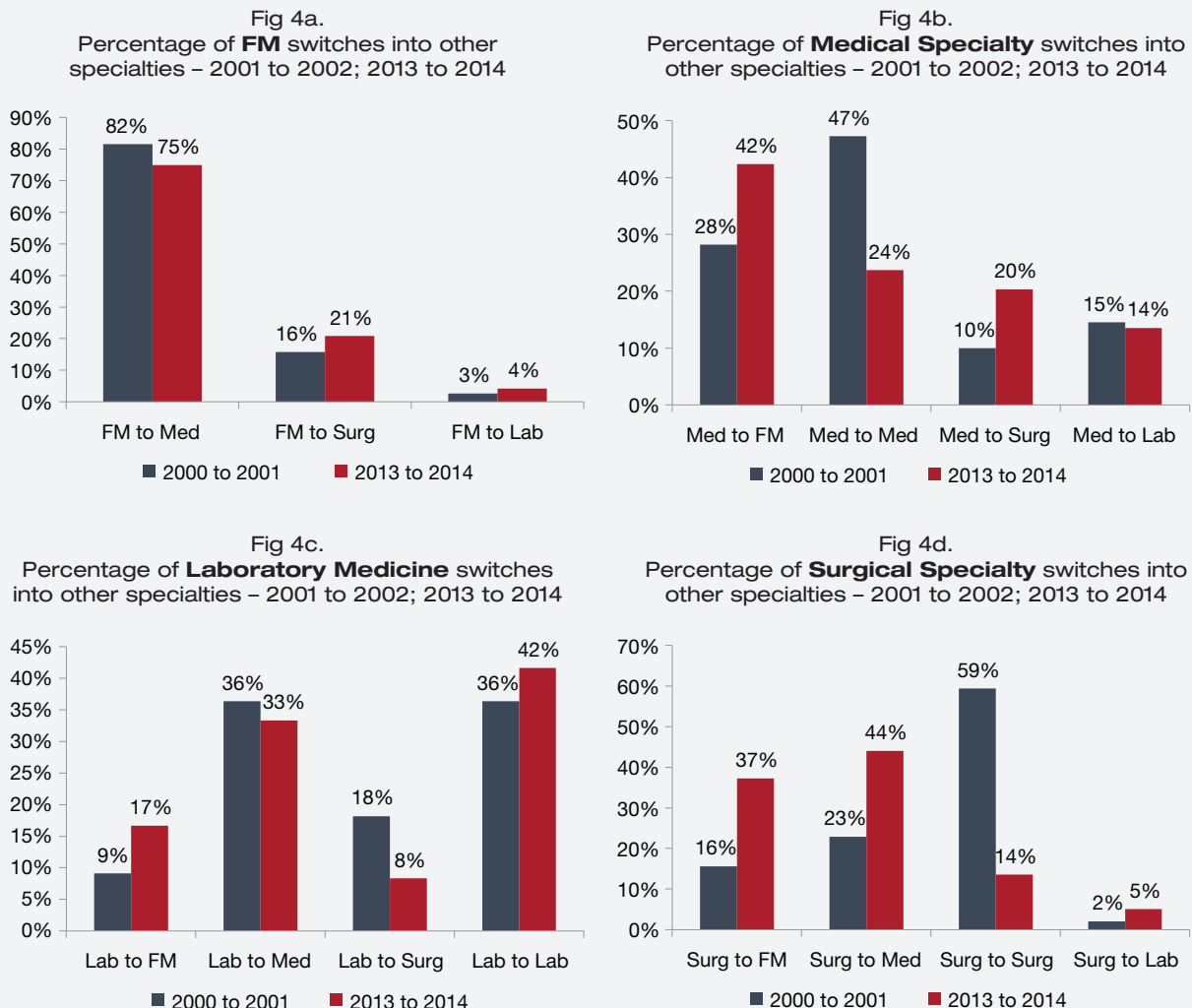
Figure 3: Broad specialty discipline before and after a switch, 2013 to 2014



In comparing this to transfers in 2000/01 (see Figure 4), the following differences emerge:

- Proportionally, there were more transfers from FM to surgical specialties in 2013/14 (21%) than 13 years prior when 16% transferred to surgery.
- For medical specialties there has been a shift towards switching to FM representing 42% in 2013/14 compared to 28% in 2000/01.
- A much greater proportion of surgical specialty residents were shifting to FM or medical specialties in 2013/14 (total of 81%) than in 2000/01 when they were switching most frequently to other surgical specialties with only 39% going to FM or medicine.

Figure 4: Broad specialty discipline before and after the switch, 2000/01 and 2013/14



For information on broad specialty switches for selected years 2000/01 to 2013/14, please refer to Appendix 1.

Interviewees were asked to comment on the recent trend of residents that are switching, transferring out of medical and surgical specialties into FM. Several potential contributing factors were identified, not in any particular order:

- unrealistic perceptions (naivety) of medical students in regards to intensity of medical and surgical specialties (residency program and practice)
- today's medical students and residents are much more focused on work life balance than their predecessors, which is more aligned with FM
- increased capacity in FM residency spots over the past decade
- lighter workload of FM residency program versus that of surgical or medical specialty residency programs
- better work life balance with a career in FM, including manageable workload and job flexibility

- FM more attractive to older students considering family planning
- improvements in FM employment income
- improved perceived value/recognition/respect of FM as a specialty
- evolving structure of FM practice – team oriented, changing funding model from fee for service to salary
- increasing perception that a 5-year surgical specialty will not achieve employment - will need to complete additional surgical specialty
- opportunities to ‘moonlight’ with provisional license after 3 years of a 5-year specialty is now non-existent
- medical students are not as exposed in a meaningful manner to FM as other specialties - and so becomes afterthought and so leads to a desire to transfer
- shrinking job markets (underemployment) for select surgical and medical specialties
- interest in the ‘2 plus 1’ (R3) model for FM that allows for more practice options - some level of specialization in less than the five years typical of other specialty residency programs (i.e. for emergency medicine, surgical assist, obstetrics)
- awareness by surgical residents of a lack of available operating room time
- attractiveness of a 2 (or 3) versus 5-year residency program in terms of earning potential versus debt accumulation

The perception that further training beyond a 5-year surgery residency is required for employment is substantiated in a 2016 study of practicing Canadian general surgeons in which 63% of respondents indicated that they had undergone additional formal training following completion of their general surgery residency programs. A variety of reasons were cited, including a perception that further training was needed for employment.^{vi} The Royal College’s 2013 employment study found that a substantial proportion of new physicians

experiencing employment issues were from surgical and resource-intensive disciplines.^{vii}

Debit issues raised by the interviewees were also reported by medical students and residents in the 2012 National Physician Survey. One in five (19%) of residents expected their debt load will surpass \$160,000 by the time their training is completed. One third expects debt of more than \$100,000. Financial incentives offered by potential employers, such as practicing FM in an area that offered an incentive, was reported by residents as a prime method for reducing debt.^{viii}

The workload of FM residency being less than that of surgical or medical specialties may be reflected in burnout levels of residents. A US study comparing burnout among residents in different specialties found that FM had the lowest burnout rate (27%) in a comparison of eight specialties.^{ix} Obstetrics/gynecology had the highest (75%), followed by internal medicine (63%). General surgery residents had a burnout rate of 40%. The study also found first year residents had significantly higher rates of burnout (77.3%) as compared to those in second year or higher (41.8%). The 2013 CAPER data show that in Canada, many switches to another broad specialty group occurred between first and second year of training (44%) with another 31% occurring between second and third year. However, the 2012 survey of residents as part of the National Physician Survey found no significant difference between FM and other specialties in their overall satisfaction with their residency training program.^x

Cohort Analysis

Six different exit cohorts of residents of various specialties were examined for the years 2009-2014. The 2009 cohort would be those residents exiting postgraduate training in 2009 at a rank level at least consistent with completion of training. This would represent the number of residents who transferred in/out of the program between their first year and the year they exited.

Figure 5: Net gains/losses from 2009 and 2014 practice entry cohorts by selected specialty

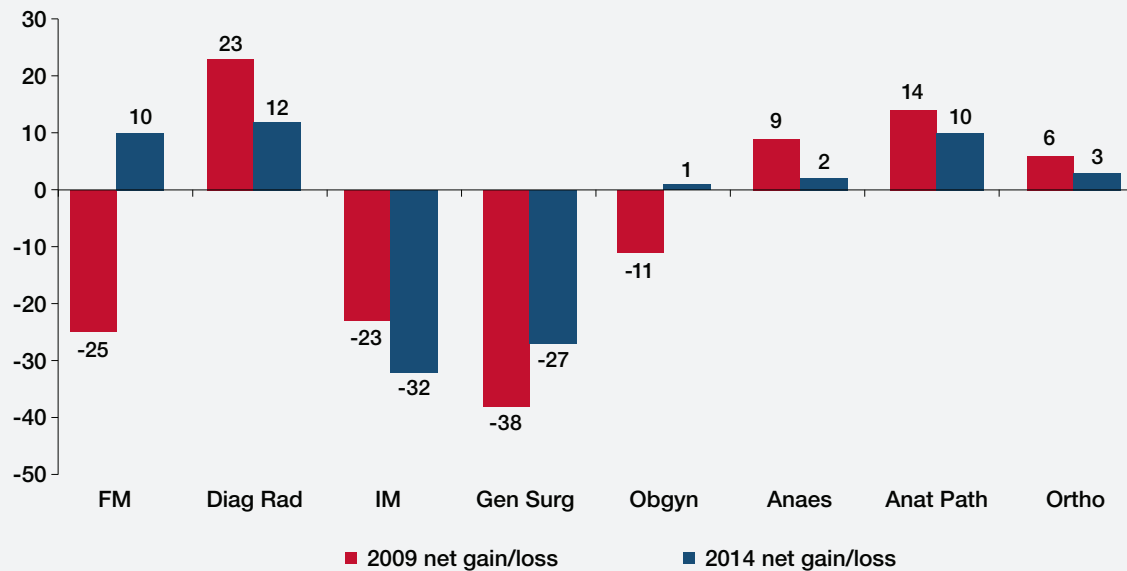


Figure 5 presents a comparison of resident cohort net losses/gains in select specialties in 2009 and 2014. In comparing the two cohorts:

- FM had a net loss with the 2009 cohort but a net gain with the 2014 cohort
- diagnostic radiology had net gain in both years
- internal medicine and general surgery had net losses in both years
- OBGYN had a net loss in 2009 and a small net gain in 2014
- anesthesia and anatomical pathology both had net gains in both years.

In fact, of the specialties selected, the following were net 'losers' for all exit cohorts from 2009 to 2014:

- Internal medicine
- General surgery

The following were net 'winners' for the same timeframe:

- Diagnostic radiology
- Anatomical pathology
- Anesthesia

FM was a net 'loser' for the 2009-2012 cohorts but then became a net 'winner' for the 2013 and 2014 exit groups.

To see the net gains/losses for the remaining specialties, please refer to Appendix 3.

None of the interviewees were surprised by the net 'losers'. When asked to reflect on possible reasons, the predominant responses were: high intensity residency and practicing physician workloads, the worst quality of life as a resident (including many night shifts), huge service component in the residency period, a perceived lack of job

opportunities, and the need to subspecialize for many of them. General surgery was singled out as being a particularly ‘gruelling’ residency. One interviewee noted that internal medicine and general surgery are service dependent specialties which cannot easily accommodate more residents while diagnostic radiology and anatomical pathology can.

Factors put forth as contributing to the net ‘winners’ varied among interviewees. Some noted these are some of the highest paying specialties with little or no overhead expenses, and predominantly hospital based with no office administration burden. Others suggested these specialties have very little direct interaction with patients and may be a good option for those residents experiencing some level of burnout or those who don’t wish to have ongoing relationships with their patients. Others suggested these have some of the best work life balance with little on call and minimal night shifts (excluding anesthesia). One assistant dean noted that medical students do not receive much exposure to these specialties and only gain better insight into them during residency at which point they become more appealing.

Further Analysis/Research

Interviewees had several suggestions in terms of further analysis or research to better understand the nature of transfers. The first was to understand what percentage actual transfers represent of the total requests for transfers. Ethics approval is currently being explored to acquire this data. Another suggestion was to examine the timing of the transfers to see if many occur immediately after the mandatory 6-month home residency is over. Another interviewee suggested keeping an eye on psychiatry, given there are three new subspecialties in psychiatry and an increase in mental illness in Canada. And finally it was noted that it will be important to extend this analysis to recently available 2015 CAPER data. One associate dean

noted they have received more inquiries about transfers in the past year, compared to the past 2 years. More than one individual noted the 30% decrease in the number of applicants to diagnostic radiology in this year’s CARMS match, possibly due to physician fee cuts. It will be interesting to monitor transfer trends in this specialty.

Conclusion

This report provides an overview of resident switches across Canada, excluding subspecialization. CAPER data reveals a pattern of transfers from medical and surgical specialties to FM. It also reveals that cohorts of certain specialties were consistently net ‘losers’ (internal medicine and general surgery) from 2009-2014 while others for the same time frame were repeatedly net ‘winners’ (diagnostic radiology, anatomical pathology, anesthesia). The data, combined with the perspectives of select stakeholders, suggest that transfers occur for a variety of reasons, including lifestyle preference, employment opportunities, changes in the health system and specialty practice characteristics.

References

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- ii Sullivan, P. (2016). *In tightening market, job advice for residents, students scarce: survey*. Ottawa: Canadian Medical Association.
- iii Ibid.
- iv CAPER: Annual Census of Post-MD Trainees 1992-93 to 2014-2015. Table: Number completing postgraduate training and entering practice by field of training, 1992-2014.
- v CARMS. Match Reports 2014 - Table 11: First Choice Discipline of CMG Applicants. 2000 – Table 8 History of Family Medicine as a Career Choice of Canadian Graduates
- vi Webber, E. Ronson, A., Forman, L., Taber, S. & Harris, K. (2016). The future of general surgery: Evolving to meet a changing practice. *Journal of Surgical Education*, 73(3), 496-503.
- vii Frechette, D., Hollenberg, D., Shrichand, A., Joacob, C. & Datta, I. (2013). *What's really behind Canada's unemployed specialists? Too many, too few doctors? Findings from the Royal College's employment study*. Ottawa: The Royal College of Physicians and Surgeons of Canada.
- viii Sullivan, P. (2016). *Debt issues looming larger for students, residents: survey*. Ottawa: Canadian Medical Association.
- ix Martini, S., Arfken, C., Churchill, A., & Balon, R. (2004). Burnout comparison among residents in different medical specialties. *Academic Psychiatry*, 28(3), 240-242.
- x National Physician Survey, 2012. Results for Medical Residents. Table: Q6 Please indicate your overall satisfaction with your residency training program.

Appendix 1:

Broad specialty discipline before and after the switch, selected years 2000/01 to 2013/14

Switch from	Switch to	Year of Switch				
		2000/01	2006/07	2011/12	2012/13	2013/14
Family medicine	Medical specialties	31	32	19	35	18
	Laboratory specialties	1	1	0	1	1
	Surgical specialties	6	4	7	6	5
	TOTAL	38	37	26	42	24
Medical specialties	Family medicine	31	16	28	27	25
	Medical (up to PGY3)	52	57	31	27	14
	Laboratory specialties	16	7	2	7	8
	Surgical specialties	11	21	3	5	12
	TOTAL	110	101	64	65	59
Laboratory specialties	Family medicine	1	3	2	4	2
	Medical specialties	4	3	4	5	4
	Laboratory (up to PGY 5)	4	na	5	14	5
	Surgical specialties	2	0	1	0	1
	TOTAL	11	6	12	23	12
Surgical specialties	Family medicine	15	7	19	24	22
	Medical specialties	22	23	18	19	26
	Laboratory specialties	2	3	3	2	3
	Surgical (up to PGY5)	57	34	16	17	8
	TOTAL	96	67	56	62	59
Total	Within broad specialty	113	91	52	58	27
	Between broad specialty	142	120	106	134	127

Appendix 2:

Specialty switches of trainees from 2000 to 2001 by medical school before and after transfer (excluding subspecialization and visa trainees)

Training School before transfer	Training School After Transfer																
	MEM	DAL	LAV	SHER	MTL	McG	OTT	QNS	TOR	McM	UWO	MAN	SASK	ALTA	CAL	UBC	Total
MEM	4	1															5
DAL		5					2									1	8
LAV			11														11
SHER				1	6	2	1										10
MTL					1	7	1										9
McG							8	1									9
OTT								2	2		1					1	6
QNS						1			1		1					1	5
TOR						1	1			19		1				2	24
McM									1		6						7
UWO						1		1				3				1	6
MAN									1				3				4
SASK														4			4
ALTA															5		5
CAL				1												2	4
UBC		1				1			1								12
Total	5	6	13	7	9	14	6	5	22	6	6	3	4	5	2	16	129

Specialty switches of trainees from 2000 to 2001 by province before and after transfer (excluding subspecialization and visa trainees)

Training Province before transfer	Training Province After Transfer								
	NL	Maritimes	QC	ON	MB	SK	AB	BC	Total
Newfoundland	4	1							5
The Maritimes		5		2				1	8
Quebec			38	1					39
Ontario			3	40				5	48
Manitoba				1	3				4
Saskatchewan						4			4
Alberta			1				7	1	9
British Columbia	1		1	1				9	12
Total	5	6	43	45	3	4	7	16	129

Specialty switches of trainees from 2006 to 2007 by medical school before and after transfer (excluding subspecialization and visa trainees)

Specialty switches of trainees from 2006 to 2007 by medical school before and after transfer (excluding subspecialization and visa trainees)																		
Training School before transfer	Training School After Transfer																	
	MEM	DAL	LAV	SHER	MTL	McG	OTT	QNS	TOR	McM	UWO	NOSM	MAN	SASK	ALTA	CAL	UBC	Total
MEM	3																	3
DAL		3							1								1	5
LAV			6		1													7
SHER				7														7
MTL					5						1							6
McG						6												6
OTT							6					1						7
QNS								2										2
TOR									13	1						1		15
McM										8								8
UWO									1		8				1			10
NOSM																		
MAN													6					6
SASK							1				1			3				5
ALTA										1					6	1		8
CAL			1												1	7	1	10
UBC																	6	6
Total	3	4	6	7	6	6	7	2	15	10	10	1	6	3	8	9	8	111

Specialty switches of trainees from 2006 to 2007 by province before and after transfer (excluding subspecialization and visa trainees)

Training Province before transfer	Training Province After Transfer								
	NL	Maritimes	QC	ON	MB	SK	AB	BC	Total
Newfoundland	3								3
The Maritimes		3		1				1	5
Quebec			25	1					26
Ontario				40			2		42
Manitoba					6				6
Saskatchewan				2		3			5
Alberta		1		1			15	1	18
British Columbia								6	6
Total	3	4	25	45	6	3	17	8	111

Appendix 2:

Specialty switches of trainees from 2007 to 2008 by medical school before and after transfer (excluding subspecialization and visa trainees)

Training School before transfer	Training School After Transfer																	
	MEM	DAL	LAV	SHER	MTL	McG	OTT	QNS	TOR	McM	UWO	NOSM	MAN	SASK	ALTA	CAL	UBC	Total
MEM	2										1							
DAL		1																
LAV			7															
SHER			1	5							1							
MTL					9													
McG						7						1						
OTT							7											
QNS								5	1									
TOR								2	17	1	2	1						2
McM									2	5								
UWO											3				1			
NOSM																		
MAN													9					
SASK																		
ALTA																8		
CAL															1	2		
UBC									1		1					1	10	1
Total	2	1	8	5	9	7	7	7	21	6	8	2	9		10	3	10	11

Specialty switches of trainees from 2007 to 2008 by province before and after transfer (excluding subspecialization and visa trainees)

Training Province before transfer	Training Province After Transfer								Total
	NL	Maritimes	QC	ON	MB	SK	AB	BC	
Newfoundland	2			1					3
The Maritimes		1							1
Quebec			29	2					31
Ontario				46			1		47
Manitoba					9				9
Saskatchewan									
Alberta							11		11
British Columbia				2			1	10	13
Total	2	1	29	51	9		13	10	115

Specialty switches of trainees from 2008 to 2009 by medical school before and after transfer (excluding subspecialization and visa trainees)

Training School before transfer	Training School After Transfer																	
	MEM	DAL	LAV	SHER	MTL	McG	OTT	QNS	TOR	McM	UWO	NOSM	MAN	SASK	ALTA	CAL	UBC	Total
MEM	1																	1
DAL		4																4
LAV			5															5
SHER				2														2
MTL					5	1												6
McG						15									1			16
OTT						1	3	1										5
QNS								3	1									4
TOR						1			14		2							17
McM						1				8		1						10
UWO						1					5		1					7
NOSM																		
MAN														2		2		4
SASK														2			1	3
ALTA	1														9	1		10
CAL															2	3		5
UBC										1							10	11
Total	2	4	5	2	5	20	3	4	15	9	7	1	3	2	14	5	10	111

Specialty switches of trainees from 2008 to 2009 by province before and after transfer (excluding subspecialization and visa trainees)

Training Province before transfer	Training Province After Transfer								Total
	NL	Maritimes	QC	ON	MB	SK	AB	BC	
Newfoundland	1								1
The Maritimes		4							4
Quebec			28				1		29
Ontario			4	38	1				43
Manitoba					2		2		4
Saskatchewan						2	1		3
Alberta	1						15		16
British Columbia				1				10	11
Total	2	4	32	39	3	2	19	10	111

Appendix 2:

Specialty switches of trainees from 2009 to 2010 by medical school before and after transfer (excluding subspecialization and visa trainees)

Training School before transfer	Training School After Transfer																	Total
	MEM	DAL	LAV	SHER	MTL	McG	OTT	QNS	TOR	McM	UWO	NOSM	MAN	SASK	ALTA	CAL	UBC	
MEM	3																	3
DAL		3																3
LAV			13															13
SHER				7		1												8
MTL					4													4
McG						7			1									8
OTT							1	2					1	1				5
QNS								5	1			1						7
TOR			1						4			2						8
McM							2		2	9			1	1	1			16
UWO			1			2			2	2	5							12
NOSM												1						1
MAN													2					3
SASK														2				2
ALTA															9			9
CAL																1		1
UBC																	9	9
Total	3	5	13	7	4	11	5	5	10	11	9	3	4	3	10		9	112

Specialty switches of trainees from 2009 to 2010 by province before and after transfer (excluding subspecialization and visa trainees)

Training Province before transfer	Training Province After Transfer								Total
	NL	Maritimes	QC	ON	MB	SK	AB	BC	
Newfoundland	3								3
The Maritimes		3							3
Quebec			32	1					33
Ontario		2	3	41	2	1			49
Manitoba				1	2				3
Saskatchewan						2			2
Alberta							10		10
British Columbia								9	9
Total	3	5	35	43	4	3	10	9	112

Specialty switches of trainees from 2010 to 2011 by medical school before and after transfer (excluding subspecialization and visa trainees)

Training School before transfer	Training School After Transfer																	Total
	MEM	DAL	LAV	SHER	MTL	McG	OTT	QNS	TOR	McM	UWO	NOSM	MAN	SASK	ALTA	CAL	UBC	
MEM	1																	1
DAL		2							2	1								5
LAV			8															8
SHER				3	1	1												5
MTL					4													5
McG						5												5
OTT							1	1									1	3
QNS								2										2
TOR									3	13	2	3						21
McM								2	1	8	1							12
UWO										1	5							6
NOSM								1	2			1	1					5
MAN													2				1	3
SASK									1					2				3
ALTA															7			7
CAL									1							5		7
UBC																	8	8
Total	1	2	8	4	5	7	2	12	16	11	9	1	3	2	8	6	9	106

Specialty switches of trainees from 2010 to 2011 by province before and after transfer (excluding subspecialization and visa trainees)

Training Province before transfer	Training Province After Transfer								Total
	NL	Maritimes	QC	ON	MB	SK	AB	BC	
Newfoundland	1								1
The Maritimes		2		3					5
Quebec			23						23
Ontario			1	46	1		1		49
Manitoba					2			1	3
Saskatchewan				1		2			3
Alberta							13		14
British Columbia								8	8
Total	1	2	24	51	3	2	14	9	106

Appendix 2:

Specialty switches of trainees from 2011 to 2012 by medical school before and after transfer (excluding subspecialization and visa trainees)

Training School before transfer	Training School After Transfer																	Total
	MEM	DAL	LAV	SHER	MTL	McG	OTT	QNS	TOR	McM	UWO	NOSM	MAN	SASK	ALTA	CAL	UBC	
MEM	3																	3
DAL		2									1					1		4
LAV			10	1	1		1											13
SHER				1	1													2
MTL					6													6
McG					1	4		1										6
OTT							2						1					3
QNS								5		1								6
TOR									11		2			1		1		15
McM										6								6
UWO	1										2	1						4
NOSM										1		1						2
MAN									1				1					2
SASK														1	1			2
ALTA										1					15	1	1	18
CAL													1			1		2
UBC							1					1					6	8
Total	4	2	10	2	9	4	4	6	12	9	5	4	2	2	16	4	7	102

Specialty switches of trainees from 2011 to 2012 by province before and after transfer (excluding subspecialization and visa trainees)

Training Province before transfer	Training Province After Transfer								Total
	NL	Maritimes	QC	ON	MB	SK	AB	BC	
Newfoundland	3								3
The Maritimes		2		1			1		4
Quebec			25	2					27
Ontario	1			33	1	1			36
Manitoba				1	1				2
Saskatchewan						1	1		2
Alberta				1	1		17	1	20
British Columbia				2				6	8
Total	4	2	25	40	2	2	20	7	102

Specialty switches of trainees from 2012 to 2013 by medical school before and after transfer (excluding subspecialization and visa trainees)

Training School before transfer	Training School After Transfer																	Total
	MEM	DAL	LAV	SHER	MTL	McG	OTT	QNS	TOR	McM	UWO	NOSM	MAN	SASK	ALTA	CAL	UBC	
MEM	5													1				6
DAL		4																4
LAV			11								1							12
SHER				12					1									13
MTL					8													8
McG					1	4												5
OTT							4				1	1						6
QNS		1				1	1	3										6
TOR		1						3	13	2	1							20
McM						1		3		10	1	1						16
UWO											6							6
NOSM																		
MAN									1				6					7
SASK														1				1
ALTA		1													5			6
CAL										1				1	1	1		4
UBC										1							8	9
Total	5	7	11	12	9	6	5	9	15	15	10	1	6	3	6	1	8	129

Specialty switches of trainees from 2012 to 2013 by province before and after transfer (excluding subspecialization and visa trainees)

Training Province before transfer	Training Province After Transfer								Total
	NL	Maritimes	QC	ON	MB	SK	AB	BC	
Newfoundland	5					1			6
The Maritimes		4							4
Quebec			36	2					38
Ontario		2	2	50					54
Manitoba				1	6				7
Saskatchewan						1			1
Alberta		1		1		1	7		10
British Columbia				1				8	9
Total	5	7	38	55	6	3	7	8	129

* Field of Training Switches are based on post-M.D. training data provided to CAPER by the PGME offices and do not necessarily mean a change in Program.

Appendix 2:

Specialty switches of trainees from 2013 to 2014 by medical school before and after transfer (excluding subspecialization and visa trainees)

Specialty switches of trainees from 2013 to 2014 by medical school before and after transfer (excluding subspecialization and visa trainees)																			
Training School before transfer	Training School After Transfer																		Total
	MEM	DAL	LAV	SHER	MTL	McG	OTT	QNS	TOR	McM	UWO	NOSM	MAN	SASK	ALTA	CAL	UBC		
MEM	9																	9	
DAL		2					1	2									1	6	
LAV			9															9	
SHER				6			1											7	
MTL					10													10	
McG						6				1							1	8	
OTT						1			1	1								3	
QNS			1					2										3	
TOR					1		1	2	12	1								17	
McM									2	5								7	
UWO									1		3							4	
NOSM								1			1	1						3	
MAN													4					4	
SASK													1					2	
ALTA										1					3			4	
CAL						1									1	7		9	
UBC						1						1				1	12	15	
Total	9	3	9	6	11	9	3	7	16	9	4	2	5		5	8	14	120	

Specialty switches of trainees from 2013 to 2014 by province before and after transfer (excluding subspecialization and visa trainees)

Training Province before transfer	Training Province After Transfer								Total
	NL	Maritimes	QC	ON	MB	SK	AB	BC	
Newfoundland	9								9
The Maritimes		2		3				1	6
Quebec			31	2				1	34
Ontario		1	2	34					37
Manitoba					4				4
Saskatchewan					1		1		2
Alberta			1	1			11		13
British Columbia			1	1			1	12	15
Total	9	3	35	41	5		13	14	120

Appendix 3:

Post-M.D. Trainees exiting training in **2009** Canadian citizens/permanent residents only by first and last field of training

First Field of Training Reported to CAPER		Emer Med (RCFSC)										Phys Med & Rehab										Gen Surg										Transferred into specialty										Transferred out of specialty										Net gain/loss																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
		FM	Pall Med		Anes		Pub H & Prev Med		Derm	Diag Rad	Emer Med (RCFSC)	IM	Med Genetics	Neurol	Neurol Peds	Nuc Med	Occup Med	Peds	Phys Med & Rehab	Psych	Rad Onc	Lab undiff	Anat Path	Gen Path	Hemat Path	Med Biochem	Med Micro	Neuropath	Cardiac Surg	Gen Surg	Neuro-surg	Ob/gyn	Ophth	Otol	Ortho surg	Plastic surg	Urol	Total																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
Family Medicine	920	12	12	5	1	10		13		1							2	1	7	2		1	1							4	1	1	2			4			1000	43	80	-37																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
Palliative Medicine		1																																				1	15	0	15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Anesthesiology	7	103				2											2	1	1													1						117	23	14	9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Public Health and Preventive Medicine	4			14																																		18	10	4	6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Dermatology					12																																	12	3	0	3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Diagnostic Radiology							62						1																								63	24	1	23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
Emergency Medicine (Royal College)	1							27	1																												30	5	3	2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
Internal Medicine	10	3	3	2	2	2	281			2	1	1	1	2	1	2	3		2													3		1			325	21	44	-23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
Medical Genetics										2																												2	0	0	0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Neurology																																						31	5	2	3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Neurology (Pediatrics)	1											0																										1	4	1	3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Nuclear Medicine													3																									4	2	1	1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Occupational Medicine														1																								1	0	0	0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Pediatrics				2		2						1	4				114																						125	8	11	-3																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
Physical Medicine and Rehabilitation																																						14	3	2	1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Psychiatry	5	2	1				1	1						2	122		1	24																				134	16	12	4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Radiation Oncology				1																																				28	7	4	3																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
Laboratory Medicine (Undifferentiated)	1																		0	5	2	1																9	0	9	-9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Anatomical Pathology	1	1																																				26	18	4	14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
General Pathology	1																																					13	5	10	-5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Hematological Pathology																																						2	2	0	2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Medical Biochemistry								1																														3	0	1	-1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Medical Microbiology								1																														6	7	1	6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Neuropathology																																						1	3	0	3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Cardiac Surgery																																						11	3	0	0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
General Surgery	2	3	1			6	3	1																														3	85	2	133	10	48	-38																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
Neurosurgery																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									

Appendix 3:

Post-M.D. Trainees exiting training in **2010** Canadian citizens/permanent residents only by first and last field of training

First Field of Training Reported to CAPER			Emer Med (RCFSC)										Phys Med & Rehab										Cardiac Surg										Gen Surg										Neuro-surg										Ob/gyn										Ophth										Otol										Ortho surg										Plastic surg										Urol										Total										Transferred into specialty										Transferred out of specialty										Net gain/loss																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
			FM		Pall Med		Anes		Pub H & Prev Med		Derm		Diag Rad		Emer Med (RCFSC)		IM		Med Genetics		Neurol		Neurol Peds		Nuc Med		Occup Med		Peds		Phys Med & Rehab		Psych		Rad Onc		Lab undiff		Anat Path		Gen Path		Hemat Path		Med Biochem		Med Micro		Neuropath		Cardiac Surg		Gen Surg		Neuro-surg		Ob/gyn		Ophth		Otol		Ortho surg		Plastic surg		Urol		Total		Transferred into specialty		Transferred out of specialty		Net gain/loss																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
Family Medicine			957	10	8	6	5	11	2	7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																

Appendix 3:

Post-M.D. Trainees exiting training in **2011** Canadian citizens/permanent residents only by first and last field of training

First Field of Training Reported to CAPER			RCFSC										CAPER										Other										Total	Transferred into specialty	Transferred out of specialty	Net gain/loss	
FM	Pall Med	Anes	Pub H & Prev Med	Derm	Diag Rad	Emer Med (RCFSC)	IM	Med Genetics	Neurol	Neurol Peds	Nuc Med	Occup Med	Peds	Phys Med & Rehab	Psych	Rad Onc	Lab undiff	Anat Path	Gen Path	Hemat Path	Med Biochem	Med Micro	Neuropath	Cardiac Surg	Gen Surg	Neuro-surg	Ob/gyn	Ophth	Otol	Ortho surg	Plastic surg	Urol					
Family Medicine	1062	19	6	7	1	8	3	13	2					2	3	11	1	1	1						1		1	2	1	4		1	1150	51	88	-37	
Palliative Medicine		2																															2	24	0	24	
Anesthesiology	6	1	96		1										1	1									1							108	20	12	8		
Public Health and Preventive Medicine							1									1																26	9	3	6		
Dermatology																																16	3	0	3		
Diagnostic Radiology			1	16					1	1																						79	25	4	21		
Emergency Medicine (Royal College)	4		4		75																											49	5	8	-3		
Internal Medicine	11	3	2	1		41	341	6	6	2					1	1					2										379	22	38	-16			
Medical Genetics				2	5			7					1														2					8	0	1	-1		
Neurology	1						1		29	7			1																			32	11	3	8		
Neurology (Pediatrics)		1																														8	2	1	1		
Nuclear Medicine							1			6																						10	3	4	-1		
Occupational Medicine						3																															
Pediatrics	3				1			1	2			134													1												
Physical Medicine and Rehabilitation			3				1						16			1																					
Psychiatry	2			1	1	1	1									153																158	15	5	10		
Radiation Oncology	1															1	30															32	5	2	3		
Laboratory Medicine (Undifferentiated)																				1																	
Anatomical Pathology	2						1										0	1	1																		
General Pathology	1																24	5	3							1											
Hematological Pathology																																					
Medical Biochemistry																				1																	
Medical Microbiology	1																				5																
Neuropathology																			1																		
Cardiac Surgery						1																		9	1												
General Surgery	5					2	1	2					1					1						2	97	2			3	4	2	1	124	5	27	-22	
Neurosurgery	1					2								1												17											
Obstetrics/Gynecology	4		1																									78									
Ophthalmology																												40									
Otolaryngology	1		1						1									1												19	1						
Orthopedic Surgery	5					1	1	1						2																66							
Plastic Surgery	1																																				
Urology	2		1																												23						
Total	1113	26	116	32	19	100	46	363	7	40	9	9	140	22	168	35	0	34	5	2	1	8			11	102	20	79	44	23	79	27	26	2706	261	261	0

Appendix 3:

Post-M.D. Trainees exiting training in **2012** Canadian citizens/permanent residents only by first and last field of training

First Field of Training Reported to CAPER			Emer Med (RCFSC)										Anes										Total										Net gain/loss				
	FM	Pall Med	Anes	Pub H & Prev Med	Derm	Diag Rad	Emer Med (RCFSC)	IM	Med Genetics	Neurol	Neurol Peds	Nuc Med	Occup Med	Peds	Phys Med & Rehab	Rad Onc	Lab undiff	Anat Path	Gen Path	Hemat Path	Med Biochem	Med Micro	Neuropath	Cardiac Surg	Gen Surg	Neuro-surg	Ob/gyn	Ophth	Otol	Ortho surg	Plastic surg	Urol					
Family Medicine	1156	13	13	8	3	7		22						3	12	1								1	4			9	1		2			1255	63	99	-36
Palliative Medicine		0																															0	19	0	19	
Anesthesiology	5	121				1		1							1	1																	130	25	9	16	
Public Health and Preventive Medicine	3	1		22																														26	12	4	8
Dermatology					15			1																										16	8	1	7
Diagnostic Radiology	1					90						2		1	1																		95	19	5	14	
Emergency Medicine (Royal College)	1		1				43	1																								46	2	3	-1		
Internal Medicine	13	3	6	3	3	2		389	2	5						6				1	1	2		1	2		1	3	1				441	46	52	-6	
Medical Genetics	1							5					2																				8	3	3	0	
Neurology	1							3	44						1											1							50	11	6	5	
Neurology (Pediatrics)										5		4																					5	2	0	2	
Nuclear Medicine						5																												9	3	5	-2
Occupational Medicine	1							2					0																				3	0	3	-3	
Pediatrics	2							1	1	2				174											2								182	7	8	-1	
Physical Medicine and Rehabilitation	2							2		2				1	24																		31	2	7	-5	
Psychiatry	6	1		3	1	1	1	7		1		1				149											1						171	17	22	-5	
Radiation Oncology	5	1														25		1															32	7	7	0	
Laboratory Medicine (Undifferentiated)																	0	7	1														8	0	8	-8	
Anatomical Pathology	2	1														1		31	2														37	16	6	10	
General Pathology						1		1										5	4	2													13	3	9	-6	
Hematological Pathology																				4													4	3	0	3	
Medical Biochemistry																					6												6	1	0	1	
Medical Microbiology																						12											12	2	0	2	
Neuropathology																																					
Cardiac Surgery		1						1																8									10	6	2	4	
General Surgery	8	1	1	1		2	1	1									1							4	107	1	1		2	3	5	4	143	10	36	-26	
Neurosurgery	1	1				1		1	1	1					1			1								18			1	2			28	3	10	-7	
Obstetrics/Gynecology	6			1				2																	1		80						90	11	10	1	
Ophthalmology										1																		34						35	5	1	4
Otolaryngology	2																													28		1		33	5	5	0
Orthopedic Surgery	3									1								1								1				70			75	7	5	2	
Plastic Surgery																													1	24			25	6	1	5	
Urology																																24	25	4	1	3	
Total	1219	19	146	34	23	109	45	435	8	55	7	7	0	181	26	166	32	0	47	7	7	14		14	117	21	91	39	33	77	30	28	3044	328	328	0	

Appendix 3:

Post-M.D. Trainees exiting training in **2013** Canadian citizens/permanent residents only by first and last field of training

First Field of Training Reported to CAPER			Emer Med (RCFSC)										Phys Med & Rehab										Cardiac Surg										Gen Surg										Neuro-surg										Ortho surg										Plastic surg										Urol										Total										Transferred into specialty										Transferred out of specialty										Net gain/loss																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
			FM			Pall Med			Anes			Pub H & Prev Med			Derm			Diag Rad			Emer Med (RCFSC)			IM			Med Genetics			Neurol			Neurol Peds			Nuc Med			Occup Med			Peds			Phys Med & Rehab			Psych			Rad Onc			Lab undiff			Anat Path			Gen Path			Hemat Path			Med Biochem			Med Micro			Neuropath			Cardiac Surg			Gen Surg			Neuro-surg			Ob/gyn			Ophth			Otol			Ortho surg			Plastic surg			Urol			Total			Transferred into specialty			Transferred out of specialty			Net gain/loss																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Family Medicine	1231	9	3	3		4	2	10		1					4	1	5				1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			

Appendix 3:

Post-M.D. Trainees exiting training in **2014** Canadian citizens/permanent residents only by first and last field of training

First Field of Training Reported to CAPER			Emer Med (RCFSC)										Pub H & Prev Med										Transferred into specialty										Transferred out of specialty									
	FM	Pall Med	Anes	Pub H & Prev Med	Derm	Diag Rad	Emer Med (RCFSC)	IM	Med Genetics	Neurol	Neurol Peds	Nuc Med	Occup Med	Peds	Phys Med & Rehab	Psych	Rad Onc	Lab undiff	Anat Path	Gen Path	Hemat Path	Med Biochem	Med Micro	Neuropath	Cardiac Surg	Gen Surg	Neuro-surg	Ob/gyn	Ophth	Otol	Ortho surg	Plastic surg	Urol	Total								
Family Medicine	1340	19	5	4	2	3	4	16						1	6			1							3			7			2			1413	56	73	-17					
Palliative Medicine		1																															1	27	0	27						
Anesthesiology	7	2	129			1		2				1		1	1				1														145	18	16	2						
Public Health and Preventive Medicine	3		1	18																													22	13	4	9						
Dermatology					24																												24	9	0	9						
Diagnostic Radiology	1		1			92						1																			1		96	16	4	12						
Emergency Medicine (Royal College)	2		1				61																									64	10	3	7							
Internal Medicine	11	3	5	3	6	5	1	455	4	5		2	3	3	3	2		1	1						1			2	1	1		516	29	61	-32							
Medical Genetics									3	57			1	1														1				5	4	2	2							
Neurology															1																		62	7	5	2						
Neurology (Pediatrics)	1									9			3	1												1							14	3	5	-2						
Nuclear Medicine						1						10																					11	4	1	3						
Occupational Medicine																																										
Pediatrics	3	1		2	1	1	1	2		3			191												1								207	10	16	-6						
Physical Medicine and Rehabilitation	1		1												18																		20	2	2	0						
Psychiatry	5	1	2					1	2	2					164			1													1		177	14	13	1						
Radiation Oncology		1	1												2	26														1		31	2	5	-3							
Laboratory Medicine (Undifferentiated)																	5	2														7	0	7	-7							
Anatomical Pathology	1																33	1														35	12	2	10							
General Pathology																	2	5	1													8	3	3	0							
Hematological Pathology																	1	6														7	2	1	1							
Medical Biochemistry	1																				4											5	2	1	1							
Medical Microbiology																						8										8	1	0	1							
Neuropathology																							2										2	0	0	0						
Cardiac Surgery	1		1					1																	10	1							14	2	4	-2						
General Surgery	7		1					3	1								2	109	1						2	109	1		1	5	2	5	137	11	28	-17						
Neurosurgery	3		2			1		1	1																1		17						25	2	8	-6						
Obstetrics/Gynecology	5					1								1														107					114	8	7	1						
Ophthalmology																1																	38	2	1	1						
Otolaryngology						1		2																					37					35	2	4	-2					
Orthopedic Surgery	3		1			2																								81	1		89	11	8	3						
Plastic Surgery	1																													1	33		35	5	2	3						
Urology																			1													29	35	5	6	-1						
Total	1396	28	147	31	33	108	71	484	7	64	12	14	201	20	178	28		45	8	8	6	9	2	12	120	19	115	39	33	92	38	34	3402	292	292	0						



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