

Physician Opportunities In the Canadian Armed Forces



WHAT'S IN IT FOR YOU?

Immediate Benefits

Medical Students (4 Years)

- Full 100% tuition & textbook subsidization - opportunity to graduate debt-free
- Annual Salary Range: \$53,136 - \$61,536
- *Signing bonus (recruitment allowance) between \$40,000 and \$110,000*

Family Medicine Resident (2 Years)

- Annual Salary Range: \$65,748 to \$69,984
- *Signing bonus (recruitment allowance) between \$150,000 and \$180,000*

Licensed Family Physicians

- Annual Salary Range: \$183,600 to \$310,128 (includes a \$39,000 yearly pay differential)
- Team-based collaborative care
- More quality time with patients
- Significant professional development opportunities
- *Signing bonus (recruitment allowance) between \$80,000 and \$225,000*

Other Key Benefits

- Paid Annual Leave (20-25 working days/year)
- Regular office hours (no evenings and weekends - dependent on training and deployments)
- Paid Continuing Professional Education (CPE) opportunities: 5 days/\$2,500 per annum
- Excellent Parental Leave Benefits - up to 18 months with generous salary top-up to 93% of full salary
- No professional related overhead costs
- Comprehensive Medical & Dental coverage
- Generous government pension plan
- Medical Licence Reimbursement
- College of Family Physicians of Canada or Royal College of Physicians & Surgeons of Canada Annual Fee Reimbursement (as applicable)
- Disability Insurance
- Crown Liability and Indemnification

ELIGIBILITY

- Any Canadian Medical Student or Family Medicine Resident in good standing in their program of studies is eligible to apply to the Canadian Armed Forces (CAF).
- Licensed practitioners must hold an unrestricted Canadian Medical License issued by any provincial or territorial Medical Regulating Authority.
- Medical Specialist can also apply to the CAF, please review on www.forces.ca for additional information



LIFE AS A CAF FAMILY PHYSICIAN

Military physicians perform similar duties as their civilian family physician counterparts, but with additional emphasis on primary health care, such as health promotion, occupational health and sports medicine. CAF physicians receive specialized training and have advanced clinical skills and knowledge in a number of specialized areas outside of primary health care, such as emergency/trauma medicine, and operational medicine – which includes aviation, diving and submarine medicine.

CAF physicians may be given the opportunity to work an average of one day a week in a civilian health care facility in order to maintain and enhance their clinical skill set. Many CAF Physicians also chose to work in civilian health care settings on their own time. This “moonlighting” is generally permitted as long as it does not interfere with their military duties. All income earned through such moonlighting is paid directly to the Physician in the same manner as their civilian counterparts.

ANNUAL SALARY

Medical School Student

Med School - Second Lieutenant (2Lt) - \$53,136 to \$61,536
Residency – Lieutenant (Lt) - \$65,748 to \$69,984

Practising Physician

Upon licensing/completion of BMOQ, Medical Officers receive a yearly differential of \$39,000 in addition to the following pay rates.

Captain: \$144,600 to \$207,864

Major: \$202,104 to \$225,108

Specialists (Major): \$242,520 to \$270,120

Lieutenant-Colonel: Up to \$271,128

Specialists (Lieutenant-Colonel): Up to \$325,380

The above pay scale increases annually. Typically, Captain Medical Officers are offered promotion to Major after 4 years of service if they have performed well within their peer group.

THE FIVE BEST THINGS ABOUT BEING A PHYSICIAN IN THE CAF

- 1. Team-based Care:** CAF health care teams are led by a Medical Officer (i.e. a CAF Family Physician). Family physicians in the CAF work in close collaboration with civilian family physicians and specialists, Nurse Practitioners, Nurses, Physician Assistants, Pharmacists, Physiotherapists, Mental Health professionals and other clinicians.
- 2. More Time with Patients:** CAF Family Physicians only see about 18-20 patients per day, compared with many civilian family physicians that often see 35-40 patients per day. CAF physicians can therefore spend more quality time with their patients, and new CAF physicians can solidify their clinical skills and knowledge by using this additional time to collaborate and learn from more experienced colleagues.
- 3. High Quality Health Care Services:** CAF members receive a spectrum of care that is normally equivalent to what the most generous provincial or other federal government program would provide in the same area. Knowing that your patients will have access to this high level of care makes for a great environment in which to practice medicine.



4. Getting Out of the Office: One of the advantages of being in the CAF is that you get to take a regular break from your office as a part of your job, either to visit the local base operations (e.g. flight line or navy ships), or to do regular shifts in the local civilian hospital ER to enhance your spectrum of acute care, geriatric and pediatric skills.

5. Continuing Professional Development: CAF Physicians have the opportunity to enhance their medical skills in a wide variety of areas while receiving full CAF sponsorship. These can include such specialties as: Aviation and Diving Medicine Courses; Submarine Medicine; Master's Degree Programs in Aerospace Medicine, Diving Medicine, Public Health or Occupational Health; Sports Medicine; CCFP (EM); Leadership Training; and Second Language Training. CAF physicians also receive 5-days off work and \$2,000 annually for Continuing Professional Education (CPE).

SO WHAT'S THE CATCH?

Medical Students (MOTP): Medical Students who join must commit to doing a Family Medicine Residency only. No other residencies will be subsidized.

Obligatory Service: Under the MOTP Entry Plan, you must complete **up to** four years of service in the CAF commencing after the completion of your Residency training/licensure.

Basic Training: Basic training is mandatory for every one joining the CAF. It is not as scary or difficult as it seems in movies; nevertheless, you should be physically fit prior to attending.

Posting to a Base: Although we try very hard to post you to a Base where you'd like to go, CAF operational requirements take precedence and so you may not always be posted to your desired location.

Deployments: It's extremely likely that you will be deployed at least once on some type of a mission during your initial period of service. You don't always get to pick your deployment, and sometimes deployments happen on short notice. However, while deployed, you may have a chance to work side-by-side with the local health care providers and other governmental and non-governmental organizations. The duration of overseas deployments could last from 2 weeks to 9 months.

SUBSIDIZED EDUCATION

Medical Officer Training Plan (MOTP):

It is in the best interests of the CAF to have MOTP students complete their medical training successfully and so MOTP students have no regular CAF duties during the academic year. In fact, by taking away much of the financial stress associated with attending medical school, MOTP students are better able to focus on their studies with fewer distractions.

Between academic years, MOTP students undergo CAF Basic Training or are employed at a military Medical Clinic (e.g. shadowing a physician). However, mandatory academic or Medical School obligations always take precedence over military training. In many cases, the Medical School summer break is simply too short to allow MOTP students to do CAF Basic Training. In these cases, CAF Basic Training is deferred until after the completion of Family Medicine Residency.



TRAINING

Basic Military Officer Qualification (BMOQ):

This training is a mandatory requirement for all military personnel, regardless of occupation. The Basic Officer Training Course is a 15 week program which is conducted in Saint-Jean-sur-Richelieu, Quebec. Training consists of a variety of military topics and includes: parade drill, obstacle course, leadership and management, map-reading, public speaking, military field exercises, weapon handling and military law.

Basic Medical Officer Course (BMOC):

During your first year of service as a Medical Officer, you will be required to attend the Basic Medical Officer Course (BMOC) at the Canadian Forces Health Services and Training Centre (CFHSTC) in Borden, Ontario. This course is usually 3-4 weeks in length and will introduce you to:

- The organizational structure and history of the CAF Medical Branch; and
- The unique aspects of practising medicine in the Canadian Armed Forces.

Specialty Training:

After 3-4 years of solid performance, CAF Family Physicians can potentially apply for the opportunity to undertake a 4 to 6 year Specialized Medical Residency training program in one of the following seven speciality areas: Orthopaedics, General Surgery, Anaesthesiology, Radiology, Psychiatry, Internal Medicine, and Physical Medicine & Rehabilitation

MEDICAL OFFICER POSTING LOCATIONS WITHIN CANADA

- British Columbia: Esquimalt (Victoria), Comox
- Alberta: Edmonton, Wainwright, Suffield, Cold Lake
- Saskatchewan: Moose Jaw
- Manitoba: Shilo, Winnipeg
- Ontario: Borden (Barrie), Kingston, Ottawa, Petawawa, Toronto, Trenton (Belleville)
- Québec: Valcartier (Québec City), Bagotville, Saint-Jean-sur-Richelieu, Longue-Pointe (Montréal)
- New Brunswick: Gagetown (Fredericton)
- Newfoundland and Labrador: Goose Bay
- Nova Scotia: Halifax, Shearwater (Dartmouth), Greenwood (Annapolis Valley)

- Out of Country: Germany, Belgium, Washington D.C.

Great physicians . . . and so much more!



Contact us:

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