

The Commission des droits de la personne et des droits de la jeunesse recommends:

To the universities

1. THAT the universities undertake to revise the process and selection criteria currently in force so that IMG (International Medical Graduates) physicians have real access to the postdoctoral training program in medicine;
2. THAT the universities, to this end, set up a validation process for the criteria and selection tools so as to ensure that applications of IMG physicians are assessed objectively according to the qualities and skills required to access the postdoctoral training program;
3. THAT the universities, taking into account the situation and the specific needs of IMG physicians, undertake to develop a support program, in the form of information sessions, preparatory internships or any other appropriate resource, to promote a better knowledge of medical practice in Québec, particularly with respect to the legal, ethical, organizational, socio-cultural, pharmacological and other aspects of the practice;
4. THAT the universities ensure that, teachers and others who deal with IMG physicians are made aware of their professional reality and culture;
5. THAT the universities periodically report to the government regarding the measures established with the purpose of promoting the integration of IMG physicians into the postdoctoral training program and by specifying the new practices developed to this effect.

To the Ministère de la Santé et des Services sociaux

6. THAT the Ministère de la Santé et des Services sociaux take all the means and measures necessary to ensure that the number of positions determined for the postdoctoral training program in medicine is respected by the universities and that all positions thus determined be filled;
7. THAT the Ministère de la Santé et des Services sociaux make the issue of IMG physicians a priority in order to ensure and promote the implementation of measures and programs with the purpose of improving the latter's integration into the system leading to obtaining a permit to practice, in collaboration with the Collège des médecins du Québec and universities.

To the Collège des médecins du Québec

8. THAT the Collège des médecins du Québec ensure that the universities give full recognition to the equivalence of degrees obtained by IMG physicians, in accordance with section 28 of the *Regulation respecting the terms and conditions for the issuance of the permit and specialist's certificates by the Collège des médecins du Québec*.

IMPORTANT NOTE:

Translation of the original French document Résolution COM-559-5.1.1, provided for information only.

To all respondents

9. THAT the respondents take the necessary means to ensure the conservation of data concerning the follow-up of candidates who have applied for the postdoctoral training program, for both IMG physicians as well as physicians with a degree from a Québec medical faculty and that this data be available to the public on an annual basis;
10. THAT the respondents establish a centralized and reliable information system in order to give IMG physicians access to all of the information on admission and the selection process for the postdoctoral training program, the various steps involved throughout this process, and the resources available to them in order to facilitate access;
11. THAT the respondents collaborate among themselves to develop a proposal for a preparatory training course or supervision period of six months' duration, and any other suitable support measures aimed at providing better access to postdoctoral training in medicine for all IMG physicians who have obtained their equivalence from the Collège des médecins du Québec.