

**APPENDIX 11 TO ANNEX A1**  
**PHYSICIAN – PRIMARY CARE PHYSICIAN**

**STREAM 1**

**OCCUPATIONAL GROUP AND CATEGORY**

**Physician –  
Primary Care Physician**

**WORK AND ENVIRONMENT**

1. Primary Care Physicians specialize in the physical examination, diagnosis and management of common health conditions. The range of activities in which they may engage may encompass health promotion, prevention of diseases and injuries, diagnosis, occupational health, treatment, rehabilitation, palliative care, and support services.
2. Primary Care Physicians function independently as a health care provider and act as a member of a multi-disciplinary team in the primary care setting such as Care Delivery Units, treatment rooms, and cadet camps. Within the Care Delivery Unit rostered patients are generally assigned to a specified Primary Care Physician who is ultimately responsible for coordinating and managing the care of their assigned patients. Patients access Primary Care Physician services through scheduled appointments (12-15 appointments per day per physician), walk-ins, and at other times during the day when medically indicated. On occasion, the physician may be required to conduct evening or weekend clinics and function as the on-call physician.

**EDUCATION / QUALIFICATIONS**

3. All Primary Care Physicians must:
  - a. possess a licence from the provincial or territorial regulatory organization in the province of practice;
  - b. hold Certification from the College of Family Physicians of Canada (CCFP); and
  - c. a Certificate of Basic Life Support (BLS) for Healthcare Provider or equivalent such as Cardio-pulmonary Resuscitation/Automated External Defibrillator (CPR/AED) Level C. Annual recertification is required.

**EXPERIENCE**

4. The levels of experience for the Primary Care Physician Category are:
  - a. Level 1: The Physician must have a minimum of:
    - (1) 1 year of experience directly providing patient medical care in an ambulatory primary care, occupational medicine, urgent care or emergency medicine setting; and

- b. Level 2: The Physician must:
  - (1) meet the requirements of level 1; and
  - (2) have successfully completed one of the following:
    - (a) CF Basic Aviation Medicine course; or
    - (b) CF Basic Dive Medicine course.
  
- c. Level 3: The Physician must:
  - (1) meet the requirements of level 1; and
  - (2) have successfully completed the following:
    - (a) CF Basic Aviation Medicine course; and
    - (b) CF Basic Dive Medicine course.

**TASKS**

- 5. The required tasks for this occupational group include the following:
  - a. practice medicine in accordance with the applicable provincial and national regulatory standards and in accordance with Canadian Forces Health Service policy and guidance;
  - b. deliver occupational health services such as, but not limited to:
    - (1) assessments of medical fitness for duty, including pre- and post-deployment, Periodic Health Assessment, recruiting medicals, hazardous occupation assessments, and post-illness or injury;
    - (2) diagnosis and treatment of occupational and environmental injuries and illnesses, including rehabilitation;
    - (3) establishment of patient Medical Employment Limitations (MEL), approve and recommend sick leave, and assign and recommend changes in medical category in accordance with policies;
    - (4) referral of patients for participation in programs for the use of indicated personal protective devices – hearing conservation, respiratory protection program;

- (5) maintenance of occupational health records through Electronic Health Record and other health records forms;
  - (6) communication with Chain-of-Command; and
  - (7) assist in return to work and transition programs.
- c. provide comprehensive primary medical care to patients with acute and chronic health conditions including referral to other health care providers when warranted;
- d. communicate with Senior Medical Authority on relevant clinical matters such as CF Spectrum of Care, complex patients requiring multi-disciplinary intervention, individual operational readiness;
- e. maintain patient medical information in Electronic Health Record and patient health records;
- f. provide clinical supervision and oversight to other members of the health care team within the Care Delivery Unit that are delivering care to patients assigned to the Primary Care Physician, including Physician Assistants, Nurse Practitioners, Medical Technicians, and Primary Care Nurses. All patients will be required to have a Most Responsible Physician and the physician will fill this role for a designated group of patients within the CDU. This will include patients that are routinely seen by other members of the health care team. Clinical supervision is comprised of the following:
- (1) perform ongoing assessment of clinical competency of the provider;
  - (2) perform the role of consulting or collaborating physician in support of the clinical practice of CDU NPs;
  - (3) assign clinical tasks in accordance with CAF practice privileges and provincial scopes of practice;
  - (4) supervise delegated medical acts;
  - (5) ensure that the scope of practice, practice privileges and competency of the provider aligns with the complexity of care required for the patient;
  - (6) evaluate clinical performance through direct or indirect observation, chart review, case review, provision of co-signature;
  - (7) provide verbal and written feedback on clinical skills, knowledge, and judgement to the provider and Senior Medical Authority; and

- (8) specific to HCP Physician Assistants: Serve as the clinical supervisor through the establishment of a Physician Assistant Practice Agreement outlining the clinical duties and terms of supervision between the HCP Physician Assistant and the Primary Care Physician. The agreement becomes the essential determinant of the HCP Physician Assistant`s individual clinical role, within the context of the Physician Assistant`s competencies, the CF Health Services scope of practice for PAs, and provincial jurisdictions.
  - g. provide clinical preceptorship to CF Health Services approved trainees, such as medical students, residents and Physician Assistant trainees, including:
    - (1) perform ongoing assessment of clinical competency of the provider;
    - (2) assign clinical tasks, including the delegation of medical acts;
    - (3) ensure that the scope of practice and competency of the provider aligns with the complexity of care required for the patient;
    - (4) evaluate clinical performance through direct or indirect observation, chart review, case review, provision of co-signature, etc.; and
    - (5) provide verbal and written feedback on clinical skills, knowledge, and judgement to the student, educational institution, and Base surgeon as required.
  - h. other associated tasks relevant to this occupational group.
6. Additional required tasks for Level 2 Physicians include providing occupational health care to CAF Aircrew or Divers:
  - a. performing specialized medicals, such as Periodic Health Assessments, as follows:
    - (1) Aircrew Medicals IAW Aerospace Medical Authority Directive 100-01, Medical Standards for CF Aircrew, <http://winnipeg.mil.ca/cms/Files/AMA%20Aircrew%20Medical%20Standards.pdf>; or
    - (2) Dive Medicals IAW CF Health Services Group Instruction 4000-04, Shallow Water Divers Periodic Health Assessment and Medical Administration found at Appendix 1.

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- b. assigning and reviewing occupational flight or dive restrictions; and
  - c. clinically investigating and reporting aeromedical or diving incidents involving aircrew or divers.
7. Language of work may be French and/or English, depending on geographic location.