



UBC IMG Family Practice Return of Service Program

The UBC IMG Residency Program provides an opportunity for physicians who have trained in medical schools outside of Canada to apply for and obtain medical residency positions in Canada. Successfully matched applicants must complete a two (2) year Return of Service (ROS) requirement, in communities identified by the Health Authorities.

A ROS Working Group, consisting of both Island Health and Divisions of Family Practice representation, was established to oversee the review community and clinic eligibility criteria, as well as the application and selection process, to support placement of residents in communities of greatest need. The Working Group's goals are to work collaboratively to establish consistent and transparent processes to support both recruitment to communities and practices of greatest need, and support retention through strong alignment of match and fit.

The ROS Working Group reviews eligibility criteria annually to determine the communities of greatest need and as such, future cohorts may not always include the same communities. Currently, the number of available opportunities for placement in each community is primarily based on attachment gap in the community. Attachment gap is informed by the Divisions of Family Practice and if not available from the DFP, data from Ministry of Health.

Eight (8) UBC IMG Family Practice residents will be available for placement in Vancouver Island clinics with an anticipated ROS start date of the summer 2027 and we are pleased to provide clinics with the opportunity to apply to participate in this program.

Applications should be submitted by email to medstaffrecruitment@islandhealth.ca no later than **March 20, 2026**.

Important Dates:

March 20, 2026: Deadline for Island Health to receive applications

- Please confirm your clinic's eligibility to apply by reviewing the requirements on page 1 of the attached application.
- Clinics must sign and review the declaration on the last page of the application – **unsigned forms will not be accepted.**
- An interview or site visit may be arranged with a Working Group physician to confirm clinic eligibility.
- Clinics will be advised of the status of their application no later than **April 24, 2026**.
- Our office will be creating information sheets for the residents for each of the clinics accepted into the program, thus clinics will be contacted to provide a clinic bio and updated job description for their vacancy.
- **Mandatory participation in ROS Placement Clinic Meeting with Island Health and members of the ROS Working Group. Meeting is set for May 12, 2026 at 5:00 pm to 6:00 pm via Teams.**

May 22 – June 30*: UBC IMG resident engagement

- During this time Island Health Medical Staff Recruitment, along with the Ministry of Health, will attend an information session with the residents and provide them information regarding which communities and clinics are available to them for completion of their ROS.



- **RESIDENT/ROS CLINIC ENGAGEMENT SESSION** - Mandatory participation in an Island Health facilitated session with all UBC IMG Residents and ROS Clinics Leads – where each clinic will have a 10 min one on one with each resident. This will be an opportunity to meet each resident and present your clinics practice opportunity. **Meeting is set for June 16, 2026 – In the Evening – Time to be Determined**

July 3, 2026*: UBC IMG residents confirm which clinics they would like to apply to

- Island Health will provide clinics with an Applicant Summary of the residents that have applied to their clinic by **July 10, 2026**.
- The clinics/residents will have between July 13 and September 25, 2026* to arrange interviews/site visits with the candidates.

October 2, 2026*: Clinics and residents are to provide their ranking list in order of preference to Island Health Medical Staff Recruitment

- Matches will be made from a resident focused perspective to support the best fit for the candidate as well as support retention.

October 16, 2026*: Clinics and residents will be advised of their matches

- Island Health Medical Staff Recruitment will support letters of offer as required.
- Letter of Offers must be for full-time (defined as a minimum of 1680 hrs) full scope family practice and include clinical overhead amount as indicated on the application and specific deliverables.
- Fully signed letters of offer must be received no later than **November 27, 2026.***
- Island Health Medical Staff Recruitment will finalize the Ministry's ROS Addendums by **January 29, 2026.***

For additional information, please contact medstaffrecruitment@islandhealth.ca

*Dates subject to Ministry confirmation