

Medical Leaders Quick Reference Guide

PHSA Medical Staff Categories

	May Admit	May write orders, treat patients, participate in patient care	Required to participate in On-Call, organizational and service responsibilities defined by Department head	Teaching, education, research	Must participate in In-Depth Review	Must participate in Reappointment* [Eligible for Biennial cycle]	Departmental Meeting Attendance	Medical Staff Association Meeting Attendance [Eligible to vote]	Elected / appointed to committees [Eligible to vote]	Eligible to Hold Office
Active	✓	✓	✓	✓	✓	✓ [✓]	✓ (>70%)	✓ [✓]	✓	✓
Provisional	✓	✓	✓	✓	✓	✓ [✗]	✓	✓ [✗]	✗	✗
Consulting	✗	✓ (in consulting capacity)	✓	✓	✗	✓ [✓]	✗	✓ [✗]	✗	✗
Clinical Associate	✗	✓	✓	✓	✗	✓ [✓]	✓	✓ [✗]	✗	✗
Associate	✗	✗ (may assist in OR)	✗	✓	✗	✓ [✓]	✗	✓ [✗]	✗	✗
Scientific & Research	✗	✗	~	✓	✗	✓ [✓]	~	✓ [✗]	✓ [✗]	✗
Locum Tenens	~	~ <12 months	✓	✓	✗	~ [✗]	✗	✗	✗	✗
Temporary	~	~ <12 months	✓	✓	✗	~ [✗]	✗	✗	✗	✗
Honourary	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗

✓ (Automatically included / required for this category)

✗ (Not included / required / allowed for this category)

~ (If applicable, as assigned by Medical Leader)

*Reappointment is now undertaken biennially, except for Provisional, Locum Tenens and Temporary staff, who require annual review. This process is compulsory for all categories except Honorary.

PHSA Medical Staff Categories Overview

- **Provisional Medical Staff** are initially appointed to this category as a prerequisite for membership as Active Staff. Members may become eligible for promotion after six months, with a maximum of two years in this category. They must fulfill departmental, administrative, educational, and on-call responsibilities, unless exempted, but are not eligible to vote or hold office.
- **Active Staff** have fulfilled the required probationary period as Provisional staff, which includes completing an In-Depth Review. They must fulfill departmental, administrative, educational, and on-call responsibilities, unless exempted. They are eligible to vote and hold office and must attend at least 70 % of departmental/divisional meetings.
- **Consulting Staff** are members with special training or other qualifications in a particular discipline whose services are deemed to be of special advantage. They may not admit patients but may write orders and treat patients in a consulting capacity. They may be required to fulfil departmental, administrative, educational, and on-call responsibilities, but are not required to attend department/divisional meetings and not eligible to vote or hold office.
- **Locum Tenens Staff** are members who are appointed for up to 12 months for the purpose of replacing a member of the provisional, active or consulting staff during an absence (vacation, educational leave, illness or Board-approved leave of absence). Their privileges should align with their qualifications and those of the staff they are replacing. They may be renewed upon review but are not eligible to vote or hold office.
- **Temporary Staff** are members appointed for a period of up to twelve months to fill a time limited-service need. They may be renewed upon review but are not eligible for committee appointments or voting rights. This category can be used when assessing a physician's suitability for a longer-term role.
- **Clinical Associate Staff** are appropriately qualified staff who work in highly specialized areas under the supervision. They may attend, investigate, diagnose and treat patients within the scope of their Privileges, but are not authorized to admit patients. They are eligible to vote and hold office and must attend at least 70 % of departmental/divisional meetings.
- **Associate Staff** may utilize diagnostic facilities, assist in the operating room and undertake other duties specifically assigned to them, but must not perform surgical or investigational procedures for which additional Privileges are required. They may not normally admit patients or write orders, unless this is specifically identified as part of their assigned duties. They are not eligible to vote or hold office.
- **Scientific & Research Staff** are qualified researchers or educators who are granted an appointment in recognition of their training, experience and ability. They may not admit patients, write orders, vote, or be officers of the Medical Staff.