

# Credentialed Professional Staff Categories

**N.B.** - The standard privileging cycle is July 1<sup>st</sup> to June 30<sup>th</sup>. All professional staff categories are required to complete the annual reappointment process to request privilege renewal for the next privileging cycle as per the discretion of the department Chief.

Staff Category	Admitting Privileges	Probationary Period / Term of Appointment	Restrictions / Conditions	Committee Involvement	Distinguishing Factors
<b>ASSOCIATE – HR Position</b>	May have admitting privileges as appropriate and supported by the Chief	<p>Newly appointed members of the Credentialed Professional Staff for a probationary period of 12 months</p> <p>At the end of 12 months, the department may recommend a change of status to Active Staff or request additional probationary period not to extended more than 12 months</p>	<p>Can work less than full time hours while functioning within their full scope of practice</p> <p>May be the Most Responsible Provider (MRP)</p>	<p>Voting member of the Credentialed Professional Staff Organization (PSO)</p> <p>Physician members are eligible to be an officer of the PSO</p>	<p>Clinical Academic appointment conferred at the discretion of the Schulich School of Medicine &amp; Dentistry, at Western University and required for teaching activities if denoted as part of the Credentialed Professional Staff member's role description</p> <p>Appointment will be consistent with the human resource plan and is subject to the completion of an Impact Analysis to determine resource implications to the hospital and to be reviewed by the Joint Professional Staff HR Committee</p> <p>Appointee will be assigned an Academic Role Category</p> <p>May be eligible for AMOSO funding:</p> <ul style="list-style-type: none"> <li>A minimum threshold to be a fully participating physician is 200 working days or greater, per year (excluding vacation time) engaged in clinical and academic AHSC "in-scope" deliverables</li> <li>An AFP Practice Plan whose AFP physician spends 50-199 workdays per year (excluding vacation time) engaged in clinical and academic AHSC "In-scope" deliverables will get half of what a fully participating physician receives</li> </ul>

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<b>ASSOCIATE – NO HR Position</b>  <b>Midwifery department only</b>	May have admitting privileges as appropriate and supported by the Chief	<p>Newly appointed members of the Credentialed Professional Staff for a probationary period of 12 months</p> <p>At the end of 12 months, the department may recommend a change of status to Active Staff or request additional probationary period not to extend past an additional 12-month period</p>	<p>Can work less than full time hours while functioning within their full scope of practice</p> <p>May be the Most Responsible Provider (MRP)</p>	<p>Voting member of the Credentialed Professional Staff Organization (PSO)</p> <p>Members are eligible to be an officer of the PSO</p>	<p>Position # is not required as appointee will not utilize hospital resources</p> <p>Not eligible for AMOSO funding</p>
<b>ACTIVE – HR Position</b>	May have admitting privileges as appropriate and supported by the Chief		<p>Can work less than full time hours while functioning within their full scope of practice</p> <p>May be the Most Responsible Provider (MRP)</p>	<p>Voting member of the Credentialed Professional Staff Organization (PSO)</p> <p>Physician members are eligible to be an officer of the PSO</p>	<p>Clinical Academic appointment conferred at the discretion of the Schulich School of Medicine &amp; Dentistry, at Western University and required for teaching activities if denoted as part of the Credentialed Professional Staff member's role description</p> <p>Appointment will be consistent with the human resource plan and is subject to the completion of an Impact Analysis to determine resource implications to the hospital and to be reviewed by the Joint Professional Staff HR Committee</p> <p>Appointee will be assigned an Academic Role Category</p> <p>May be eligible for AMOSO funding:</p> <ul style="list-style-type: none"> <li>A minimum threshold to be a fully participating physician is 200 working days or greater, per year (excluding vacation time) engaged in clinical and academic AHSC "in-scope" deliverables</li> <li>An AFP Practice Plan whose AFP physician spends 50-199 workdays per year (excluding vacation time) engaged in clinical and academic AHSC "In-scope" deliverables will get half of what a fully participating physician receives</li> </ul>

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<b>ACTIVE – NO HR Position</b>  <b>Midwifery department only</b>  <b>(Family Medicine in an Active category with no HR position will be phased out to a Term category)</b>	May have admitting privileges as appropriate and supported by the Chief		<p>Active staff can work less than full time hours while functioning within their full scope of practice.</p> <p>May be the Most Responsible Provider (MRP)</p>	<p>Voting member of the Credentialed Professional Staff Organization (PSO)</p> <p>Members are eligible to be an officer of the PSO.</p>	<p>Position # is not required as appointed members will not utilize hospital resources</p> <p>Not eligible for AMOSO funding</p>
<b>MODIFIED ACTIVE</b>	May have admitting privileges as appropriate and supported by the Chief		<p>All active staff who work in a reduced scope of practice capacity (eg.no-on call, reduced clinic time) as negotiated with the department Chief</p> <p>Habitually used during pre-retirement period or to provide an accommodation related to personal/health related circumstances</p>	<p>Voting members of the Credentialed Professional Staff Organization (PSO)</p> <p>Physician members are eligible to be an officer of the PSO</p>	<p>Clinical Academic appointment conferred at the discretion of the Schulich School of Medicine &amp; Dentistry, at Western University and required for teaching activities if denoted as part of the Credentialed Professional Staff member's role description</p> <p>Appointment will be consistent with the human resource plan and may be subject to the completion of an Impact Analysis to determine resource implications to the hospital and reviewed by the Joint Professional Staff HR Committee.</p> <p>May be eligible for AMOSO funding:</p> <ul style="list-style-type: none"> <li>A minimum threshold to be a fully participating physician is 200 working days or greater, per year (excluding vacation time) engaged in clinical and academic AHSC "in-scope" deliverables</li> <li>An AFP Practice Plan whose AFP physician spends 50-199 working days per year (excluding vacation time) engaged in clinical and academic AHSC "In-scope" deliverables will get half of what a fully participating physician receives</li> </ul>

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<b>MODIFIED ACTIVE - Offsite</b>	May have admitting privileges as appropriate and supported by the Chief		<p>All active staff who work in a reduced scope of practice capacity (eg.no-on call, reduced clinic time) as negotiated with the department Chief</p> <p>Habitually used during pre-retirement period or to provide an accommodation related to personal/health related circumstances</p> <p>Not physically working within the facilities of the LHSC or St. Joseph's hospitals.</p>	<p>Voting members of the Credentialed Professional Staff Organization (PSO)</p> <p>Physician members are eligible to be an officer of the PSO</p>	<p>Clinical Academic appointment conferred at the discretion of the Schulich School of Medicine &amp; Dentistry, at Western University and required for teaching activities if denoted as part of the Credentialed Professional Staff member's role description</p> <p>Appointment will be consistent with the human resource plan and may be subject to the completion of an Impact Analysis to determine resource implications to the hospital and reviewed by the Joint Professional Staff HR Committee.</p> <p>May be eligible for AMOSO funding:</p> <ul style="list-style-type: none"> <li>A minimum threshold to be a fully participating physician is 200 working days or greater, per year (excluding vacation time) engaged in clinical and academic AHSC "in-scope" deliverables</li> <li>An AFP Practice Plan whose AFP physician spends 50-199 workdays per year (excluding vacation time) engaged in clinical and academic AHSC "In-scope" deliverables will get half of what a fully participating physician receives</li> </ul> <p>Not physically working within the facilities of the LHSC or St. Joseph's hospitals.</p>
<b>TERM</b>  Elements of a Term category appointment are need, resources, competency and collegiality	May have admitting privileges as appropriate and supported by the Chief		Will not normally be the Most Responsible Provider (MRP) unless supported by the department Chief	<p>Not generally eligible to attend or vote at meetings of the Credentialed Professional Staff Organization (PSO)</p> <p>Not eligible to be an officer of the PSO or serve on MAC committees</p>	<p>Provide a specific departmental clinical and/or academic need for a defined period of time such as a resident doing moonlighting work or to assist departments with staffing challenges due to multiple vacant staffing positions</p> <p>Adjunct Academic appointment conferred at the discretion of the Schulich School of Medicine &amp; Dentistry, at Western University, and required for teaching activities if denoted as part of the</p>

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					<p>Credentialed Professional Staff member's role description</p> <p>May be required to work under the supervision of an ACTIVE staff member</p> <p>Not eligible for AMOSO funding</p>
<b>TERM – HR Position</b>  <b>Hospitalist position only</b>	May have admitting privileges as appropriate and supported by the Chief		May be the Most Responsible Provider (MRP)	<p>Not generally eligible to attend or vote at meetings of the Credentialed Professional Staff Organization</p> <p>Not eligible to be an officer of the PSO or serve on MAC committees</p>	<p>Candidate will be assigned a position number starting with "H"</p> <p>Not eligible for AMOSO funding</p>
<b>TERM - Offsite</b>	May have admitting privileges as appropriate and supported by the Chief		<p>Will not normally be the Most Responsible Provider (MRP) unless supported by the department Chief</p> <p>Not physically working within the facilities of the LHSC or St. Joseph's hospitals</p>	<p>Not eligible to attend or vote at meetings of the Credentialed Professional Staff Organization (PSO)</p> <p>Not eligible to be an officer of the PSO or serve on MAC committees</p>	<p>Provide a specific departmental clinical and/or academic need for a defined period of time such as a resident doing moonlighting work or to assist departments with staffing challenges due to multiple vacant staffing positions</p> <p>Adjunct Academic appointment conferred at the discretion of the Schulich School of Medicine &amp; Dentistry, at Western University, and required for teaching activities if denoted as part of the Credentialed Professional Staff member's role description</p> <p>May be required to work under the supervision of an ACTIVE staff member</p> <p>Not physically working within the facilities of the LHSC or St. Joseph's hospitals</p> <p>Not eligible for AMOSO funding.</p>
<b>LOCUM TENENS</b>	May have admitting privileges as appropriate and supported by the Chief		<p>Will work under supervision of an Active Professional Staff member</p> <p>May be the Most Responsible Provider (MRP)</p>	<p>Not eligible to attend or vote at meetings of the Credentialed Professional Staff Organization (PSO)</p> <p>Not eligible to be an officer of the PSO or serve on MAC committees</p>	<p>Provide coverage as a planned replacement (maternity, sick, educational leave, etc.) for a member of the ACTIVE Professional Staff for a defined period of time</p> <p>Provide coverage to fill a vacant position during the recruitment process</p> <p>Not eligible for AMOSO funding</p>

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<b>LOCUM TENENS - Offsite</b>	May have admitting privileges as appropriate and supported by the Chief		Will work under supervision of an Active Professional Staff member  May be the Most Responsible Provider (MRP)  Not physically working within the facilities of the LHSC or St. Joseph's hospitals.	Not eligible to attend or vote at meetings of the Credentialed Professional Staff Organization (PSO)  Not eligible to be an officer of the PSO or serve on MAC committees	Provide coverage as a planned replacement (maternity, sick, educational leave, etc.) for a member of the ACTIVE staff for a defined period of time  Provide coverage to fill a vacant position during the recruitment process  Not eligible for AMOSO funding
<b>SUPPORTIVE</b>	Not eligible for admitting privileges		May input information into a patient record and progress notes but cannot make or record any orders	May attend but not eligible to vote at meetings of the Credentialed Professional Staff Organization (PSO)  Not eligible to be an officer of the PSO or serve on MAC committees	Provide support to the patient and/or members of the patient's family and act as a liaison between the most responsible provider and the patient  Not eligible for AMOSO funding
<b>HONORARY</b>	Not eligible for admitting privileges		Post retirement position  Does <b>NOT</b> require active CPSO/RCDSO/CMO Certificate of Registration or liability membership	May attend but not eligible to vote at meetings of the Credentialed Professional Staff Organization (PSO)  Not eligible to be an officer of the PSO or serve on MAC committees	Recognizes former members of the professional staff who have gained academic or professional distinction  Not eligible for AMOSO funding
<b>TEMPORARY</b>	May have admitting privileges as appropriate and supported by the Chief	Defined period of time, not to exceed length of time between regularly scheduled meetings of the Board	Appointed at the discretion of the Senior Medical Affairs leader (ie. VP) (or delegate) of the hospital	Not eligible to vote at meetings of the Credentialed Professional Staff Organization (PSO)  Not eligible to be an officer of the PSO or serve on MAC committees	Granted to meet an urgent clinical need that requires the candidate to begin working prior to receiving formal approval of the hospitals Boards of Directors  Used for a short-term appointment (less than 30 days) to meet a clinical need