



**The Alberta Rural Physician Action Plan &  
Alberta Rural Family Medicine Network**



Policy & Procedure:	Supernumerary Positions
Target Group(s):	Faculties of Medicine, Regional Health Authorities
Goal:	RPAP/ARFMN Administration
Approval Date:	11 December 2003
Revisions:	19 September 2005

**1.1 PURPOSE**

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The intent of this policy is to outline the principles the RPAP/ARFMN will follow when considering requests to accept supernumerary/non-Ministry funded residency positions.

**1.2 GUIDELINES & PROCEDURE**

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The RPAP/ARFMN will consider requests to accept supernumerary positions within the following principles:

1. That the process of considering a supernumerary position that uses RPAP/ARFMN resources be transparent. Not only must it be fair but appear to be fair.
2. That the candidate be suitable to the Residency Training Program, to the PGME Associate Dean, and to the ARFMN Unit Director. The Unit Director will consult with the relevant Regional Site Coordinator.
3. That the candidate demonstrate a commitment to practice in a rural location whether by virtue of past practice or current interest (e.g. possess a Return-in-Service Agreement)
4. That the Unit infrastructure is capable of supporting the trainee, and that the funder is responsible for all RPAP/ARFMN costs.

The RPAP Executive Director shall review every request for compliance with these principles and will render a decision involving RPAP/ARFMN agreement according to that compliance.