

Opportunities for Late Career & Retiring Physicians

Louise Harris – UHN Physician Wellbeing Lead

Jaselyn Jarvis – Senior Advisor, Medical Affairs

Danielle Gionnas – Program Coordinator, Medical Affairs

Late Career Transitions and Retirement from Practice Community of Practice
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How we got here

- In 2024 the first **UHN Physician Late Career Guidelines** were introduced. The purpose: to provide guidance on a broad range of topics pertinent to (1) physicians in late career and those contemplating retirement and (2) physician leaders supporting this transition for their faculty.
- Retirement for physicians ‘can open doors to a wide range of meaningful opportunities’. However, finding the necessary information to access these opportunities can present a challenge and as such, a potential disincentive.
- We elected to embark on a deeper dive to build on the UHN guidelines and provide a resource of tangible opportunities with details and contact information for late-career and retiring physicians to consider.

We have grouped these opportunities as follows:

Volunteer

Committee & Board

Entrepreneurial & Consultant

Locum

Teaching/Academic

Research

Other

- Opportunities include eligibility requirements for physicians to consider and contacts to reach out to. Please note that some opportunities are compensated, but this is not addressed in this resource.
- This information is currently featured on UHN's Medical Affairs SharePoint and in a brochure. The anticipation is the information once finalized, can be disseminated beyond UHN.

Volunteer Opportunities

Opportunities at the University of Toronto

- Toronto Addis Ababa Academic Collaboration (TAAAC)

- Interested volunteers can contact Marci Rose.

- AMPATH - U of T

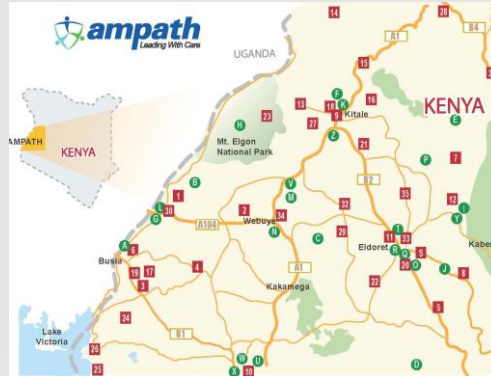
- Interested volunteers can contact Joseph George.



Addis Ababa University



TAAAC's Surgery Program



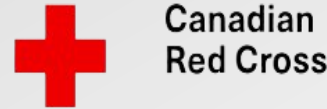
Map of AMPATH clinical sites. The AMPATH- U of T program is marked as Site 20 on this map.



AMPATH – U of T Program participants

Other Volunteer Opportunities

The organizations below have various volunteer opportunities available, ranging from advocacy, research, volunteer trips, and more. Click on the logos to explore these opportunities.



THE CANADIAN
MEDICAL FOUNDATION
LA FONDATION
MÉDICALE CANADIENNE



Committee & Board Opportunities

Committee Opportunities

- [RCPSC Committees](#) guide and direct the work of the Royal College with respect to post-graduate specialty education.
 - RCPS Fellows can apply for retired status (no annual fee). Retired fellows can serve on committees and examination boards and sit on the [Royal College Foundation](#) Board.
- [CFPC Committees & Member Interest Groups](#) support family physicians and the discipline of family medicine
 - CFPC also offers a "[Non-Practicing Class](#)" membership (no annual fees or CPD requirements) for retired physicians and [Examiner opportunities](#).
 - [Non-Practicing Class members](#) can participate in advocacy opportunities, continuing education, apply for grants, and serve on committees and member interest groups.

Other Committee & Board Opportunities

- [OMA Committees](#) support oversight, decision making, and advancing strategic priorities.
- [CPSO Committees](#) support with carrying out the CPSO's core functions.
- Medical Members of the [Consent and Capacity Board](#) adjudicate matters of capacity, consent, civil committal, substitute decision making, and other issues.

Entrepreneurial & Consultant Opportunities

Consultant Opportunities

- **CMPA Physician Advisors** - Offer CMPA members advice, support, guidance, and education around medico-legal matters.
- **OMA Constituency Groups** - Includes sections, districts, branch societies, medical interest groups, and fora, providing advocacy, input, and information to the OMA as needed.
- **Royal College Canada International Contracted Fellow** - support consulting activities, RCCI activities and/or International Accreditation/Recognition with international partners.

Medico-Legal Consulting Organizations

- Private companies and individuals offer case review services to law firms and lawyers, and may also serve as expert witnesses to the court.
- Canadian companies that maintain a roster of physician consultants include:
 - [Connect Experts](#)
 - [MedCounsel](#)
 - [MD Consultants](#)
- Maintaining an active license to practice is typical for these roles.

Entrepreneurial Networks

Join the entrepreneurial networks below to expand your learnings. Click on the logos to explore these opportunities.



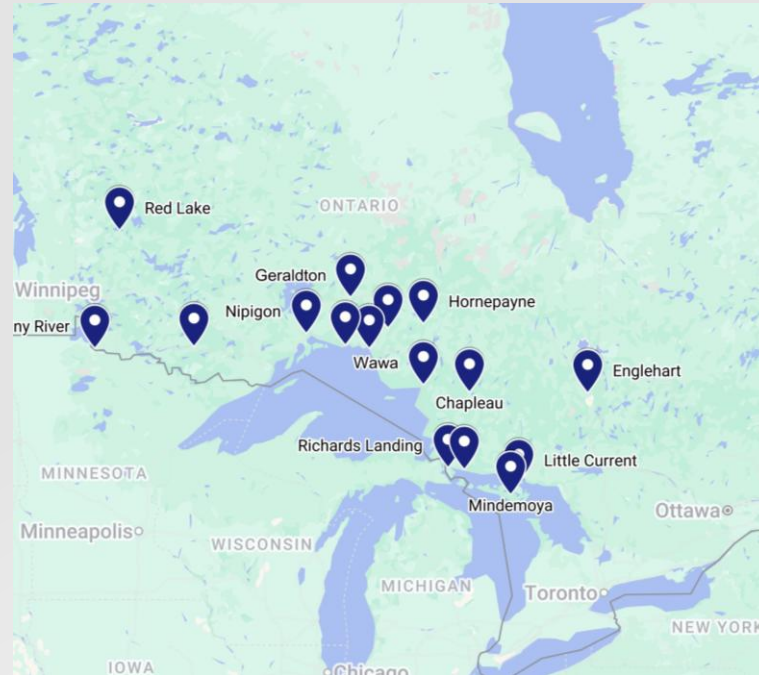
Locum Opportunities

Ontario Health Physician Locum Programs

- Includes [3 specialized programs](#):
 - Emergency Medicine Physician Locum Program - Eligibility requirements [here](#).
 - Northern Specialist Physician Locum Program - Eligibility requirements [here](#).
 - Rural Family Medicine Physician Locum Program - Eligibility requirements [here](#).

University of Toronto Department of Family & Community Medicine

- Rural Northern Initiative
 - Provide medical care to small communities in northern Ontario.
 - Supervise PGY2 residents.
 - Clinical faculty appointment with DCFM and ACLS certification required.
- Office-based family medicine locum opportunities



Rural Northern Initiative Locations

Locum Job Boards

Numerous organizations feature Locum Job Boards. Click on the logos to explore these opportunities.



Teaching/Academic Opportunities

Teaching opportunities available to you at Temerty

The following will assist you in determining your eligibility:

- A **hospital appointment** is required for bedside teaching and any teaching that is patient facing.
- A **university appointment** is required for teaching any formal courses in the University of Toronto academies.
- **Emeritus/emerita faculty** are eligible for teaching roles.
- Physicians who wish to change to **part time or adjunct status** can maintain their faculty appointment at the University of Toronto.

Emeritus/emerita faculty in teaching roles

- A hospital appointment and CPSO registration are required to engage in clinical bedside teaching.
- A research institute/hospital appointment is required to engage in research supervision.
- A School of Graduate Studies appointment may be required depending on the type of learners.
- Physicians interested in teaching extra sessions or functioning as an OSCE examiner can contact Medical Education for further details.

Physicians who do not maintain a faculty appointment:

- **Cannot teach in formal courses.**

However they can:

- Serve on awards adjudication committees e.g., Wightman-Berris Academy awards for both teachers and learners (e.g., the Golden Stethoscope awards and the WB awards).
- Participate in learner-led activities, including small group teaching and mentorship sessions.

Research & Grant Opportunities

Research & Grant Opportunities

- REB reviewer
- [Heart and Stroke Foundation](#): Lay reviewer
- [RCPSC](#): Fellows in good standing with their membership are eligible to apply for grant opportunities:
 - o [International Development and Collaboration Grant Program](#) - Next call for submissions: 2027.
 - o [Canadian Aid and Action Fund Grant Program](#) - Next call for submissions: Spring 2026.

Other Opportunities

Other Opportunities

- Standardized Patient
 - o Often affiliated with universities with healthcare professional programs, including [Temerty Faculty of Medicine](#) (Apply [here](#)).
 - o Training required.
- o Surgical Assistant roles at community hospitals
 - o Independent license with CPSO and CMPA coverage required.

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World



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