



Navigating the Move to Canada as a U.S Doctor:

**A Tax Guide for
U.S. Physicians**

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Introduction:

Why Moving to Canada Demands Strategic Planning?

U.S.-trained physicians are increasingly considering Canada for its stable healthcare environment, team-based care, and strong quality-of-life metrics. The move is rewarding, but it's not turnkey. Licensing is provincial, immigration is federal, and tax rules are cross-border. Each step interacts with the others—your visa status may affect your ability to incorporate, which influences your tax plan and even your compensation structure.

This eBook is your practical guide.

You'll learn:

- How Canada's healthcare system affects your day-to-day practice and pay
- ~~The~~ ^L licensing steps by province, including accelerated pathways
- Visa and immigration routes that fit physicians' timelines and family needs
- How to manage taxes in two countries and reduce double taxation
- Why incorporation often makes sense—and how to do it right
- Retirement, investment, and lifestyle planning tips tailored to physicians

By the end, you'll have a clear plan to move, practice, and thrive.

CHAPTER 1



Bridging the Gap Between U.S. and Canadian Healthcare



Key differences at a glance

- **Funding model:** Canada's healthcare is publicly funded at the provincial level. Most physician pay is fee-for-service through provincial plans (e.g., OHIP in Ontario, MSP in BC), with some alternative funding plans (AFPs) and salary models.
- **Payer mix:** In Canada, the province is typically the main payer. Private insurance complements—not replaces—public coverage, often covering drugs, dental, and vision.

- **Administrative workflow:** Claims go to a single payer (the province), which can reduce billing complexity. Prior authorization procedures differ and are often streamlined.
- **Malpractice coverage:** Most physicians are members of the Canadian Medical Protective Association (CMPA), which provides medico-legal assistance and is subsidized in some provinces.
- **Culture and care delivery:** Team-based, continuity-focused care is emphasized. Wait-time management and access to diagnostics differ from many U.S. systems. Patient communication can feel less transactional and more relationship-centered.
- **Work-life balance:** Many physicians report steadier schedules, generous parental leave options, and proximity to outdoor recreation. Clinic ownership models vary, and some provinces promote physician wellness initiatives.



What this means for you

- Expect fewer payers and less billing fragmentation.
- Plan for provincial nuances (e.g., OHIP billing codes vs. MSP).
- Build a realistic income forecast [redacted].
- Prepare for different patient expectations and referral pathways.

Action steps

- Review your target province's fee schedule and common billing codes for your specialty.
- Talk to physicians practicing in your subspecialty in your chosen province.
- Map your expected schedule and on-call commitments against lifestyle goals.

CHAPTER 2



Step-by-Step Licensing for U.S.-Trained Physicians in Canada

Overview

Medical licensing is provincial. Most physicians will deal with both national credentialing bodies and a provincial College of Physicians and Surgeons. Processes are faster for many U.S.-trained and U.S. board-certified doctors under new streamlined pathways.

Key organizations

- Medical Council of Canada (MCC): Oversees credentials (e.g., physiciansapply.ca)
- Provincial Colleges (examples): CPSO (Ontario), CPSBC (BC), CPSA (Alberta), CPSM (Manitoba), CPSNS (Nova Scotia)
- Royal College of Physicians and Surgeons of Canada (RCPSC) and College of Family Physicians of Canada (CFPC): Specialty recognition and certification pathways
- Canadian Medical Protective Association (CMPA): Medico-legal assistance

Typical licensing pathway

1) Credential verification

- Create an account at physiciansapply.ca (MCC).
- Submit medical degree, postgraduate training, USMLE/board results, and identity verification.
- Request source verification (primary-source document checks can take several weeks to months).

2) Determine eligibility route

- Family medicine: Many U.S. ABFM diplomates qualify for recognition or expedited routes with CFPC.
- Specialists: Many ABMS diplomates may be eligible for RCPSC assessment with potential exam waivers or streamlined recognition, depending on specialty and current agreements.
- Provisional vs. full license: Provinces may offer provisional licenses allowing supervised or restricted practice while completing Canadian exams or requirements.

3) Provincial college application

- Apply to the college in your destination province (e.g., CPSO, CPSBC).
- Provide proof of training, board certification, and good standing.
- Criminal record checks, references, and practice supervision plans may be required in some provinces.

4) Insurance and membership

- Join CMPA; confirm coverage category for your specialty and province.
- If required, arrange liability insurance through hospital/health authority.

5) Hospital privileges and billing registration

- Hospital credentialing and privileges require separate applications.
- Register for billing with the provincial plan (e.g., OHIP number in Ontario; MSP billing number in BC).

Timelines and costs (typical ranges)

- Credential verification: 1–3 months; fees for document verification and translation if needed.
- Provincial licensing: 2–6 months depending on province and route.
- College fees: Commonly \$1,000–\$2,500+; CMPA fees vary by specialty/province.
- Exams (if needed): Costs vary; budget several thousand dollars.

Accelerated/updated pathways

- Several provinces now recognize U.S. board certification for expedited or provisional licensing in high-need specialties.
- Family medicine in some provinces has mutual recognition frameworks that can lead to faster full licensure.
- Remote/rural recruitment often comes with supported pathways and relocation incentives.

CHAPTER

2



Making the Move Legally Seamless (Immigration Essentials)

Main pathways for physicians

- Express Entry (EE): A points-based system using the Comprehensive Ranking System (CRS). Factors include age, education, language, and work experience. Physicians with postgraduate training and strong English/French scores are competitive.
- Provincial Nominee Programs (PNPs): Provinces nominate candidates to meet local labor needs. Many health-focused PNP streams prioritize physicians and can accelerate permanent residence (PR).
- Employer-specific (closed) work permits: For a job offer with an employer. Some positions are LMIA-exempt under public policy or international agreements, which can speed up processing.
- Open work permits: Available in specific scenarios (e.g., spousal open work permits, bridging open work permits while PR is processing).

Key documentation

- Language tests: IELTS General or CELPIP; French proficiency can boost CRS.
- Medical exam and police certificates: Required for most PR streams.
- Educational Credential Assessment (ECA): Usually needed for Express Entry unless Canadian credentials suffice.
- Job offer/contract and provincial college registration progress: Strengthen PNP applications.

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Family considerations

- Spouses may obtain open work permits in many scenarios.
- Children can attend public schools; confirm immunization records and documents.

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Practical tips

- Start language testing early to maximize CRS.
- Align licensing timelines with immigration steps; some PNPs require proof of licensing progress or job offers.
- Keep clean, digital records of all documents and set calendar reminders for expirations.
- Consider retaining an immigration lawyer or Regulated Canadian Immigration Consultant (RCIC) for complex cases.

Example:

A U.S.-trained internist secures a conditional offer in Nova Scotia, qualifies for the province's physician stream, receives a nomination, and applies for PR while entering on a closed work permit. Spouse receives an open work permit and begins work within weeks of arrival.

CHAPTER 4



Tax Obligations & Saving Strategies for Cross-Border Practitioners

If you are a U.S. citizen or green card holder, you must file U.S. taxes regardless of where you live. In Canada, you'll also file Canadian taxes as a resident once you establish residency. The Canada–U.S. tax treaty and foreign tax credits help prevent double taxation.

Core components

- Canadian income tax: Progressive federal rates plus provincial rates. Physicians typically fall into higher brackets, making planning essential.
- Payroll contributions: Canada Pension Plan (CPP) applies to employment and self-employment income. Employment Insurance (EI) usually doesn't apply to self-employed physicians unless you opt in.
- GST/HST: Some physician services are exempt; however, incorporated clinics with non-exempt services (e.g., cosmetic procedures) may need to register and remit.
- U.S. filing: Form 1040 annually; use Foreign Earned Income Exclusion (FEIE, Form 2555) or Foreign Tax Credit (FTC, Form 1116). For higher earners in Canada, the FTC route is often more advantageous than FEIE.
- Reporting foreign assets: FBAR (FinCEN 114) and FATCA (Form 8938) may apply if you hold Canadian accounts above thresholds.

High-impact strategies

- Use foreign tax credits to offset U.S. tax with Canadian tax paid.
- ~~Consider incorporation to defer income at the Canadian small business/active business tax rate within your corporation, then pay dividends strategically.~~
- Health Spending Accounts (HSAs in the U.S.) vs. Canadian Health Spending Accounts (HSA is a different concept in Canada—commonly a Private Health Services Plan). In Canada, a PHSP can allow your corporation to reimburse eligible medical expenses tax-efficiently.
- RRSP and TFSA: RRSP contributions are deductible in Canada (and recognized under the treaty); TSAs grow tax-free in Canada but are not tax-exempt for U.S. purposes—U.S. citizens must plan carefully.

Case study: Dual filer, incorporated specialist

- Profile: U.S. citizen anesthesiologist in Ontario earning CAD 600,000 gross FFS.
- Plan: Incorporates, pays self a mix of salary (to create RRSP room and CPP contributions) and dividends (for flexibility). Keeps income in the corporation for investment after-tax at corporate rates, then draws additional dividends in lower-income years.
- Cross-border: Chooses FTC over FEIE, files FBAR/FATCA, avoids TFSA due to U.S. tax friction, prioritizes RRSP, and uses a PHSP for family medical expenses.

Action steps

- Hire a cross-border tax advisor with physician experience.
- Decide early: FTC vs. FEIE; incorporation timing, salary/dividend mix.
- Track foreign accounts and file FBAR/FATCA on time

Callout: Deadlines

- Canada: Personal taxes due April 30 (June 15 if self-employed, but balance due April 30).
- U.S.: April 15 (automatic extension to June 15 for expats to file, interest may accrue; extension to Oct 15 available).

CHAPTER

5



The Benefits of Managing Your Practice Like an Entrepreneur (Incorporation & Income Optimization)

Why incorporate

- Tax deferral: Retain earnings in your corporation at lower corporate tax rates and defer personal tax until funds are paid out.
- Income smoothing: Pay dividends strategically across years.
- Benefit planning: Use a PHSP and other deductible corporate benefits.
- Liability and succession: Corporate structure can facilitate practice transitions and estate planning.

Key mechanics

- Professional Corporation (PC): Incorporation is provincial. Most provinces allow physicians to set up PCs with naming rules and shareholder restrictions.
- Compensation design: Salary creates RRSP room and CPP credits; dividends can minimize payroll burden. Blended approaches optimize both.
- Capital gains exemption: In some provinces, shares of a qualified small business corporation may access the Lifetime Capital Gains Exemption (LCGE) on sale—requires careful structuring and meeting asset tests.
- Passive income limits: Earning significant passive income inside the corporation can reduce access to small business tax rates. Plan investment location (inside corp vs. personally) thoughtfully.

CHAPTER

6



Building Wealth While Adapting to Canadian Plans (Retirement & Investment Planning)

Core accounts

- **RRSP (Registered Retirement Savings Plan):** Contributions reduce taxable income; investments grow tax-deferred; withdrawals taxed when taken. Recognized by the U.S.–Canada treaty—often favored by U.S. citizens abroad.
- **TFSA (Tax-Free Savings Account):** Growth and withdrawals are tax-free in Canada; however, not tax-advantaged for U.S. taxpayers. Many U.S. citizens avoid TFSA or track meticulously with a cross-border CPA.
- **IPP (Individual Pension Plan):** Defined benefit plan for owner-physicians with higher incomes and longer service; can allow larger, tax-deductible contributions than RRSPs for older doctors.
- **CPP:** Consider projected CPP benefits in retirement planning.

Investment structure

- **Corporate investing:** Retained earnings invested in a corporate account can build wealth, but passive income may erode small business rate access. Consider a mix of corporate and personal saving.
- **Asset location:** Place tax-inefficient assets where they're taxed least (e.g., fixed income in RRSP, equities in taxable accounts), mindful of U.S. PFIC rules—avoid Canadian mutual funds/ETFs classified as PFICs for U.S. filers; use U.S.-listed ETFs where appropriate.
- **Currency:** Decide whether to invest in CAD, USD, or both. Hedge your short- and long-term cash needs.

Cross-border tips

- 401(k)/IRA: Coordinate treatment under the treaty. You may be able to roll assets or maintain them while resident in Canada; seek advice.
- Roth accounts: Complex for Canadian residents. Avoid inadvertent tax surprises.
- Estate and beneficiary planning: Update wills, POAs, and beneficiary designations to reflect Canadian residency and cross-border rules.

Action plan

- Set retirement income targets in CAD and USD.
- Prioritize RRSP over TFSA if you're a U.S. citizen; consider IPP if eligible.
- Use U.S.-listed ETFs to avoid PFIC complications.
- Review annually with a cross-border advisor.



CHAPTER 7



Thriving Beyond the Clinic (Lifestyle Considerations)

Where to live

- Proximity to hospitals and clinics: Urban centers like Toronto, Vancouver, Calgary, Montreal, and Ottawa offer academic and community roles; smaller cities and rural regions may provide faster licensing, incentives, and less competition.
- Commute and transit: Many cities support biking and public transit; winter driving is a factor—budget for reliable vehicles and winter tires.

Family life

- **Schools:** Public schools are strong across provinces; French immersion options are common. Private schools exist in urban areas.
- **Childcare:** Availability varies; register early.
- **Community and culture:** Canada is diverse and welcoming; local community centers, sports leagues, and professional associations help you integrate.

Cost-of-living snapshot

- Housing costs are highest in Toronto and Vancouver; more affordable in the Prairies and Atlantic Canada.
- Groceries and telecom can be pricier than many U.S. regions; healthcare costs for residents are far lower out-of-pocket.

Well-being

- Outdoor access: Skiing, hiking, lakes, and national parks are close to many cities.
- Work-life balance: Many physicians report more predictable schedules; some provinces offer physician wellness programs and locum support.

CHAPTER 8



Navigating Bureaucracy and Culture Shock (Common Challenges)

Challenges you may face

- **Licensing delays:** Source verification and committee review timelines vary.
- **Provincial differences:** Rules, forms, and terminology differ across colleges.
- **Insurance and billing:** Learning code sets and portal workflows takes time.
- **Wait lists and access:** Managing patient expectations around diagnostics and referrals can be new.
- **Taxes and reporting:** Dual filing (Canada and U.S.) adds complexity.

How to overcome them

- **Start early:** Begin credentials and immigration in parallel.
- **Build a local network:** Connect with physicians in your target facility; ask for sample billing claims and templates.
- **Use checklists and trackers:** Keep a shared folder (documents, IDs, deadlines).
- **Hire targeted help:** Cross-border CPA, immigration counsel, and a local clinic manager can save months.
- **Manage expectations:** Communicate clearly with patients about timelines and pathways.

Resources to explore

- Provincial college websites and physician resource hubs
- Provincial medical associations and mentorship programs
- CMPA learning modules on Canadian medico-legal standards
- Community newcomer groups for families and spouses

CHAPTER 6



Staying Ahead of the 2025 Regulations and Beyond (Advanced Tax Planning)

What's changing and why it matters

- **Capital gains inclusions and business income rules:** Policy shifts can affect corporate investment returns and the timing of asset sales.
- **Income splitting:** Tighter rules limit sprinkling dividends to family members who are not actively engaged in the business.
- **Cross-border transparency:** Ongoing enforcement around FBAR/FATCA and information exchanges increases the need for clean reporting.

Advanced strategies to discuss with your advisors

- **Timing gains and dividends:** Align distributions with years of lower personal income (e.g., sabbaticals, parental leave).
- **Corporate investment policy:** Use tax-efficient structures and consider corporately owned insurance for estate planning where appropriate.
- **Pension alternatives:** IPPs and RCA (Retirement Compensation Arrangements) for high earners nearing retirement.
- **Intercompany planning:** If practicing across provinces or with multiple entities, ensure transfer pricing and management fees are defensible.
- **Charitable giving:** Use appreciated securities for donations to reduce capital gains exposure.

Action steps

- Schedule a mid-year tax check-in to course-correct before year-end.
- Maintain detailed minutes and resolutions for corporate decisions.
- Keep personal and corporate accounts strictly separate.

CHAPTER 10



Your Step-by-Step Checklist for a Smooth Transition

12–18 months before move

- Choose target province and review college licensing pathways. Create physiciansapply.ca account; begin source verification.
- Take language tests (if needed) and book medical/police certificates timelines.
- Speak with potential employers/health authorities; request letters of interest.
- Meet a cross-border tax advisor to map incorporation and compensation.

6–12 months before move

- Submit provincial college application; start CMPA membership process.
- Begin immigration application (Express Entry or PNP).
- Draft a relocation budget and timeline; research neighborhoods and schools.
- ~~Decide on incorporation timing; prepare PC documents.~~
- Inventory U.S. investments for PFIC, Roth, and 529 implications.

3–6 months before move

- Secure job offer/contract; initiate hospital privileges.
- Register for provincial billing number (e.g., OHIP/MSP).
- Open Canadian bank accounts; plan currency transfers.
- Arrange housing, childcare waitlists, and school registration.
- Set up digital document vault; confirm insurance coverage start dates.

0–3 months before move

- Finalize work permits/PR steps and travel plans.
- Move credentials and key documents securely.
- Pack an essentials file: IDs, licenses, diplomas, immunization, marriage/birth certificates.
- Confirm first-week tasks: SIN application, provincial health card registration, phone, banking.

First 60 days in Canada

- Apply for Social Insurance Number (SIN).
- Register for provincial health insurance and wait-period coverage if applicable.
- Complete hospital orientation and EMR training.
- Implement compensation policy (salary/dividends), RRSP setup, and PHSP.
- Book first tax planning meeting as a Canadian resident.

Call to Action: Partner With Us for a Streamlined Transition

You don't need to navigate licensing, immigration, and cross-border taxes alone. Our team specializes in helping U.S.-trained physicians move to Canada with clarity and confidence. We coordinate your licensing timeline, immigration strategy, incorporation setup, and dual-country tax plan—so you can focus on patients and family.

- Book a consultation
- Receive a personalized move plan and tax blueprint
- Get our exclusive cross-border physician onboarding checklist

Ready to get started?

Reach out today and take the next step toward a smooth, well-planned move.