



**Coaching as a Continuing Professional Development (CPD) Activity**

An environmental scan in Summer of 2025 found that many coaches and coachees participating in the MSPEI Coaching Program were unaware that coaching hours and activities qualify as a Continuing Professional Development activity. This guidance document has been prepared to detail how members participating in coaching can earn CPD credits with the College of Family Physicians of Canada and the Royal College of Physicians and Surgeons of Canada.

**College of Family Physicians of Canada (Mainpro+ credits)**

*Mainpro+ requirements as Practicing members:*

General Credit Requirements	Certified and Certified Assessment Credit Requirements	Non-Certified Credit Limitations
Submit a minimum of 250 credits in each five-year cycle.  Submit at least 25 credits each year (either certified or non-certified).	At least 125 credits must be Certified and/or Certified Assessment credits, of which <u>at least 10 must be Certified Assessment credits.</u>	No Limit.

The CFPC has 3 different types of credits that you can claim: Certified Activity, Certified Assessment Activity, and Non-Certified Activity. [website](#). As of December 2024, **all activities now earn one credit per hour.**

Certified Activities	Certified Assessment Activities	Non-certified Activities
<ul style="list-style-type: none"> <li>● Conferences/workshops/small group learning/rounds</li> <li>● Journal clubs</li> <li>● Asynchronous online independent and/or group learning activities</li> <li>● Blended learning activities</li> </ul>	<ul style="list-style-type: none"> <li>● Self-assessment programs</li> <li>● Simulation programs</li> <li>● Practice review or practice audit activities</li> <li>● Quality improvement programs</li> <li>● Formal mentorship programs</li> </ul>	<ul style="list-style-type: none"> <li>● Journal reading</li> <li>● Non-sponsored, non-reviewed conferences/workshops</li> <li>● Teaching</li> <li>● Guidelines review</li> </ul>



Activities that have not been formally certified but comply with the CFPC's definition of CPD and provide valuable professional learning opportunities can be claimed as non-certified credits. This can include things like coaching/mentoring.

If your coach uses a validated assessment tool in their coaching approach you can earn credits as a Certified Assessment Activity.

You **can claim Certified Assessment credits** by completing a **Linking Learning exercise** in response to a structured coaching session that involves a validated assessment tool—such as a 360° review or the Wellbeing Index—**as long as the activity leads to learning and practice improvement.**

To claim credit under the **Certified Assessment** category, the physician would need to:

1. Log in to their Mainpro+ account
2. Complete a **Linking Learning** exercise reflecting on the experience and insights gained from the assessment and coaching (screen shot for linking learning forms)
3. Submit the activity for credit

Each approved Linking Learning activity is eligible for **5 certified credits.**

Note: the [CMPA - Physician Well-Being Index](#) is considered a validated assessment tool that can be used for Wellness coaching. It is available free of charge for CMPA members.

Summary: Family physicians participating in coaching earn 1 credit per hour of coaching a non-certified activity (whether they are receiving coaching or providing coaching). For those receiving coaching, they can also earn 5 credits in the 'certified assessment activity' for each validated assessment tool used in the coaching practice (when a Linking Learning exercise is completed).

[Additional questions? email: mainprocredits@cfpc.ca](mailto:mainprocredits@cfpc.ca)



## Royal College of Physicians and Surgeons of Canada (MOC credits)

### MOC Program requirements

Most participants in our program have a five-year MOC cycle. If participating in a five-year MOC cycle, you must complete

- a minimum of 250 credits over a 5-year cycle,
- a minimum of 25 credits annually,
- a minimum of 25 credits at the end of the five-year cycle in Section 3 (including one “Feedback Received” activity).

The annual deadline is January 31st of the following year to report your previous year activities.

## MOC Framework – Summary



Descriptions of Each Section	
<p style="text-align: center;"><b>1</b></p> <p style="text-align: center;">GROUP LEARNING</p>	<p>Knowledge, skills and abilities acquired through <b>group or team learning activities</b>, including collaborative <b>interprofessional and patient partner activities</b>. Activities must be <b>interactive</b> through opportunities for discussion and can be in-person or virtual.</p>
<p style="text-align: center;"><b>2</b></p> <p style="text-align: center;">INDIVIDUAL LEARNING</p>	<p>Knowledge, skills, and abilities acquired through <b>independent, self-directed learning activities</b>.</p>
<p style="text-align: center;"><b>3</b></p> <p style="text-align: center;">FEEDBACK AND IMPROVEMENT</p>	<p><b>Feedback received:</b> Feedback received on your knowledge, skills or performance that enables you to <b>identify opportunities for future learning or Quality Improvement (QI)</b> activities or both.</p> <p><b>Feedback delivered:</b> Feedback delivered to individuals, groups, teams or systems.</p> <p><b>Improvement initiatives:</b> Activities carried out <b>to improve</b> patient care; physician well-being; professional practice; medical education; health systems; equity, diversity and inclusion; planetary health; and other areas. Improvement initiatives include QI initiatives and systems improvement initiatives.</p>



- There is no minimum requirement for number of credits for Section 1 and Section 2 activities
- Section 3 requires a minimum of 25 credits at the end of the five-year cycle and includes one Feedback Received activity (*receiving coaching is considered a Feedback Received activity*)

### **Coaching or mentoring (as a provider) :**

The time you spend receiving feedback (oral or written) on your coaching or mentorship skills and reflecting on changing as needed to improve further interactions as a peer or certified coach can be claimed for MOC Section 3: Feedback and Improvement/ Feedback delivered / Coaching or mentoring (as a provider) for 3 credits per hour for a maximum of 15 credits per year.

### **Coaching or mentoring as a recipient :**

Coaching activities include setting goals with the coach/peer, being observed when needed, and engaging in organic/structured coaching conversations (listening, asking questions, seeking feedback, reflecting, and planning actions). Recipients of coaching or mentoring can record their participation for MOC Section 3: Feedback and Improvement/ Feedback received /Coaching or mentoring as a recipient for 3 credits per hour.

Summary: Specialists receiving coaching earn 1 credit per hour of coaching under MOC Section 3: Feedback and Improvement/Feedback received/ Coaching or mentoring. There are no additional credits provided for use of validated assessment tools.

[Additional questions? email: cpd@royalcollege.ca](mailto:cpd@royalcollege.ca)

### **Spread the word!**

We appreciate you sharing with colleagues the benefits of coaching, including the benefit of earning CPD credits. The MSPEI Coaching Program is currently underutilized with respect to our allocated budget – something we are hoping to change through promotion!



In addition to professional development, coaching has emerged as a promising intervention to support physician wellness. A 2023 systematic review found consistent evidence that coaching by trained professionals can significantly improve physician well-being and reduce burnout and distress.<sup>1</sup>

Key findings include:

- **Enhanced professional fulfillment and job satisfaction**
- **Reduction in emotional exhaustion and burnout**
- **Improved psychological well-being**

These findings support coaching as a flexible, strengths-based approach that can be tailored to individual needs. To best meet the individual needs our members, our coaching roster includes coaches with specialized skills, like a Certified ADHD Life Coach, Executive coaching, Wellness coaching and a Certified Mediator - recognizing interpersonal conflict as a significant source of distress.

Access this link to learn more about eligibility and how to apply [Member Programs/Coaching Program](#), or email Jodi Ploquin, Director of Physician Wellness & Professionalism, [jodi@mspei.org](mailto:jodi@mspei.org).

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1. Reference: Boet et al. (2023). Impact of coaching on physician wellness: A systematic review. *PLOS ONE*, 18(2): e0281406.