

POLICY # & TITLE	5.1 Principles and Framework
PURPOSE	Define overall scope, purpose and guiding principles of the Physician Health Monitoring Program (PHMP)
SCOPE	Addressing any situations where regulated members are experiencing any health condition that could interfere in their ability to practice medicine safely
NOTES	Regulated member means any person who is registered or is required to be registered as a member of CPSA. Physician Health Monitoring Program, established by the CPSA, is a quality assurance program under the remit of the Competency Framework of the <i>Health Professions Act</i> . The PHMP functions under powers delegated by the Registrar.

LAST APPROVED: NOVEMBER 6, 2020

POLICY STATEMENT

The principles under which the PHMP operates include the following:

- 1) The PHMP is voluntary. However, if a regulated member refuses to participate in the PHMP despite a health condition which may affect his or her practice, then this may be grounds for a complaint.
- 2) Patient safety is paramount in all considerations.
- 3) The PHMP will work at all times collaboratively with regulated members to ensure their health conditions and work are managed in a way that ensures safe practice, wherever possible allowing the regulated member to continue in practice with a minimum of disruption to the service they provide to their patients.
- 4) The PHMP provides guidance and support to regulated members but does not directly provide any form of treatment or advice about treatment.
- 5) The PHMP strongly encourages the regulated member's right to access all available resources, including the Physician and Family Support Program operated by the Alberta Medical Association (PFSP) and the Case Coordination function of the PFSP, as well as the Canadian Medical Protective Association (CMPA).
- 6) Evidence and expert opinion will be used when determining fitness to practice and any subsequent actions.

- 7) The PHMP recognises that the majority of regulated members manage their health conditions in a way that minimizes the impact on their practice and care of patients.
- 8) The regulated member's personal health information is kept strictly confidential at all times. Specific information about who has access to this information, and under which circumstances, can be found in the related document [Physicians' Personal Health Information](#).

The processes undertaken by the PHMP include the following:

- 1) Identification of regulated members with possible health conditions, which may occur at the time of:
 - a) Registration and annual renewal
 - b) Physician self-reporting
 - c) Colleagues or other health professionals reporting
 - d) Internal CPSA referrals
- 2) Assessment of risk to patients:
 - a) If there is significant concern that a physician may be experiencing impairment or lack of capacity which may impact practice, PHMP may request the regulated member voluntarily withdraw from practice until a full assessment of health issues and risk to patients is completed.
 - b) If no immediate risk is assessed to patients, the following may be carried out:
 - i) Meeting with the Registrar or designate
 - ii) Obtaining reports from treating practitioners
 - iii) Obtaining independent assessment and/or reports from non-treating assessors and/or workplace. These reports will then form the basis of any ongoing requirements to monitor the regulated member's health and ensure they are compliant to treatment recommendations and remain safe to practice.
 - c) The regulated member may be asked to voluntarily restrict or modify their practice to ensure their practice remains safe and they remain healthy.
 - i) If these limitations solely relate to the health of the regulated member, they are kept confidential
 - ii) If these limitations relate to practice, they may be included on the regulated member's practice permit. These conditions may include; for example: limitations to night call, restriction on the type and number of patients seen, or restrictions of the practice type or location.
 - d) Refer the matter to the Complaints Director for consideration to use provisions in Section 118 of HPA, if the regulated member will not voluntarily withdraw from practice where there is reason to believe that the regulated member lacks capacity to care safely for patients.

SUPPORTING DOCUMENTS

- [Physicians' Personal Health Information](#)

RESPONSIBILITIES

The Registrar is given the authority to determine competence, including continuing competence of regulated members. The HPA allows the Registrar to delegate functions and duties to another person or committee. The Registrar has delegated his duties and responsibility under Part 3 of the HPA to the Assistant Registrar(s) and/or Competence Committee responsible for continuing competence, including physician health monitoring.

APPROVAL

Council governing the College of Physicians and Surgeons of Alberta

AUTHORITY DOCUMENTS

- [Health Professions Act](#)
- [CPSA Bylaws](#)
- [Standards of Practice](#)
- [Code of Ethics](#)