

POLICY # & TITLE	5.3 Physician Health Monitoring Agreements
PURPOSE	<p>Agreements in the Physician Health Monitoring Program (PHMP) are used for the monitoring of regulated members with health conditions, with the intent to minimize risk to patients and to encourage regulated members to attend to their health needs:</p> <ol style="list-style-type: none"> 1) Allow for the support and monitoring of regulated members whose ability to practise may be affected by a health condition 2) Place personal or practice restrictions on regulated members with health conditions 3) Ensure compliance with decisions made as a result of discipline
SCOPE	Regulated members experiencing health issues that may affect their ability to practice medicine safely
NOTES	<p>“Regulated member” means any person who is registered or is required to be registered as a member of the CPSA.</p> <p>Compliance with the PHMP Agreement is a condition of registration and failure to comply can result in referral to the Complaints Director.</p> <p>The usual term of a monitoring agreement is five years. A shorter or longer time may be considered in individual cases.</p>

LAST APPROVED: NOEMBER 6, 2020

POLICY STATEMENT

Regulated members experiencing health conditions that may affect their ability to practice medicine safely, may be required to enter into an Agreement in the Physician Health Monitoring Program.

- 1) The Agreement may include the following information:
 - a) Authority and general requirements of the Agreement.
 - b) Personal limitations: outlines recommendations including those provided by the treating practitioners or recommendations from any treatment centres.
 - i) Note: These limitations generally remain confidential.
 - c) Practice conditions: resulting from an Order of a Hearing Tribunal following discipline, or from an Undertaking or Terms of Resolution, or from

- recommendations arising from assessment and treatment, or through negotiation with the regulated member. Practice conditions are:
- i) Primarily designed to protect the public, but health issues may also be considered. For example, restriction of on-call responsibilities or restriction of prescribing certain medications may be imposed. These types of practice conditions are available to the public.
 - ii) Noted on the practice permit and notifications will be sent to all locations where the regulated member provides professional services, a requirement in the *Health Professions Act*.
 - iii) Noted on the CPSA website and are part of the information that is publicly available about a regulated member's registration. Personal health information of the regulated member is *not* revealed. See [Physicians' Personal Health Information](#)
- d) Financial obligations: outlines the fees, if required, associated with the Agreement and any other financial matters with the CPSA.
- 2) Regulated members are encouraged to consult with legal counsel when reviewing the terms of the Agreement to help ensure the appropriate balance between the protection of the public and the regulated member's rights.
 - 3) Current agreements with the Physician Health Monitoring Program are noted on Certificates of Professional Conduct by the term "Monitored by the Physician Health Monitoring Program" when requested.
 - a) Note: "Monitored by the Physician Health Monitoring Program" will be disclosed on regulated members asking for a Certificate of Professional Conduct when obtaining privileges with a health region or when applying for registration in another jurisdiction.
 - 4) Non-compliance with the Agreement may result in serious consequences, and, while the circumstances of each situation will be considered individually, failure to comply may result in referral to the Complaints Director.

SUPPORTING DOCUMENTS

- [Physician Health Monitoring Agreements](#)
- [Principles and Framework of the Physician Health Monitoring Committee](#)
- [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 & Surgeons of Alberta

AUTHORITY DOCUMENTS

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