

6 PHMP: Medical Conditions Affecting Practice

POLICY # & TITLE	6.1 Assessment and Monitoring of Medical Conditions
PURPOSE	Minimize risk to patients and encourage regulated members to attend to their health needs.
SCOPE	Regulated members identified with having medical conditions that may negatively impact their practice, posing a risk to their patients and affecting overall public safety.
NOTES	<p>Regulated member means any person who is registered or is required to be registered as a member of CPSA.</p> <p>Regulated members are encouraged to have regular health care and discuss the impact of their health on their practice with their treating practitioner(s) in the same way as any other patients might discuss their fitness to work. Regulated members may also want to seek feedback from colleagues who observe them in the workplace.</p> <p>If there is a serious concern about a regulated member’s fitness to practice, voluntarily withdrawal from practice may be requested until all information is gathered. If there are serious concerns about patient safety, and the regulated member refuses to voluntarily withdraw from practice, provisions in the HPA (Section 118) may allow suspension pending assessment of capacity. While ensuring the safety of the public is paramount, the CPSA will work with regulated members to facilitate their return to work, if at all possible.</p> <p>If, at any time, a regulated member would prefer to resolve any issues related to their health in a formal way, they have the option of using the complaints and discipline process. The regulated member can report the matter to the Complaints Director, who may choose to act upon the information as a complaint under HPA (Section 56).</p> <p>The CPSA encourages regulated members to consider contacting other available resources, including the Alberta Medical Association Physician and Family Support Program (PFSP) and the Canadian Medical Protective Association (CMPA).</p>

POLICY STATEMENT

Regulated members identified as having medical conditions that can negatively impact their practice may be required to:

- 1) Allow the collection of additional information to assess fitness to practice for health reasons. Additional information may include:
 - a) Reports of treating practitioner(s) and the opinion of these practitioners as to fitness to practice
 - b) Reports from colleagues of clinical performance and/or professional conduct
 - c) Additional independent third-party assessments
 - d) Other information held by the medical regulatory authority
- 2) Undergo third-party assessments, which may include the following:
 - a) Cognitive assessment and neuropsychological testing
 - b) Physical assessment tailored to the specific health condition, as appropriate
 - c) Psychiatric assessment, as appropriate
 - d) Multidisciplinary assessment for complex cases
- 3) Allow the CPSA access to any medical reports and records resulting from the assessments that consider their fitness for practice.
- 4) Undergo ongoing monitoring as required to ensure compliance to recommendations of treating practitioner(s), reassessment for fitness to practice, and compliance to practice restrictions or limitations. Monitoring may include:
 - a) Reports from treating practitioner(s)
 - b) Reports from colleagues or designated practice monitor
 - c) Reassessments by a third party
 - d) Practice visits or audits to review their practice
 - e) Competency assessment
 - f) Monitoring of billing or medical records to determine compliance to practice restrictions
 - g) Full review and assessment of activities undertaken, with the possibility of revision of expectations and conditions
- 5) Enter into a monitoring agreement, when appropriate, to ensure compliance to the monitoring requirements as a condition of continued practice and as an alternative to the complaints process to resolve issues related to health.

SUPPORTING DOCUMENTS

- [Physicians' Personal Health Information](#)
- [Physician Health Monitoring Agreements](#)

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's duties and responsibility under Part 3 of the HPA have been delegated 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*](#)