

POLICY # & TITLE	12.1 Disruptive Behaviour
<b>PURPOSE</b>	Define the role of PHMP in the monitoring of regulated members with disruptive behavior
<b>SCOPE</b>	Regulated members identified as having disruptive behavior
<b>NOTES</b>	Regulated member means any person who is registered or is required to be registered as a member of the CPSA. Disruptive behaviour is an enduring pattern of conduct that disturbs the work environment. (CPSA Planning Group 2008).

**LAST APPROVED: MAY 13, 2022**

## POLICY STATEMENT

Regulated members exhibiting disruptive behavior towards colleagues, patients, or others in the workplace may be monitored by the PHMP. Ongoing monitoring may be required to ensure compliance to recommendations of treating practitioners, assessment of fitness to practice and/or to ensure compliance with practice restrictions or limitations.

## SUPPORTING DOCUMENTS

- [Agreements](#)
- [Physicians' Personal Health Information](#)
- [The College of Physicians & Surgeons of Alberta Disruptive Physicians and Healthcare Workers Planning Group 2008](#)
- [Health Quality Council of Alberta. Managing Disruptive Behaviour in the Healthcare Workplace. Provincial Framework; March 2013](#)

## 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 and Surgeons of Alberta

**AUTHORITY DOCUMENTS**

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