



COLLEGE OF PHYSICIANS & SURGEONS OF NEWFOUNDLAND AND LABRADOR

2024-Q4 Update

December 23, 2024

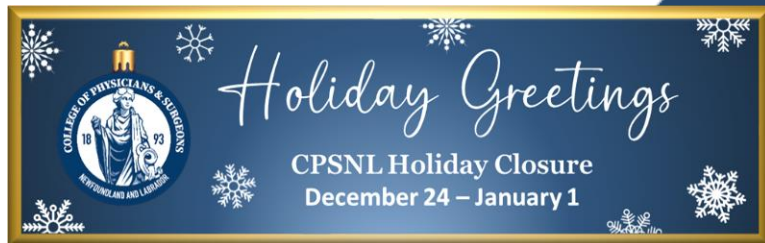
2024 Q4 Council Meeting Highlights

A meeting of the Council of the College of Physicians and Surgeons of Newfoundland and Labrador (the “College”) was held on Saturday, December 7th, 2024, at the College Offices, 120 Torbay Road.

The College has made great strides in delivering on the Strategic Plan. Professional Conduct was a key focus area for the College in Q4. The College held disciplinary hearings in October and the results of those matters will be posted to cpsnl.ca when available. The Complaints Authorization Committee (CAC) met monthly to review complaints and discuss key issues including the increase in complaints (111 year to date compared to 108 total in 2023), the most the College has ever received. Files closed by early resolution improved 5% compared to last year. Cases requiring regulatory action remained steady and below the four-year average. The most common complaint falls under clinical decision making, representing nearly half of all complaints; 45 cases were dismissed or resolved in Early Resolution, 1 was referred to tribunal.

To continuously improve College processes and align departmental work with the strategic drivers, the Quality department has begun reviewing the process for requests to access medical records from members of the public. More to come in 2025.

The Quality department also aims to improve the framework in place for physicians with a restriction requiring chaperones for patient interactions and incorporate it into a Compliance function to ensure public protection in such circumstances. This work is being done in collaboration with NLHS to ensure an efficient and robust chaperone program is in place where needed.



The Annual Renewal team has been kept very busy since the opening of the Annual Licence Renewal period on November 1st. As per legislation, Licences expire on January 15th annually. The College would like to thank the Renewal Team for their hard work in addressing Member questions and concerns, and for diligently processing applications for the upcoming year.

The College operates as a not-for-profit entity. The budget for 2024 continues to reflect fiscal prudence. The 2025 budget and 2025 Fee Schedule have been approved. The College fee schedule can be found [here](#).

The College continues to grow and evolve, with consideration being given to alignment of program need and staffing levels.

The College and Council are happy with the progress made in 2024 and look forward to continuing that momentum in the New Year. The next Council meeting is scheduled for Saturday, March 8th, 2025.

2024 Council Election Results



In November, CPSNL held an election to fill four seats on Council. Warm welcomes and congratulations are extended to the College’s newest council members: Dr. Arthur Rideout (elected) and Dr. Kara Laing (re-elected) for Mount Pearl/St. John’s region; and Dr. Olatunji Odumosu (acclaimed) and Dr. Ammar Al-Rubaye (acclaimed) for the remainder of the province. Thank you to all the candidates who ran in the 2024 election.

The College also recognizes the end of two council members’ terms and extends a sincere Thank You to Dr. Robert Forsey and Dr. Dianne Keating Power for their service on the College Council. Their insight, perspective, and contribution was tremendous.

COMPLIMENTS

Know a Physician who
deserves recognition?

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New and Updated Standards of Practice

Earlier in 2024, the College sought feedback on draft Standards of Practice from Physician Members, NLHS, NLMA, CMPA, NLHRN, other stakeholders, and Members of the Public. The College received over 250 total responses representing a wide range of demographic perspectives. This feedback was analyzed, and key items were identified and included in the creation or updating of:



- [Establishing and Ending the Physician-Patient Relationship](#)
- [Consent to Treatment](#)
- [Interdisciplinary Care & Delegation of Tasks](#)

Concurrently, the College created a new Standard of Practice that aligns with other medical regulators:

- [Observing or Shadowing a Physician](#)



FAST-TRACK TO CPSNL LICENSURE For licensed Canadian Physicians

Licensing Policy Updates

The Licensing and Registration Committee continues to advance policy development. Significant work has been completed to reflect the ever-changing licensure landscape and we are pleased to announce the creation and implementation of five new policies:

- [Canadian Trained Route to Licensure](#)
- [Criminal Record and Vulnerable Sector Check](#)
- [Non-Practicing Status](#)
- [RCPSC SEAP Designation Route to Licensure](#)
- [Specialty Practice Licence Transition](#)

In addition, the [English Language Proficiency](#) policy was updated, and the [Canadian Free Trade Agreement \(CFTA\)](#) eligibility requirements were posted to the College website.

A new College managed Fast-track Application has been made available for physicians who hold a Full and unrestricted Licence to Practice Medicine in another Canadian jurisdiction. This streamlined process allows eligible physicians to apply directly to the College instead of having to use the physiciansapply.ca application process.

Physician Care Network (PCN)



The PCN embraces the principles of prevention and treatment of health conditions. The process is confidential, and information is only shared with the College when there is a legislated mandate to report (s.41, *Medical Act, 2011*). The PCN is available to physicians, residents and medical students, and we encourage our members to self-refer if you are experiencing any health difficulties. Self-referrals offer an opportunity to address issues early, ideally before impairment occurs. [Click here](#) to learn more about the PCN.

By-Law Updates



By-Law 1: College Council and Committees

- Process for election of chair and vice chair of Council
- Processes for committee meetings, including defining a quorum
- Process to remove a Council member
- Appointment of & qualifications for the Disciplinary Panel

By-Law 2: Meetings of the College

- Updated to include a process for approving minutes of the Annual General Meeting electronically

Medical Act and Medical Regulations

A Bill to amend the *Medical Act, 2011* received Royal Assent on December 4th. The College is in discussions with the Department of Health and Community Services to work through the amendments required to the *Medical Regulations* to support these changes. These changes will include the regulation of Physician Assistants and changes to the College Council governance structure (regional representation, and the addition of a postgraduate medical learner). More to follow in the New Year!



After 13 years with the College, Clinton Lee has decided to retire from the Director of Finance and Administration position on Dec 31st.

We sincerely thank Clinton for his many years of dedicated service to the College and wish him all the best in his future endeavors.

We wish our Physician Members, College Partners and Stakeholders a Happy Holiday Season and a Joyous New Year!

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