

2024 Annual Report

College of Physicians & Surgeons of Newfoundland and Labrador

#### **About**

The College of Physicians and Surgeons of Newfoundland and Labrador (the College) regulates the practice of medicine in the public interest.

It is governed by a 15-member Council which includes the Registrar and Deputy Registrar, who are both medical practitioners that serve as ex-officio members. Seven members are licensed medical practitioners elected by their peers and six are appointed by the Minister of Health and Community Services. Two of the six are nominated by the Newfoundland and Labrador Medical Association. Of the remaining four appointed by the Minister, three are public members and are not medical practitioners; one is appointed from a list submitted by the Board of Regents of Memorial University.

#### The College fulfills its mission by:

- Setting qualifications for registration and licensure
- Conducting a rigorous licensing process
- Investigating complaints
- Conducting disciplinary hearings
- Setting standards for ethical, professional behaviour
- Setting standards for medical practice
- Promoting continued competence
- Registering professional medical corporations (PMCs)
- Maintaining physician registers

#### **Core Values**

- Fairness
- Quality of Service
- Innovation
- Social Responsibility
- Communication
- Transparency
- Inclusion
- Diversity

#### History

The Newfoundland Medical Board was established in 1893 as a statutory body with powers for "the making and enforcing of measures necessary for the regulation and practice of medicine, and the protection and preservation of life and health."

The Medical Act, 2005 continued the Newfoundland Medical Board under the name of the College of Physicians and Surgeons of Newfoundland and Labrador.

#### **Table of Contents**

CPSNL Strategic Plan 2023-2028	2
2024 Snapshot	3
Message from the Council Chair and CEO & Registrar	4
Diversity, Equity, and Inclusion	6
Licensing & Registration	8
Quality	12
Professional Conduct	14
Standards & Guidelines	16
Communications	17
College Resources	18
Financial Position	20
Revenues & Expenditures	21
The College Council	22
Leadership & Committees	23
Looking Ahead	24

#### Land Acknowledgement

The College of Physicians and Surgeons of Newfoundland and Labrador respectfully acknowledges the Province of Newfoundland and Labrador as the ancestral homeland of different populations of Indigenous Peoples including the Beothuk who have contributed to 9000 years of its human history.

Today, this province is home to several Indigenous Peoples, and we acknowledge, with respect, the Mi'kmaq, Innu, and Inuit and their histories and cultures.

Courtesy of the Government of Newfoundland and Labrador

### **CPSNL Strategic Plan**

2023-2028 Snapshot



#### What We Do



1. Licensing & Registration



2. Professional Conduct



3. Quality Assurance & Improvement

### Regulating the practice of medicine in the public interest.

#### Fairness

- Quality of Service
- Innovation
- Social Responsibility
- Communication
- Transparency
- Inclusion & Diversity

#### By 2028, the College will be:



**Easy to Work With** 



Collaborating Widely with Stakeholders\* to Resolve Challenges

**Core Values** 



Innovating Regulatory Practices to fit an Evolving Landscape

#### What this means:



#### Exceptional Client Service

- Providing information, education, and guidance on our processes to stakeholders
- Ensuring policies and practices support equity, diversity and inclusion
- Acknowledging the history and current realities of Indigenous communities
- Providing services to support navigating College processes
- Regular Stakeholder communications and consultation



#### **Engagement and Collaboration**

- Inclusive stakeholder consultation and building strong relationships
- Regular and meaningful stakeholder engagement
- Proactive data and insight sharing
- Collaborating to resolve industry challenges
- Communicating actions and improvements arising from feedback



#### **Regulatory Innovation**

- Proactive approach to industry trends and stakeholder consultation
- Regular review of standards and regulations to ensure they are fit for purpose
- Exploring best practices and new approaches for the provincial context
- Developing solutions that balance national standards with provincial requirements and needs

\*Stakeholders include stakeholder organizations, physicians, and the public.

College of Physicians and Surgeons of Newfoundland and Labrador

www.cpsnl.ca

cpsnl@cpsnl.ca



The College continues its commitment to advancing the implementation of the Strategic Plan. In 2025, a formal mid-term review will be conducted to determine what adjustments need to be made to our goals and objectives.



### 2024 Snapshot

100 11 Cases 129 120 **Months Dismissed** Median **Complaints Complaints** or Resolved Timeline to Opened Closed by Early Resolution Resolution 275 3 **72** 2046 Atlantic Clinical **Termed** Registry Licences **Assistants** Licences Issued Licences Licensed Issued Issued 18 66 94 99 **Cases Referred Physicians** Medical **Practice** to the Quality in Oversight Records Closures Assurance **Programs** Inquiries Committee 3 421 New New Certificates of **Improved** Registrant **Full-Time** Professional Cybersecurity Management Staff Conduct **System Members** Issued 11 New Revised New/Amended Refund of New/Amended **Financial Annual Licence Oversight** Licensing Standards of Fee Policy **Policy Policies Practice** 

# A Message from the Council Chair and CEO & Registrar



Gail Hamilton Council Chair FCPA, FCA, ICD.D



Dr. Tanis Adey CEO & Registrar MD, MMEd, FRCPC, CCPE, ICD.D

We are currently undergoing a human health resource crisis, both provincially and nationally. We believe our part of the solution lies in collaborating widely with stakeholders and innovating through policy development to consider pathways to licensure for all applicants who can contribute to the delivery of safe and quality medical care to the people of Newfoundland and Labrador.

Diversity, equity and inclusion are critical components of being an effective medical regulatory authority. The College has advanced strategies to foster an inclusive environment whereby the public, our registrants, other stakeholders and our staff feel valued and respected. In this report, we are pleased to share the work that has marked our success in 2024 including progress made in the implementation of our strategic plan.

2024 was a busy year for our Licensing and Registration Team with 2046 licences issued, an increase of 11% from the previous year. Seven new policies were introduced and four amended for clarity. Highlights include a new fast-track licensure route that enables a simplified pathway to licensure for physicians with a full, unrestricted licence in another Canadian

jurisdiction and the development of the Annual Licence Refund Policy. The refund policy was developed in response to physician feedback requesting reduced fees for those physicians who maintain a licence and have an extended period of non-practicing status.

In 2024, College Quality Programming paused its intake for the Peer Assessment Program to evaluate opportunities for improvement. This remains a priority for the College in 2025. The new program aims to be a resource-efficient Quality Assurance/Quality Improvement Program that will include all physicians regardless of specialty or scope of practice and is best suited for the Newfoundland and Labrador context.

To underscore the College's commitment to physician wellness, a link to the Newfoundland and Labrador Medical Association's Physician Care Network (PCN) was added to the College's website on the landing page and featured prominently in quarterly College communications. The PCN embraces the principles of prevention and treatment of health conditions and is available to physicians, residents and medical students.

Continuing our pledge to collaborate with stakeholders, in 2024 the College sought feedback on three draft Standards of Practice. Over 250 responses were received, representing a wide range of demographic perspectives. This feedback was analyzed, and key items were included in the relevant Standards of Practice.

The Professional Conduct Team closed a record 120 complaints. Over 80% of complaints were resolved by Early Resolution or were dismissed. This is a testament to the hard work in policy and process development the Professional Conduct Team has undertaken to expedite low-risk, uncomplicated files. The College received a record 129 complaints, an 18% increase from the previous year. The team will expand in 2025 with the addition of a Complaints Navigator, a new role created to assist both members of the public and our registrants in the complaints process.

A notable amendment to the *Medical Act*, 2011, in 2024 is the new licensure category, Physician Assistants. In collaboration with the Department of Health and Community Services, new regulations have been developed to support this registrant category. The College looks forward to licensing Physician Assistants and the contributions they will bring to the medical care of the people of our province.

In 2024, our Corporate Services Team advanced College innovation with the implementation of Alinity, a new registrant management system that improves cost-efficiency and user-experience.

Cybersecurity remains a priority for the College resulting in the engagement of external consultants to ensure that the College maintains cybersecurity best practices.

College Governance continued to advance in 2024. A new Governance Manual was created with best practices. To ensure necessary skills and a diverse range of representation and perspectives in Council and Committee work, a Council Skills and Diversity survey and matrices were created and implemented.

As we reflect on the past year, we offer our thanks to our physician registrants for their unwavering commitment to providing medical care for the people of Newfoundland and Labrador. We thank our partners for their collaboration. We also thank our Council and Committee members for their engagement and guidance in College governance and fulfilling their fiduciary duties.

Finally, we extend our gratitude to our dedicated staff whose commitment has been the driving force to support the College in delivering on its mandate to regulate the practice of medicine in the public interest.

-Gail Hamilton, Council Chair -Dr. Tanis Adey, CEO & Registrar The College is committed to providing exceptional client services through policies and procedures that support diversity, equity, and inclusion. In 2024, the College Council, leadership team, and staff participated in education and support activities to advance this work.

These learning activities provided opportunities for reflection, inspiration, and guidance to inform how the College can advance diversity, equity, and inclusion in all its lines of business and as an organization.

Gender Diversity Training

Public Engagement Strategic Planning In 2024, Dr. Mari-Lynne Sinnott, MD,CCFP, was welcomed to the College to provide education sessions on Gender Diversity in Health Care to College Council and staff. Dr. Sinnott is a Clinical Assistant Professor with the Faculty of Medicine, Memorial University. She is a community-based physician serving the 2SLGBTQIA+ community. These interactive sessions proved to be informative and enlightening regarding the specific challenges relating to gender-related health care.

In November, the College began to lay the foundation for a defined process for Public Engagement. This exciting initiative will provide members of the public with more meaningful ways to provide insight and impact on regulatory matters.

In 2025, the College looks forward to the continued development of the Public Engagement program to ensure a diverse range of voices are captured in Policy and Standards of Practice development and other College work.

Skills and Diversity Survey In keeping with governance best practice, the College implemented a skills and diversity survey for Council members. The resulting skills and diversity matrices inform Council and Committee member composition, identifying strengths and opportunities in skills and diversity representation.

Respectful Workplace Training New members of staff completed the online course, *Respectful Workplace* (hosted by eThree Consulting) and *Providing Culturally Safe Health Care for Indigenous Patients in Newfoundland and Labrador*, an online continuing professional development course (offered through MDcme.ca).



#### **Trauma Informed Regulation Training**

In 2025, the College will host the Honourable J. Michael MacDonald, to provide an education session titled Trauma Informed Regulation. Mr. MacDonald currently acts as Counsel for Stewart McKelvey following a distinguished career including Chief Justice of Nova Scotia and the Chief Justice of the Nova Scotia Court of Appeal.

From 2020 to 2023, Mr. MacDonald chaired the Mass Casualty Commission, which culminated in 130 recommendations designed to make Nova Scotian and Canadian communities safer.



### **Licensing & Registration**

To deliver on its mandate, the College must ensure that all physicians licensed to practice in Newfoundland and Labrador possess the knowledge, skills, and experience required to deliver safe, high-quality medical care. To support this, the College continues to refine licensing processes to be comprehensive, efficient, defensible, and transparent.

2024 was no exception to the year-overyear trend in growth of licences issued and renewed by our registrants. It was a record year for number of licences issued. This includes members with a home jurisdiction outside of Newfoundland and Labrador on the Atlantic Registry, termed (previously called 'locum') licences, and Clinical Assistant licences, our newest licensure category.

Applicants who do not meet eligibility or licensing criteria are provided detailed letters which include reasons for ineligibility and potential pathways to correct deficiencies.

2046 Licences Issued +11% YoY<sup>1</sup> 275
Atlantic Registry
Licences
Issued
+75% YoY1

**72**Termed
Licences
Issued
-23% YoY<sup>1</sup>

Registrants via
Acceptable
Alternatives to
Certification
Policy

20
Registrants
Transitioned to a
Full Licence

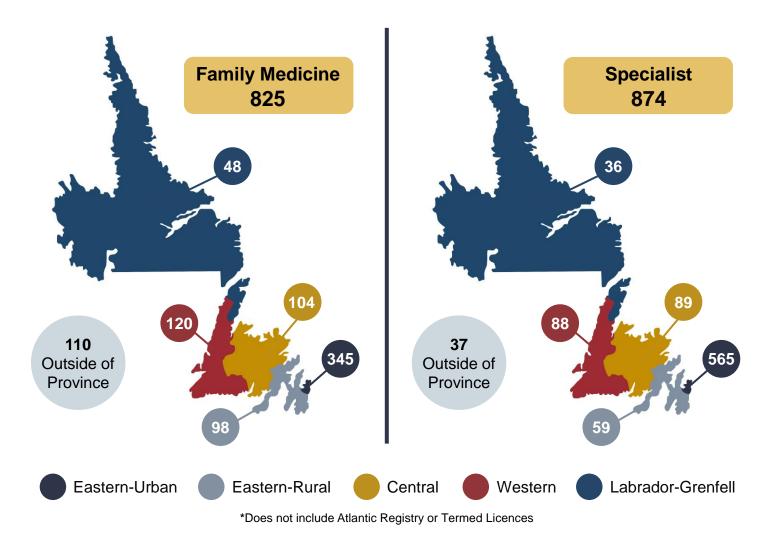
7 Registrants via RCSPC PER<sup>2</sup> Policy

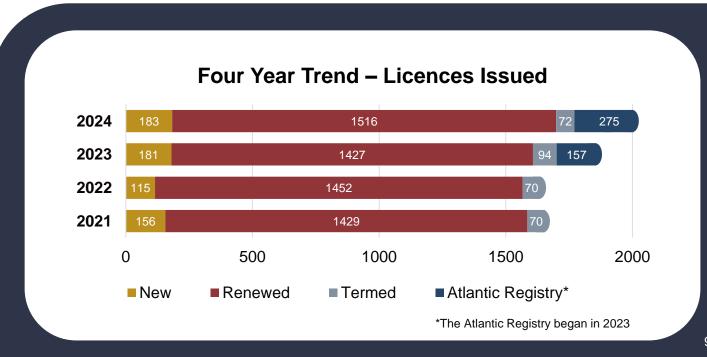
<sup>1</sup>YoY - Year over year change, a metric used to compare data from the referenced year to the same period in the previous year <sup>2</sup>Royal College of Physicians and Surgeons of Canada Practice Eligibility Route

3 Clinical Assistants Licensed Clinical Assistants act as physician extenders, enhancing a collaborative practice model with other healthcare professionals to improve access to healthcare services, reduce wait times, and support the treatment and care of the people of Newfoundland and Labrador.

The Clinical Assistant licence category was introduced in legislation and offered for the first time in the 2024 annual licence period. A physician with a Clinical Assistant Licence can provide care under a supervising physician.

#### Physicians Issued an Annual Licence By Focus & Primary Practice Area\*





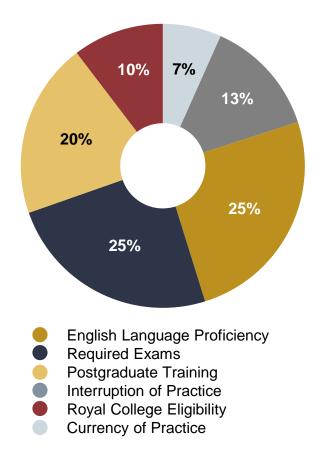


### **Licensing & Registration**

The College has implemented a stakeholder notification process to improve timely access to information related to licence restrictions and suspensions related to professional conduct or quality assurance processes. The notification process does not include physicians whose licence expires at a predetermined date, or those physicians who resign due to practice closure, retirement, or another reason not related to professional conduct. The updated notification process further supports the College to deliver on its mandate of regulating medicine in the public interest.

Evidence-informed regulation remains a priority. The Licensing and Registration Team continues to improve data collection methods and utilizes the information collected in jurisdictional scans. Formal planning days and collaboration with stakeholders will be leveraged to guide policy development and process improvement as we look forward to 2025.

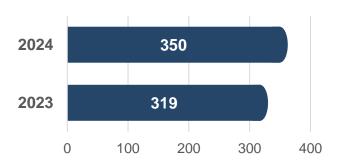
#### **Application Ineligibility Drivers**





Note: Applicants may be deemed ineligible for more than one reason

### Postgraduate Training Licences Issued





### Fast-track to Licensure

This new route is for physicians who hold a Full and unrestricted Licence to Practice Medicine in another Canadian jurisdiction.

This streamlined process removes document source verification and allows eligible physicians to apply directly to the College instead of having to use physiciansapply.ca.



#### Policy Development

The Licensing and Registration Committee continues to advance policy development. Significant work has been completed to reflect the ever-changing licensing landscape including:

#### 7 New Licensing Policies

- Non-Practicing Status
- Canadian Trained Route to Licensure
- Criminal Record and Vulnerable Sector Check
- RCPSC Subspecialist Examination Affiliate Program (SEAP)
- Re-Entry to Practice and/or Change of Scope
- Emergency Licence
- · Provisional Licence Family Medicine

#### 4 Amended Licensing Policies

- Specialty Practice Licence Transition
- Continuing Professional Development
- English Language Proficiency
- · Currency of Practice



Scan the QR Code with your mobile device to view a complete list of Licensing Policies.

Re-Entry to Practice and/or Change of Scope Policy

- A route back to practice for physicians previously licensed in Canada who do not meet Currency of Practice requirements
- Applicable to physicians wishing to expand or reenter a scope of practice

Annual Licence Fees Refund Policy

- Outlines the criteria for a partial refund of Annual Fees
- Created for situations where a physician is in nonpracticing status for an extended period (e.g. parental leave, sick leave, leaves of absence)

Non-Practicing Status Policy

- Created for transparency
- Formalizes the process for entering voluntary nonpracticing status
- Outlines expectations for those physicians with nonpracticing status

# Quality

The College's Quality Department supports physicians in the delivery of safe, effective, and ethical care.

The Quality Department is responsible for developing and delivering Quality
Assurance and Quality Improvement programming. These are designed to ensure physicians understand and follow the Standards of Practice and exhibit behaviour expected of the profession as outlined by the College and legislation.

Over the past year, the Quality Department has grown to incorporate compliance functions including the Physician Oversight and Assessment Program and to increase its focus on physician health and wellbeing.





#### **Physician Peer Review Program**

The existing peer assessment program has been paused while the College works to develop a cost-effective program that will include all physicians regardless of specialty or scope of practice. In 2025, the College will continue to collaborate with stakeholders and national partners to develop an updated Quality program including both Quality Assurance and Quality Improvement. The updated Quality program will be evidence-based, fiscally responsible and designed to fulfill the College's mandate to regulate medicine in the public interest.



#### **Compliance Program**

The Compliance Program is responsible for collecting and verifying documents and information required for ongoing licensure, including:

- Newfoundland and Labrador Health Services Sponsorship
- Newfoundland and Labrador Medical Association Membership
- Continuing Professional Development
- Certificates of Professional Conduct from other jurisdictions
- Medical liability coverage

Additionally, the Compliance Program addresses issues related to:

- · Patient access to medical records
- Closures of practice
- Extended leave processes
- Adherence to Standards of Practice

421
Certificates of
Professional
Conduct
Issued

66 Medical Records Inquiries



#### **Physician Care Network (PCN)**

Like the patients they care for, physicians are not immune to developing medical illness. When a physician's health has the potential to impact their ability to do their work, the College strives to ensure that patients are not exposed to risk and that physicians are given the ability to manage their condition.

Through the PCN, the College works with the Newfoundland and Labrador Medical Association to ensure patient safety by supporting physician wellness under a focused and flexible fitness to practice model of monitoring. Physicians may access this service voluntarily, and all information is kept confidential with the exception of circumstances which would constitute a duty to report (*Medical Act, 2011*, s41).



Scan the QR Code with your mobile device to learn more about the PCN.

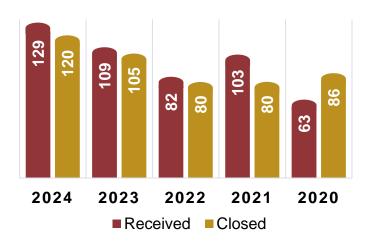
### **Professional Conduct**

The Professional Conduct Team experienced its busiest year to date. Provincial legislation requires the College to receive, assess, and address all complaints about the professional conduct of physicians. This is a critical component of our mandate. We track all complaints-related activity, and the information collected is used to provide guidance to physicians in the delivery of quality care and to improve our workflows.

The Council's Complaints Authorization Committee (CAC) oversees the College's Professional Conduct work. In 2024, the CAC met 12 times to review complaints filed by members of the public and the Registrar to make decisions on any issues of concern.

Four tribunal hearings were held before independent panels comprised of physicians and members of the public. The College typically conducts one hearing in a calendar year.

#### **Historical Complaint Volume**



129 Complaints Opened +18% YoY\*

120 Complaints Closed +14% YoY\*

4 Tribunal Hearings

11 Months Median Timeline to Resolution

<sup>\*</sup>YoY - Year over year change, a metric used to compare data from the referenced year to the same period in the previous year

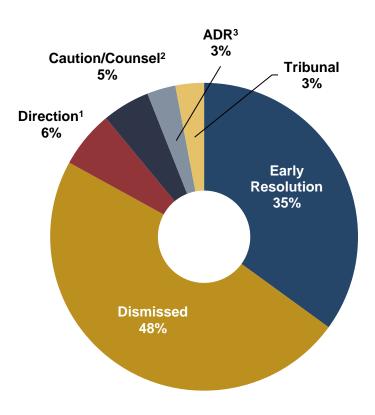
#### **Decision Outcomes**

The College continues to leverage its Early Resolution process where possible. Early Resolution allows parties to reach a resolution on a file earlier and without the need for a full investigation and CAC decision.

As the Early Resolution process relies on agreement, the complainant must be satisfied their concern has been addressed. In 2024, 35% of complaints were resolved via Early Resolution, an increase of 1% from 2023.

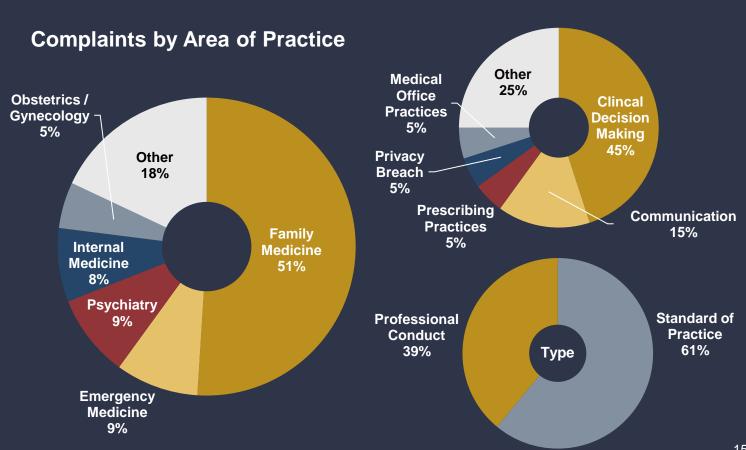


Scan the QR Code with your mobile device to learn more about how the complaints process works.



<sup>1</sup>Direction – the complaint is dismissed with certain actions required from the physician, such as training in a given area. <sup>2</sup>Caution/Counsel - reasonable grounds to believe a physician has engaged in "conduct deserving of sanction" (as defined in the Medical Act, 2011) but determines that a referral to a hearing is not warranted and can be resolved by reviewing the expected Standard(s) of Practice.

<sup>3</sup>ADR – Alternate Dispute Resolution, a method used to settle disputes with the help of a neutral third party.





### Standards & Guidelines

The College promotes high standards of medical practice by creating, reviewing, and regularly updating the standards of practice that licensed physicians must follow and the practice guidelines that practicing physicians should adopt.

Areas for improvement are identified as part of a regular review process and adhoc as required. Standards and guidelines are updated when an issue requiring clarification arises, such as a change in the accepted standard.

In 2024, the College sought feedback on three new Standards of Practice from a wide range of stakeholders. The College received over 250 responses in total, 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, and 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.

All College standards and guidelines can be found on the College website cpsnl.ca. The site also lists the events and clinical conditions for which physicians have a duty to report to the appropriate government department or Regulatory Agency.



Scan the QR Code with your mobile device to learn more about mandatory reporting.



#### Governance

College governance is strong. A new governance manual was developed and implemented in 2024 to ensure governance best practices are followed. The annual Council and Committee evaluations continue to inform College governance quality improvement. The College also developed a robust onboarding program for new Council Members.

The College recognizes that effective communication with stakeholders is critical to the successful delivery of its mandate.

In 2024, the College continued to provide registrants with quarterly updates following each Council meeting. These updates have evolved to not only summarize the Council meeting but to inform registrants of other key messages, initiatives, and priorities of the College. The College also responded to queries received by email, telephone and regular mail and continuous updates have been made to the College website.

Notices to College Members were emailed to registrants and stakeholders throughout the year to provide an update on College activities, solicit feedback on new or changing Standards of Practice, and to provide specific direction to registrants on issues related to the practice of medicine.

In development of a communications strategy, the College recognized the need for a Communications Officer. In June of 2024, a Communications Officer was hired and quickly moved to improve stakeholder engagement and transparency. The work in this role serves to advance key strategic objectives including "easy to work with" and "collaborating widely with stakeholders."

10 Notices to College Members

Complaints and Discipline Updates

Quarterly Updates



If you have feedback on College communications and/or suggestions as to how the College can improve communications, please provide your suggestions to communications@cpsnl.ca.



### College Resources

In 2024, the College hired three new full-time staff members – a Communications Officer, an Executive Assistant, and a Deputy Registrar.

The Corporate Services Team had a significant focus on cybersecurity, privacy, and project management. The team actively engaged in external operational reviews to ensure the College is in alignment with current best practices.

The College utilizes tools and processes for risk identification, assessment, and management. Risk management is incorporated into strategic and operational planning. In 2024, cybersecurity continued to be a top priority for the College, seeing an increase in partnerships with industry leaders to improve cybersecurity measures.

The College respects registrant privacy and has a duty to protect the confidential information that it collects, uses, and discloses in the performance of its regulatory function. To ensure continued compliance with legislative requirements and best practices, an external Privacy Needs Assessment was launched in 2024 with a report expected in early 2025.

3 New Full-Time Staff Members

Improved Cybersecurity

Privacy Needs Assessment Conducted New Registrant Management System

External
Compensation
& Benefits
Review

5
Meetings of the Finance, Audit, & Risk Committee

Orientation Program Evaluation 2024 marked a year of technological innovation with the implementation of a new registrant management system, Alinity. This new system allows for increased functionality and cost efficiencies. Core modules were implemented in 2024 with full implementation planned for 2025.

External Compensation & Benefits reviews for College staff are conducted every three years. All recommendations in the 2024 report were implemented to ensure College staff compensation and benefits are internally equitable and at market value.

The Finance, Audit and Risk Committee met five times in 2024 to oversee the financial operations, risk management, and the overall financial position of the College. The Committee also reviewed broad ongoing operational performance of the College.

In 2025, the College will be seeking funding from the Government of Newfoundland and Labrador (NL) through the Canada - Newfoundland and Labrador Labour Market Development Agreement program, for a proposed Phase 1 of an evaluation of opportunity and options for an orientation program aimed at the successful integration of internationally trained physicians into the NL health system. This evaluation will involve stakeholder engagement, jurisdictional scans, consideration of the NL context, and other key factors.

## **\$** Financial Position

#### Summarized Statement of Financial Position as of December 31, 2024

			2024		2023
Assets	Cash and cash equivalents Accounts receivable Equipment and leasehold improvements Investments	\$	7,833,511 185,446 742,297 2,897,631	\$	6,495,865 58,933 856,139 2,595,583
		\$	11,658,885	\$	10,006,520
Liabilities	Accounts payable Deferred income Deferred lease inducements	\$	375,159 3,958,831 16,046	\$	242,814 3,637,253 24,064
Net Assets	Invested in capital accets	<b>\$ \$</b>	4,350,036	\$ \$	3,904,131
NEI ASSEIS	Invested in capital assets Unrestricted and internally restricted	\$	730,372 6,578,477 7,308,849	\$	838,253 5,264,136 6,102,389
		\$	11,658,885	\$	10,006,520



The College continues to be fiscally prudent. The financial information presented in this report is in summary form. Full audited statements are available by request following their presentation at the College's Annual General Meeting, scheduled to take place on June 7th, 2025.



### Revenues & Expenditures

#### Summarized Statement of Revenues and Expenditures as of December 31, 2024

			2024		2023
Revenues	Annual fees Professional corporation fees Educational register fees Registration and licensing fees Investment income Interest External Projects Miscellaneous Rental income	\$	4,049,050 213,888 128,825 517,175 304,739 267,973 37,199 145,456 3,150	\$	3,280,600 169,700 126,850 473,850 144,880 188,115 49,685 151,549 4,550
		\$	5,667,455	\$	4,589,779
Expenditures	Salaries and employee benefits Complaints and discipline Quality assurance Council and committees Occupancy Office and operational Amortization External Projects	\$ <b>\$</b>	2,447,580 194,499 64,300 239,854 271,307 970,607 263,751 9,097	\$ <b>\$</b>	2,289,800 82,581 62,104 185,957 253,268 767,303 262,074 41,490
		Ψ	+,+00,000	Ψ	0,044,011
Excess of Reve	enues over Expenditures from Operations	\$	1,206,460	\$	645,202
Use of excess revenue over expenditures	Operational Contingency Adjudication Tribunal Hearings College Infrastructure QA/QI Development Providing Culturally Safe Health Care to Indigenous Patients in NL	\$	1,000,000 100,000 - -	\$	100,000 200,000 100,000 200,000
Excess of Reve	enues	\$	106,460	\$	45,202

**Note:** The excess of revenue over expenditures (2024) will assist the College in providing resources for the future for the Operational Contingency Fund and the Adjudication Tribunal Hearings Fund.



### The College Council

#### **Appointed Members**



Ms. Gail Hamilton Chair & Public Representative



Dr. Sohaib Al-Asaaed MUN Representative Public Representative



Mr. Allan Bradley





Dr. Tony Gabriel



Dr. Yordan Karaiyanov Public Representative NLMA Representative NLMA Representative

In 2024, we welcomed several new, reappointed, and elected members to Council. Dr. Sohaib Al-Asaaed and Dr. Yordan Karaivanov were appointed as the Memorial University and NLMA representatives. Public members Allan Bradley, Dave Dove, and Gail Hamilton were reappointed.

The fall election welcomed Dr. Arthur Rideout (Mount Pearl/St. John's), Dr. Ammar Al-Rubaye (Remainder of Province), and Dr. Olatunji Odumosu (Remainder of Province). Dr. Dianne Keating Power and Dr. Robert Forsey completed their terms on Council. We thank them for their significant and thoughtful contributions during their tenures.

#### **Elected Members**



Dr. Kara Laing Vice Chair St. John's/Mount Pearl



Dr. Ammar Al-Rubaye Remainder of the Province



Dr. Lynn Dwyer St. John's/Mount Pearl St. John's/Mount Pearl



Dr. Natasha Pardv



Dr. Olatunji Odumosu Remainder of the Province



Dr. Arthur Rideout St. John's/Mount Pearl



Dr. Tracey Wentzell Remainder of the **Province** 

#### **Non-Voting Members**

Dr. Tanis Adey CEO & Registrar Dr. David Carroll **Deputy Registrar** 



#### Leadership



Dr. Tanis Adey CEO & Registrar



Dr. David Carroll Deputy Registrar



Elyse Bruce Associate Registrar & Corporate Counsel



Jamie Osmond Associate Registrar & Director of Corporate Services

In June of 2024, Dr. Oscar Howell retired from his role as Deputy Registrar; however, he remains at the College in an advisory position. We thank Dr. Howell for his many invaluable contributions during his tenure. In June of 2024, the College welcomed Dr. David Carroll to the position for Deputy Registrar. Dr. Carroll leads the Licensing and Quality Teams and brings a wealth of knowledge from his prior leadership roles within Newfoundland and Labrador Health Services.

After 13 years with the College, Clinton Lee retired 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.

#### **Committees**

#### Finance, Audit and Risk

Chair / Gail Hamilton
Tony Gabriel
Dave Dove
Tracey Wentzell
Arthur Rideout

#### **Complaints Authorization**

Chair / Allan Bradley Lynn Dwyer Tony Gabriel Gail Hamilton Kara Laing Yordan Karaivanov

#### Governance

Chair / Gail Hamilton Allan Bradley Natasha Pardy Arthur Rideout Olatunji Odumosu

#### Licensing & Registration

Chair / Gail Hamilton
Dave Dove
Tony Gabriel
Tracey Wentzell
Sohaib Al-Asaaed
Olatunji Odumosu
Ammar Al-Rubaye

#### **Public Engagement**

Chair / Allan Bradley Dave Dove Gail Hamilton Kara Laing Tracey Wentzell

#### **Quality Assurance**

Chair / David Carroll (non-voting)
Vice Chair / Dave Dove
Sohaib Al-Asaaed
Allan Bradley
Natasha Pardy
Ammar Al-Rubaye



### Looking Ahead

National Registry of Physicians

- The College will continue its participation in the National Registry of Physicians, an innovative centralized source of physician data hosted by the Medical Council of Canada.
- This new program has the potential to revolutionize the licensing process and facilitate physician mobility throughout the country.

Strategic Plan Formal Midterm Review

- In the fall, Council and Leadership will meet for a facilitated review of the Strategic Plan.
- This midterm review will give the College an opportunity to evaluate strengths and opportunities given the current healthcare and geopolitical context, in Newfoundland and Labrador and more globally.

2 New Full-Time Staff Members

- Professional Conduct Navigator, Complaints a critical role in guiding stakeholders through the complaints process.
- Information Management & Data Analytics Lead a key role in overseeing the organization's data governance, analytics strategies, and reporting frameworks.

New
Licence
Category
Physician
Assistant

- The College will welcome the advances in medical regulation in the amendments to the *Medical Act*, 2011 implemented at the end of 2024.
- Licensed Physician Assistants will help reduce the administrative burden and contribute to the delivery of safe, quality medical care to the people of Newfoundland and Labrador.

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**Images** 

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**Feedback** 

How can we improve our Annual Report?
Please email feedback and suggestions
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