



COLLEGE OF PHYSICIANS & SURGEONS OF NEWFOUNDLAND AND LABRADOR

2025-Q1 Update

April 14, 2025

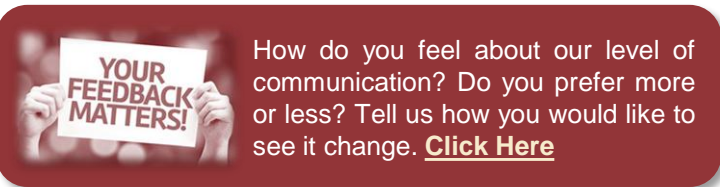
2025-Q1 Council Meeting Highlights

A meeting of the Council of the College of Physicians and Surgeons of Newfoundland and Labrador (the "College") was held on Saturday, March 8, 2025, at the College Offices, 120 Torbay Road, St. John's.

Since the last Council meeting, there have been three meetings of the Complaints Authorization Committee (CAC). The CAC continues to review large agendas while exercising due diligence in reviewing the unique circumstances around each matter. 2024 was a busy period for the Professional Conduct team. The CAC met 12 times, an increase of two compared to 2023. There were four tribunal hearings, and three settlement agreements reached. The College also saw an 18% increase in complaints and closed 14% more files compared to 2023. The median timeline for file closure remains steady at 11 months with the most common topic being related to Clinical Decision Making. The Professional Conduct team has done significant work to improve file closure timelines, including a new expedited process for uncomplicated, low-risk files.

The *Medical Act, 2011*, was amended in late 2024 and the College is collaborating with the Department of Health and Community Services to develop the required amendments to the *Medical Regulations, 2023*. Topics of note include the regulation of Physician Assistants and exceptions to licensure.

The College continues to streamline communication efforts. New and revised communications are created with consideration to public literacy levels and overall use of language to ensure the reader understands the material. Communications strategy is focused on delivering the right message to the right person at the right time, reducing redundancies where possible. Public engagement remains a priority for the College. A full day strategic planning session was held on March 13th. This session was used to determine strategic priorities for public engagement, aligning with the College's Strategic Plan and to set benchmarks to measure short term and longer-term success.



How do you feel about our level of communication? Do you prefer more or less? Tell us how you would like to see it change. [Click Here](#)

Physician Care Network (PCN)

The NLMA's 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.

A Quality Strategic Planning Day output was to emphasize the importance of health and wellness to our Registrants. As such, a link to the NLMA's confidential Physician Care Network has been prominently featured on cpsnl.ca. A refresh of the College's peer assessment program is a priority for the Quality Assurance team and a jurisdictional scan of Peer Assessment programs implemented by other Medical Regulatory Authorities has been completed to guide the College in its development of a resource efficient Quality Assurance/Quality Improvement Program that applies to all physicians and is best suited for our context.

The Corporate Services team continues to focus on efforts relating to cyber-security, privacy, project management, the streamlining of financial processes, and recruitment to accommodate service need. Two new positions have recently been created by the College and are expected to be filled in Q2 – an Information Management & Data Analytics Lead and a Professional Conduct Navigator. The College appoints an external auditor to audit accounts and to report on the financial statements. The 2024 financial audit began in Q1. The College also regularly engages in external operational reviews to ensure alignment with current best practices.

The College's English Language Proficiency Policy was recently updated and aims to improve eligibility for the impacted cohort of applicants. The Provisional Licence – Family Medicine and Currency of Practice policies have been updated with the addition of College discretion where a candidate would be required to complete a Practice Ready Assessment (PRA), to increase potential access to PRA for internationally trained physicians.

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

2025-Q1 Council Meeting Highlights

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The College issued a record number of annual licences for 2025, an increase of 11% compared to the year prior. The Annual Licence Renewal process is the largest College project that is conducted annually and, at various points, involves most of our staff. This year's 2025 renewal utilized a new registrant management system, Alinity. With each renewal, the College aims to improve the user experience by incorporating feedback from the previous year. Please submit your feedback on the 2025 Annual Licence Renewal process to communications@cpsnl.ca for consideration for the 2026 renewal.

The College is committed to collaborating with government, the public, and other stakeholders to expeditiously address the human health resource challenges so that the people of Newfoundland and Labrador have access to safe, quality medical care.

The next meeting of the Council of the College is scheduled for June 7, 2025, at the College Offices, 120 Torbay Road, St. John's.



FAST-TRACK TO CPSNL LICENSURE For Licensed Canadian Physicians

Annual General Meeting – June 7

The Annual General Meeting (AGM) of the College will be held on Saturday, June 7, 2025, from 12:00-1:00 p.m.

The event will be hosted virtually and is open to licensed physicians. Preregistration is required to attend.

A Notice to Members will be sent out with registration details three weeks prior to the meeting.

Communications & Email Spoofing

We would like to remind all registrants that emails from the College are only sent from an @cpsnl.ca email address:



- **Valid:** communications@cpsnl.ca
- **Invalid:** communicationscpsnl@gmail.com

If you suspect you have been in contact with someone claiming to be a representative of the College via email that has not originated from an @cpsnl.ca email address, please contact us immediately at **709-726-8546** or email communications@cpsnl.ca.



Practice Guideline Artificial Intelligence



Artificial intelligence (AI) has the capability to assist College Registrants in their practice, from automating tasks to improving efficiency.

AI tools can only be used in practice to assist and complement clinical care - they are not a replacement for clinical reasoning and professional judgment.

Please [click here](#) to learn more about this new Practice Guideline.

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 share some of the new policies and policy updates that have been made in the past six months:

Re-entry to Practice/Change of Scope Policy

- For prospective and currently licensed physicians who do not satisfy the Currency of Practice Policy
- For currently licensed physicians wishing to significantly expand their scope of practice or return to a scope of practice in which they have not maintained currency
- Cannot be used in place of a formal postgraduate training program to change a physician's discipline of practice

Currency of Practice Policy

- For new applicants and physicians renewing their Licence to Practice Medicine
- Defines significant gaps in practice

Annual Licence Fees Refund Policy

- For physicians who hold an Annual Licence to Practice Medicine and meet specific criteria

Canadian Trained Route to Licensure Policy

- For applicants who completed their postgraduate training program within Canada

English Language Proficiency Policy

- For applicants for registration (including Educational Registration)

Provisional Licence – Family Medicine Policy

- For applicants for a Provisional Licence – Family Medicine who completed their postgraduate training outside of Canada
- Does not apply to renewals

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