



COLLEGE OF PHYSICIANS & SURGEONS OF NEWFOUNDLAND AND LABRADOR

Q4 2025 Update

Jan 30, 2026

Q4 2025 Council Meeting Highlights

A hybrid meeting of the Council of the College of Physicians and Surgeons of Newfoundland and Labrador (CPSNL) was held on Saturday, December 6, 2025, at the CPSNL Offices, 120 Torbay Road, St. John's. Virtual attendance was offered through Microsoft Teams.

Since the last Council meeting, the Complaints Authorization Committee met three times and reviewed 29 cases. Complaints continue to trend above the five-year average and have increased in complexity, requiring additional time and expertise to address the cases. CPSNL aims to maintain a file closure time of 12 months through streamlining the process and regulatory innovation. CPSNL has integrated Professional Conduct data into the new registrant database, Alinity. This integration will allow for improved tracking of case status and expand the reporting capabilities.

The Licensing and Registration Committee indicated that the volume of licences increased in the second half of 2025. The team also reported that as a result of recent changes to the *Medical Act, 2011*, CPSNL will implement a new licensing appeal process for prospective Registrants who have been denied a licence. The recruitment efforts for a new Licensing Coordinator have concluded and CPSNL is pleased to welcome the new coordinator, who began work in January. CPSNL continues to work closely with partners and healthcare system stakeholders to support efficient licensing and recruitment processes.

There was one meeting of the Quality Assurance Committee in Q4. A consultant was hired for the revamp of the Peer Assessment Program so that it is applicable for all Registrants. A peer assessment program is required under the *Medical Act, 2011*, to help Registrants maintain quality standards and identify areas for improvement. CPSNL looks forward to bringing meaningful change to this program.

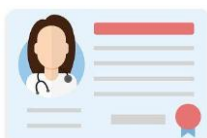


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NLMA's Physician Care Network (PCN)

The NLMA's PCN focuses on prevention, early support, and treatment of health conditions. The process is confidential, and information is only shared with CPSNL when there is a duty to report (s.41, *Medical Act, 2011*).

The PCN is available to physicians, residents, and medical learners; 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.



CPSNL continues to exercise good financial practices. The Finance, Audit and Risk Committee reported that CPSNL operated within the budget parameters set out for 2025. Annual licence fees were reviewed and are consistent with other Atlantic Canadian regulatory authorities and remain unchanged for the 2026 licence period. An updated fee schedule was posted to cpsnl.ca to include fees for Physician Assistants and the internal licensing appeal fee.

Risk management, information management, privacy and cyber security will remain a priority for the Corporate Services Team in 2026. The team will also focus on expanding the operational capabilities of the new registrant management system, Alinity.

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2025 Council Elections Results

An election was held in December to fill three vacant seats on the CPSNL Council. Please join us in welcoming our new and returning members:

- Dr. Lynn Dwyer (acclaimed)
- Dr. Robert Forsey (acclaimed)
- Dr. Michael Parsons (elected)

Ms. Gail Hamilton and Dr. Kara Laing remain in the positions of Council Chair and Vice Chair.

2025 marked the completion of Council terms for both Dr. Natasha Pardy and Dr. Tracey Wentzell. CPSNL extends a sincere thank you for their years of service and significant contributions during their tenure.

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Q4 2025 Council Meeting Highlights

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In mid-2025, work to evaluate the need for a multistakeholder orientation program for Internationally Trained Physicians new to the NL healthcare system was completed and a report was submitted to the NL government. CPSNL hosted the inaugural meeting of the Advisory Committee and will lead the implementation of this important initiative.

The creation of a public advisory network remains a priority for CPSNL. A pilot project is in development to create a pathway for the public to meaningfully engage in regulatory work. This project is expected to launch in 2026.

CPSNL would like to thank Registrants and stakeholders for their exceptional response to the call for input on the draft Standards of Practice regarding *Physical Examinations & Procedures* and *Maintaining Professional Boundaries – Sexual & Personal*. This input was invaluable and was incorporated into the final versions which were approved at the Council meeting. The approval rating for the proposed changes to both standards exceeded 90%. CPSNL encourages Registrants to familiarize themselves with these new and updated standards.

The next Council meeting is scheduled for Saturday, March 7. CPSNL extends warm wishes to our Registrants, partners, and stakeholders for a safe and enjoyable 2026.

Updated Standards of Practice



Physical Examinations and Procedures

- CPSNL Registrants must conduct physical examinations and procedures in a professional and respectful manner which values the autonomy and dignity of the patient.
- This standard covers Consent to Treatment, Chaperones and defines Sensitive Examination.

Maintaining Professional Boundaries – Sexual and Personal

- A boundary is an accepted social, physical, and/or psychological space between people.
- Boundaries create appropriate therapeutic distances between CPSNL Registrants and their patients, clarifying their respective roles and expectations.
- All CPSNL Registrants have a fiduciary responsibility to avoid exploiting the trust and dependence of current and former patients.
- It is the responsibility of CPSNL Registrants to ensure that appropriate professional boundaries are always maintained.



Oversight Providers



CPSNL is seeking physicians who are interested in becoming oversight providers. Oversight providers are paid for their service, and their reports to CPSNL play an important role in ensuring access to quality patient care across Newfoundland and Labrador.

Please contact quality@cpsnl.ca to learn more or express interest.



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How do you feel about our level of communication? [Click Here](#) to tell us how you would like to see it evolve.

Important Reminders



NLMA Fees:

- By renewing your Licence to Practice Medicine in NL, you automatically became a member of the NLMA.
- Please ensure your NLMA fees are paid as maintaining good standing with the NLMA is the best way to **avoid unnecessary licence revocation**, reinstatement fees, and/or interruptions to patient care.

Annual Renewal:

- If any of the information provided on a renewal application changes throughout the year, the Registrant must update CPSNL. Examples include:
 - new complaints in another jurisdiction
 - changes in hospital privileges
 - criminal charges
 - anything impacting your fitness to practice

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