



Scope

This policy applies to all CPSNL Registrants who are required, as a condition of licensure, to participate in CPSNL's Oversight and Assessment Program.

Definitions

Licensee: a CPSNL Registrant who is required to be monitored under the Oversight and Assessment Program.

Oversight and Assessment: a structured review process in which an Oversight Assessor reviews a Licensee's clinical practice at set intervals and reports on whether the Licensee is meeting expected standards of practice and professionalism.

Oversight Assessor: a CPSNL Registrant approved by CPSNL to conduct Oversight and Assessment.

Oversight Report: the report completed by an Oversight Assessor using CPSNL's approved form that summarizes the assessor's review of the Licensee.

Policy

CPSNL's Oversight and Assessment Program monitors, reviews, and supports Licensees while they practice. The program helps ensure Licensees meet the standards required for their licence type and scope of practice.

CPSNL Registrants must participate in the Oversight and Assessment Program in the situations listed below:

Licence type	Who must participate
Provisional Licence	All Licensees during their first 12 months of practice in Newfoundland and Labrador.
Clinical Assistant Licence	All Licensees who are required in accordance with the Clinical Assistant Licence Policy .
Physician Assistant Licence	All Licensees who are required in accordance with the Physician Assistant Licence Policy .

Any Licence Type	Any Licensee who is ordered to participate by a CPSNL Committee or the CPSNL's Adjudication Tribunal.
------------------	---

Oversight Assessors

Oversight Assessors must be approved by CPSNL before they can take on this role. To qualify as an Oversight Assessor, an individual must:

1. Hold an active, unrestricted Full or Provisional Licence issued by CPSNL.
2. Have practiced independently (not under Oversight and Assessment) for the past two years.
3. Practice in the same area and scope of practice as the Licensee.
4. Where possible, work at the same location as the Licensee.
5. Not be subject to a quality assurance review due to concerns about fitness or competency to practice medicine.
6. Not have an open complaint that has been referred to the Discipline Panel and is awaiting a decision.
7. Not have other issues that, in the Registrar's view, make them unsuitable to act as an Oversight Assessor.

Costs

The Licensee must pay the applicable Oversight fees listed in CPSNL's [Fee Schedule](#). All fees must be paid to CPSNL before Oversight and Assessment begins. If Oversight and Assessment ends early, CPSNL will refund any remaining balance.

Reports

The Oversight Assessor must complete a report for each assessment period using the approved form. The Oversight Assessor must give the Licensee a copy to review and sign, then send the signed report to CPSNL and to the Licensee's sponsor (if applicable).

The typical reporting schedules are shown below. CPSNL may adjust the schedule as needed (for example, to align with the Licensee's licence dates).

New Provisional Licence	Once a month for the first 3 months Then every 3 months for the next 9 months
Clinical Assistant	As detailed in the Clinical Assistant Licence Policy .
Physician Assistants	As detailed in the Physician Assistant Licence Policy .
Ordered by a CPSNL Committee or the CPSNL's Adjudication Tribunal	Follow the schedule set by the Committee or Adjudication Tribunal.

If the Registrar in the Quality Department is satisfied with the Oversight Reports, the Oversight and Assessment condition will be removed from the Licensee's licence at the end of the applicable reporting period.

Deficiencies

If an Oversight Report identifies deficiencies, the Registrar assigned responsibility for the Quality Department will decide the next steps needed to protect the public interest. These steps may include:

- Wait for the next report to confirm whether the Licensee's practice improves.
- Request additional information from the Oversight Assessor.
- Change how often reports are required (for example, require reports more frequently).
- Extend the duration of Oversight and Assessment.

If an Oversight Report identifies serious deficiencies, or repeated deficiencies that do not improve, the Licensee will be referred to the Quality Assurance Committee to determine next steps (for example, remediation and/or licence conditions or restrictions).

Non-Compliance

If a Licensee or Oversight Assessor does not comply with this policy (or is unable to comply), the Licensee will be required to stop practicing until they meet CPSNL's requirements to CPSNL's satisfaction.

The Registrar assigned responsibility for the Quality Department may approve an extension of up to 60 days to the reporting schedule in exceptional circumstances in cases where previous reports have not identified deficiencies.

Document History

Approved by the Quality Assurance Committee of CPSNL	May 28, 2026
Effective Date	July 1, 2026