



Physician Health and the Regulator; Can we Make it Better?

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Objectives

Regulatory Background

CPSO and physician health

Approach

Impact of Regulatory Involvement

Management of self-harm

Improving the process



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Incapacity Investigations: Process

INITIATING INFORMATION

Pharmacists, Chief of Staff, Colleagues, Patients, Complaint Panel; other

↓
PRELIMINARY INQUIRIES → REGISTRAR

↓
SCREENING COMMITTEE GIVES NOTICE OF INTENT TO CONDUCT
INQUIRY

↓
HIP (HEALTH INQUIRY PANEL) CONSIDERS SUBMISSIONS AND
WHETHER TO PROCEED +/- RESTRICTIONS

↓
HIP GATHERS HEALTH INFORMATION + ORDER ASSESSMENT

↓
RESULTS SHARED - PHYSICIAN RESPONDS

↓
HIP RESOLUTION or FITNESS TO PRACTICE PANEL



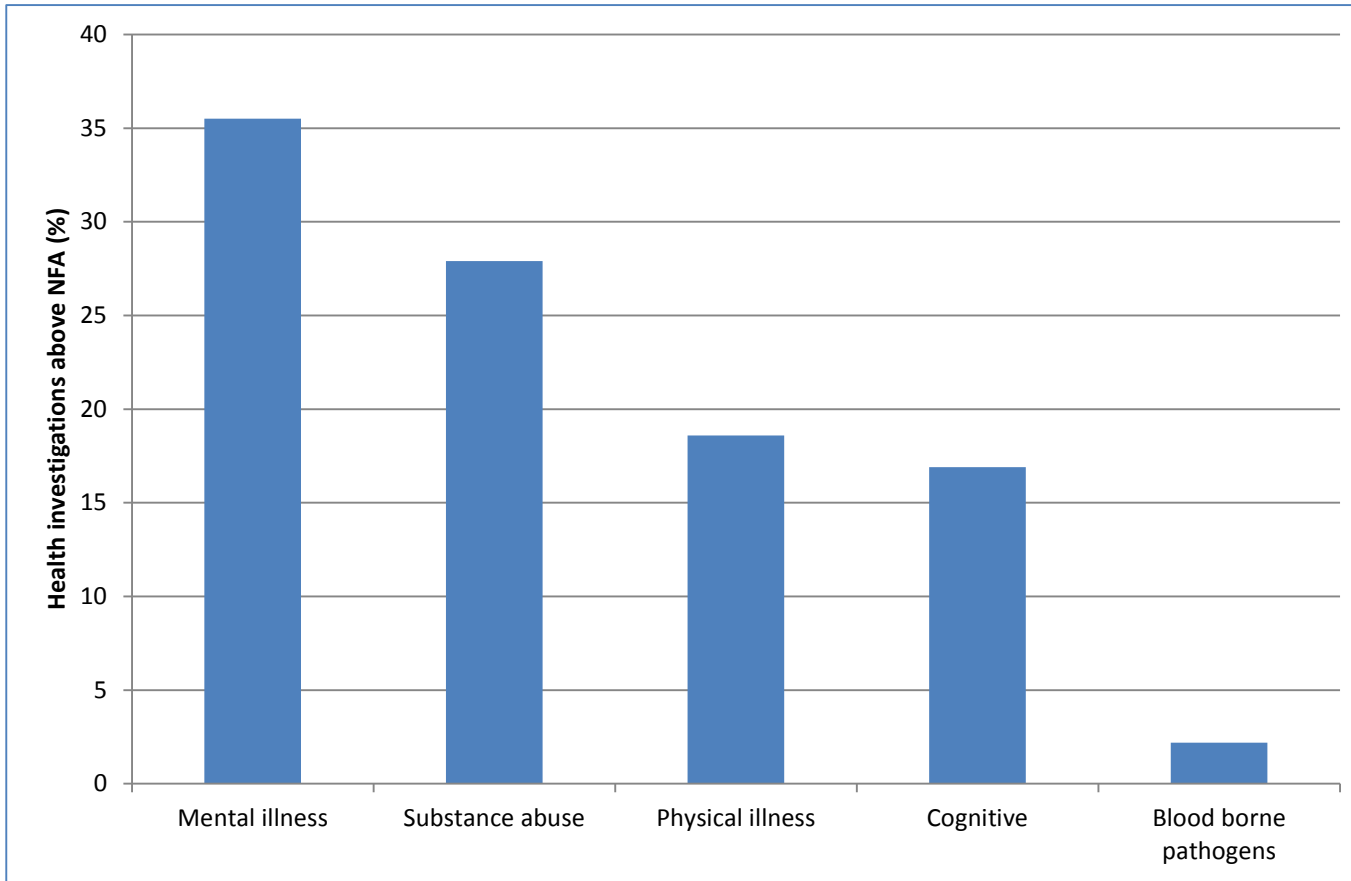
Statutory Framework for Incapacity Investigations

Definition of “incapacitated”:

Member is (i.e., currently) suffering from a physical or mental condition or disorder that makes it desirable in the interest of the public that the member no longer be permitted to practice or that the member’s practice be restricted. S1(1) HPPC - RHPA



Identified Health Issues





Approach

Dedicated team within investigations/specialized HIP Panels

Multi-disciplinary team, mental health/addictions/crisis intervention experience, includes designated Medical Advisor(psychiatrist)

Orientation towards negotiating vs imposing outcomes

The OMA Physician Health Program – Mutual Respect/Trust

First contact - Letter/phone/unannounced visit

- Supportive/destigmatizing/collaborative
- Resources – PHP/CMPA
- Crisis management



The Impact of Regulatory Involvement

- Part of a 'toxic' system
- Contributes to Mental Illness + Addiction
- Contributes to Burnout
- Risk factor for Suicidal ideation
- Defensive practice
- Impact on Marriage/Finances/Work



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'I went on a walk and returned to find my husband dead'

After her husband's suicide, Kate Harding was overwhelmed by guilt and shame



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Management of Self Harm

Ongoing case review with view to assessing risk to public and member

Risk assessment and safety planning

Engagement of social supports

Stakeholder engagement



Improving the Process

System collaboration -OMA/CMPPA

Annual license renewal questions

Early contact/faster resolution

More direct contact with Medical Advisor

Cognitive Impairment/Elderly Physician

The role of the OMA/Physician Health Program



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Health Investigations

270 Health investigations initiated 2013 – 2017

183 (68%) had some form of action taken

Represents 0.6% of practicing physicians in Ontario

Outcomes

