



Dr. Mohammed SAYEED

Council Decision to Restore Licence

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| Date of Application | March 20, 2020 |
| Date of Decision: | March 20, 2020 |
| Decision: | Restoration, Undertaking |

On March 20, 2020, the Council of the College directed that Dr. Sayeed's licence be restored if Dr. Sayeed signed an undertaking that is satisfactory to the Registrar which contains the elements contained in the Council resolution.

The terms of the undertaking are set out below (certain of the elements of the undertaking have been redacted which relate to Dr. Sayeed's personal circumstances). The Registrar has concluded that, consistent with the expectations of maintaining an appropriate balance between confidentiality and transparency established by Council, those details should not be publicly available.

The undertaking signed by Dr. Sayeed, as amended by the Council decision in November, 2021, stated the following:



I, Dr. Mohammed Sayeed, undertake to the College of Physicians and Surgeons of Saskatchewan as follows:

- 1) I will not work in solo practice or be in control of a medical practice;
- 2) I will work no more than 30 hours per week and will not see more than 25 patients in a day;
- 3) I will have a female chaperone present during the entirety of all female patient encounters. The chaperone must be approved by the College. The chaperone must take a course addressing the responsibilities of a chaperone before beginning her duties. The chaperone must sign an undertaking with the College related to her responsibilities, including an undertaking that she

will report any concerns that my behaviour and/or actions have been improper in any way to the Registrar;

- 4) There will be a sign posted in a prominent area in the waiting room of any clinic in which I practise, and in every room in which I interact with patients, advising that I will have a female chaperone present during the entirety of all female patient encounters;
- 5) I will continue to receive treatment from and comply with all treatment recommendations of my current psychotherapist, and only change to another psychotherapist with the approval of either the Physician Health Program or the Registrar. I will actively participate in psychotherapeutic treatment and only discontinue such treatment if the Physician Health Program concludes that treatment has been successful to the point that it is no longer required, or I receive the permission of the Registrar to discontinue treatment;

[REDACTED]

- 7) I will have repeat cognitive testing in approximately one year [REDACTED]
[REDACTED]
[REDACTED] I will advise the Registrar when arrangements have been made, will consent to the disclosure of the information from that cognitive testing to the Registrar, and will provide a copy of all communications related to the cognitive testing to the Registrar;

- 8) I will submit to, and not interfere with, unannounced inspections of my practice locations and to inspections of patient charts by the College and to any other activity the College deems necessary in order to monitor my compliance with the terms of his undertaking;
- 9) I will provide monthly reports to the Registrar reporting the practice locations in which I have practised, the number of hours in which I have been engaged in practice and a general description of the nature of my clinical activities;
- 10) I will engage in personal self-care activities, including taking time off from work, and engaging with friends and family away from the workplace;

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- 12) I acknowledge that the terms of this undertaking can only be modified by the Registrar or the Council after I ask for a modification;
- 13) I acknowledge and confirm that I have read and understand the provisions of this undertaking and that I have obtained independent legal advice in reviewing and executing this undertaking or have waived my right to do so;
- 14) I acknowledge that a breach of this undertaking may constitute unbecoming, improper, unprofessional or discreditable conduct.

DATED this 22nd day of November, 2023

Dr. Mohammed Sayeed

**In the Matter of an Application by Dr. M.A.R. Sayeed
to Amend the Terms of his Undertaking**

November 19, 2021

Summary of the Decision

Dr. Sayeed appeared before the Council to request changes to the undertaking that he signed as a condition of the restoration of his licence.

The three provisions of the undertaking that he asked to be changed stated:

I will work no more than 25 hours per week and will not see more than 20 patients in a day;

I will have a female chaperone present during the entirety of all female patient encounters. The chaperone must be approved by the College. The chaperone must take a course addressing the responsibilities of a chaperone before beginning her duties. The chaperone must sign an undertaking with the College related to her responsibilities, including an undertaking that she will report any concerns that my behaviour and/or actions have been improper in any way to the Registrar.

I will provide monthly reports to the Registrar reporting the practice locations in which I have practiced, the number of hours in which I have been engaged in practice and a general description of the nature of my clinical activities;

Dr. Sayeed requested the following changes:

- a. That his maximum working hours be increased to 30 hours a week inclusive of procedures and urgent walk-in patients and that the number of patients seen be increased to 30 patients per day.
- b. When a male patient has an appointment and is accompanied by his spouse, there be no requirement for a chaperone.
- c. His monthly reporting to Dr. Shaw be amended to 3 times a year.

Council approved a change to Dr. Sayeed's undertaking to increase the number of patients that he can see. It did not approve the other two requests.

The Position of the Registrar's Office

The Registrar's office took no position in relation to the requests, and left it for the Council to determine.

Dr. Sayeed's Position

Dr. Sayeed stated that he has been practicing under the restrictions in the undertaking since July 2020.

He has been reporting monthly to the Registrar and has been seeing his psychiatrist regularly.

He has made lifestyle changes including spending more time with family and exercising regularly.

He stated that it can be awkward when a couple attends at his office and when he is dealing with the woman with her male partner present, he must also have a chaperone present.

Dr. Sayeed stated that he will continue to comply with an amended undertaking if Council will agree to his requested changes.

Information Considered by the Council

Council considered two documents, Info 210_21 submitted by Dr. Sayeed and Info 231_21 submitted by the Registrar's Office.

Council's Decision

Council adopted two motions:

Council approves the amendment of Dr. Sayeed's undertaking to reflect that the working hours be increased to 30 hours a week inclusive of procedures and urgent walk in patients and that the number of patients seen be increased to 25 patients per day.

Council declines to amend the chaperone requirement or the monthly reporting schedule.

Council also directed that the changes would become effective when Dr. Sayeed signs an amended undertaking with the change approved by Council.

Reasons for Decision

Council considered Dr. Sayeed's request to increase his working hours and number of patients seen per day. He also requested a review of his chaperone requirement and his monthly reporting requirement to Dr. Shaw.

Council accepted Dr. Sayeed's apparent sincere actions that he is taking to preserve his mental health and prevent his previous problems with overwork. Council made note of Dr. Sayeed's comment that he occasionally needs to stretch the CPSS

mandate of only seeing twenty patients per day, to accommodate further urgent patients. Council expressed concern that this statement may suggest that there is a risk of Dr. Sayeed falling into old patterns of behaviour. Council also considered documentation from Dr. Hooper, Dr. Sayeed's psychiatrist, that recommended Dr. Sayeed was capable of seeing 30 patients a day.

In light of the above information, Council had decided that Dr. Sayeed be permitted to see up to 25 patients per day within 30 hours per week. It should be noted that Council expects Dr. Sayeed to limit himself strictly to 25 patients per day. Council expresses concern that further stretching of the limits, could eventually lead to him overextending himself and at risk for further unprofessional conduct.

With regard to the chaperone requirements, Council wishes to draw Dr. Sayeed's attention to the undertaking that is dated March 20, 2020. He is required to have a "female chaperone present during the entirety of all female patient encounters." This requirement will continue.

Finally, in the matter of his reporting requirements to Dr. Shaw, we decline the request to reduce the monthly reporting to three times per year. In light of Council's decision to increase the number of patients seen and working hours, we feel that reducing the reporting requirement at this time would not allow for adequate monitoring of Dr. Sayeed's health.