

DocTalk

Duty of Care

Time for a Code of Conduct?

New Bylaws:
what's different?



LICENCE RENEWALS: IS YOUR APPLICATION IN YET?

REGISTRAR

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The College of Physicians and Surgeons of Saskatchewan

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General Surgery
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Public Member
General Practice
Observer SMSS
Public Member
General Practice
Public Member
Family Medicine
General Practice
Pediatrics
Family Medicine
General Practice
Public Member
College of Medicine
Diagnostic Radiology
Family Medicine

* Councilors appearing in grey are at the end of their term. Elections will be held by secret ballot in November.



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Do you have a suggestion for an article to include in the next issue of DocTalk?

Submit your ideas to

caro.gareau@cps.sk.ca

by
March 15th, 2015.

Council

DATE OF ELECTION AND FOR COUNTING VOTES

For Medical Electoral Division No. 3 of the College of Physicians and Surgeons of Saskatchewan will be 25th November, 2014.
The Members of Electoral Division No. 3 of the College of Physicians and Surgeons of Saskatchewan will be 25th November, 2014.
The Members of Electoral Division No. 3 of the College of Physicians and Surgeons of Saskatchewan will be 25th November, 2014.

RE-ELECTION OF COUNCIL MEMBERS

Enclosed you will find:

a) Ballot for Division No. 3

b) Three envelopes for the election

LECTORAL DIVISION NO. 3

LECTORAL DIVISION NO. 10

VOTING PAPER

College of Physicians and Surgeons of Saskatchewan
500 - 321A - 21st Street East
SASKATOON, Sask.

VOTING PAPER

I, _____ resident at _____
(PLEASE PRINT) _____ in the Province of _____
in Medical Electoral Division No. _____
Saskatchewan do hereby declare:

1) That I am a member of the College of Physicians and Surgeons of Saskatchewan;

that the signature affixed hereto is in my proper handwriting;

that I have marked and enclosed in this envelope my choice for this election

PLACE AND SEAL BALLOT
IN THIS ENVELOPE TO
ENSURE SECRECY

Members of the College in these six Electoral Districts have an opportunity to elect colleagues for service on the Council of the College for a term of three years.

There are 6 current Councilors whose terms will expire at the end of 2014.

VOTING INSTRUCTIONS

IF YOUR DISTRICT IS UNDER ELECTION, an election package should arrive to you within the next few days. (If you haven't received your voting package in the mail by November 12th, please contact the College Office at 306-244-7355.)

We invite you to review it and choose the candidate you feel would best serve your area. Indicate your choice on the Voting Paper, place and seal in the special envelope to ensure secrecy, and place this envelope in the self-addressed return envelope provided in your package.

Be sure to send in your ballot before November 25th, 2014!

HOW CAN I CONTRIBUTE?

It's not too early to start thinking about running next year!

If you would like more information on the commitment required to be a Councilor, or the requirements to run for election, please contact Sue Robinson at

sue.robinson@cps.sk.ca

Elections

CANDIDATES

Nominations have now closed for the forthcoming Council elections and three regions will go to ballot. The candidates nominated for these regions are as follows:

District 1 - Prince Albert Parkland/Mamawetan Churchill River/Athabasca Health Region

- Dr. Tilak Malhotra
- Dr. Holly Wells

District 3 - Saskatoon Health Region

- Dr. Andries Muller
- Dr. Julie Stakiw

District 10 - Heartland Health Region

- Dr. Lynda Keaveney
- Dr. Olawale Franklin Igbekeyi

The candidates nominated in the remaining three regions will be acclaimed:

District 5 - Cypress Health Region

- Dr. Suresh Kassett

District 7 - Regina Qu'Appelle Health Region

- Dr. Alan Beggs

District 9 - Kelsey Trail Health Region

- Dr. Pierre Hanekom

ELECTIONS
ARE
TAKING
PLACE
THIS
MONTH!



COUNCIL AND SENIOR STAFF 2013-2014

Back Row: (L-R): Ms. S. Robinson, Dr. E. Tsoi, Dr. D. Glaeske, Sr. S. Kassett, Dr. D. Poulin, Ms. J. Alexander, Dr. A. Muller, Dr. J. Carter, Dr. K. Shaw, Mr. B. Salte, Dr. T. Maholtra, Mr. G. Mitchell, Dr. D. Johnson, Mr. R. Harder, Dr. G. Stoneham, Mr. D. Hager, Ms. B. Porter.

Front Row: (L-R): Dr. A. Beggs, Mr. M. de la Gorgendière, Dr. M. Chapelski - President, Ms. S. Halland, Dr. O. Oduntan, Dr. P. Hanekom, Dr. F. Olatunbosun



FROM THE PRESIDENT

Duty of Care



Recently, I have noticed a disturbing trend in medical practice. Physicians are not providing the care for their patients that we have an ethical duty to do.

Number 19 in the CMA Code of Ethics makes it clear that once we have accepted professional responsibility for a patient, we are to continue to provide services until they are no longer required or wanted.

I recently called, at random, 6 family medicine clinics in Saskatchewan. Not one of them had an answering service with a physician on call. All told me the

hours of the clinic and to call 911 or go to the nearest emergency department if my call was about an emergency.

I have witnessed physicians involved in a patient's care not come in when called to assess the patient whose condition has changed.

The popularity of "walk in" clinics has led to many patients receiving fragmented primary care.

Another issue is that many of the specialty call groups only take calls from the emergency room during certain hours.

We all enter medicine with intentions of healing the sick. We all also want a career that allows us time for our personal life.

It can be difficult to balance those competing interests.

I feel it is time we reevaluate how we as physicians are providing that 24/7 care to the patients of Saskatchewan that we have an ethical and professional duty to provide.

Dr. Mark Chapelski
President, CPSS

Responsibility to a patient:

"Having accepted professional responsibility for a patient, continue to provide services until they are no longer required or wanted; until another suitable physician has assumed responsibility for the patient; or until the patient has been given reasonable notice that you intend to terminate the relationship."

- CMA Code of Ethics



FROM THE REGISTRAR

Duties of a Physician - Is it time for a Code of Conduct?



The Canadian healthcare system is rapidly changing. There are changes to the way medicine is practised, the expectations of physicians and the expectations of patients.

There are many provincial and local initiatives that seek to change the way that healthcare is delivered, including LEAN, Saskatchewan Surgical Care Initiative, Emergency Department Wait Times and Patient Flow and rapid process improvement workshops within the regional health authorities. The provincial government's *Patient First Review Report* has influenced health care delivery priorities.

The nature of the physician workforce is also changing significantly with increased diversity; many Saskatchewan physicians have received their training and experience in parts of the world where the culture and expectations of medical care are different than has traditionally been the case in Saskatchewan. The healthcare system and Canadian society must adapt to these changes.

Many physicians are struggling to meet the demands of their professional and personal lives and to deal with changes in healthcare delivery. It should therefore not be a surprise that this has changed some physician behaviours.

Patients must be able to trust doctors with their lives and their health. Both patients and physicians seek guidance about the expected behaviour of physicians. Some regulatory bodies have developed a Code of Conduct or a Good Medical Practice document to describe those expectations.

A Code of Conduct is a descriptive document that outlines the expectations of professional behaviour and provides guidance to physicians about maintaining and promoting professional behaviours. The College of Physicians and Surgeons of Alberta (CPSA) has developed a Code of Conduct that complements the Canadian Medical Association's Code of Ethics. The CPSA clearly points out that the Code of Ethics is a principle based document, and the Code of Conduct is a descriptive document; both are important.

A Code of Conduct is based on ethical and professional principles which include practising safe and high quality healthcare, maintaining confidentiality, exercising good communication skills, demonstrating respect for others, doing the right thing for the right reasons, being collaborative and accepting the responsibility to take action when inappropriate behaviours occur.

The CPSA's Code of Conduct speaks to specific expectations around accountability, confidentiality, respect for others and responsible behavior. The entire Code of Conduct can be reviewed at http://www.cpsa.ab.ca/Resources/Code_of_Conduct.aspx

The General Medical Council of the UK has been a leader in developing its Good Medical Practice Guide. That document sets out clear standards expected of physicians in four domains:

1. Knowledge, skills and performance,
2. Safety and quality,
3. Communication, partnership and teamwork, and
4. Maintaining trust.

The newest version of the General Medical Council's Good Medical Practice document can be reviewed at http://www.gmc-uk.org/guidance/good_medical_practice.asp

The time may have come for regulatory bodies to establish clearer expectations for physician behaviour than what is set out in a Code of Ethics. Those clearer expectations can benefit physicians and patients by avoiding some of the uncertainty inherent in general statements of ethical principles. It can also establish clear behavioural expectations for those few physicians who may not be fully committed to following the ethical principles in a Code of Ethics. While the vast majority of physicians act professionally and with integrity, trustworthiness, compassion and demonstrate ethical conduct, some do not.

Physician behaviour has an enormous impact on how healthcare is delivered and received. When physician behaviour is inappropriate, it can lead to a number of issues including a decreased quality of care as well as having a negative effect on patient safety. It can erode relationships with patients, families, other health care professionals and learners. It can contribute to difficulties in recruitment or retention of staff and may influence absenteeism of co-workers and colleagues. It is costly to patients, to the system and to physicians themselves.

If we are to consider the need for such a guidance document it would be helpful to have your opinion on the matter. Your comments can be directed to me at OfficeOfTheRegistrar@cps.sk.ca.

Dr. Karen Shaw
Registrar, CEO

FROM THE DEPUTY REGISTRAR

College Complaints and the Choosing Wisely Canada Campaign



Choosing Wisely Canada is a campaign to help physicians and patients engage in conversations about unnecessary tests, treatments and procedures, and to help physicians and patients make smart and effective choices to ensure high-quality care. It is widely supported by a number of partners, including medical specialty societies, the Canadian Medical Association and the Saskatchewan Medical Association.

I have noticed that a number of physicians have commented in medical news articles that they will not be following the *Choosing Wisely* recommendations for fear of litigation or College complaints. In other words they will continue to practice what is commonly termed ‘defensive medicine’.

Over the past decade there has been a significant increase in the volume and cost of laboratory and imaging services and these now account for a significant portion of total health costs. Merely because a test or imaging modality is available, or requested by a patient, does not necessarily mean that ordering that test or imaging will contribute any meaningful information to the care of a patient. More care is not necessarily better care. There are very few laboratory or imaging tests that can stand on their own as a screening test. In the majority of cases laboratory testing, or imaging, is an aid to diagnosis and should only be ordered if it will influence or change

the management of a patient in any way. The lists from *Choosing Wisely* are a starting point in deciding what is best for each individual patient.

The College expects physicians to always act in the best interests of the patient and to follow *Good Medical Practice* principles when providing patient care. Practising ‘defensive medicine’ is just as likely to cause you to run afoul of the College.

Saskatchewan physicians should consider the sections of the *Code of Ethics* (to the right) and the *Medical Profession Act, 1981*, (below) when deciding on whether to order a laboratory test, imaging or procedure for a patient.

Dr. Micheal Howard-Tripp
Deputy Registrar and
Complaints Process Manager

CPSS Code of Ethics

(adapted from the CMA Code of Ethics)

Fundamental Responsibilities

1. Consider first the well-being of the patient

Responsibilities to the Patient Communication, Decision Making and Consent

23. Recommend only those diagnostic and therapeutic procedures that you consider to be beneficial to your patient or to others. If a service is recommended for the benefit of others, as for example in matters of public health, inform your patient of this fact and proceed only with explicit informed consent or where required by law.

Responsibilities to Society

44. Use health care resources prudently.

Medical Profession Act, 1981

Section 46

Without in any way restricting the generality of “unbecoming, improper, unprofessional or discreditable conduct”, a person whose name is entered on the register, the education register, the temporary register or the podiatric surgical register is guilty of unbecoming, improper, unprofessional or discreditable conduct, where he:

(i) performs for a patient a professional service that is not justifiable on any reasonable grounds;

(j) provides any professional service that, in the opinion of the discipline hearing committee, is in volume or, in relation to other professional services provided by him, not justifiable on any reasonable grounds

FROM THE ASSOCIATE REGISTRAR AND LEGAL COUNSEL

New College Licensure Bylaws



The new College licensure bylaws are now in effect. The process to implement the new bylaws has been a lengthy one, which required changes to The Medical Profession Act, 1981, and significant consultation with stakeholders.

The diagram appearing on pages 10 and 11 is only a general summary of the effect of the new bylaws. Much of the updated information relating to the new bylaws is already available online. For full details, please review regulatory

bylaws 2.1 to 2.19 available at the College website, www.cps.sk.ca.

Bryan Salte
Associate Registrar
and Legal Counsel

WHAT YOU NEED TO KNOW ABOUT OBTAINING LICENSURE

There are now 6 categories of licensure

- Regular (previously the “Full” licence)
- Provisional
- Ministerial
- Telemedicine
- Educational
- Inactive

*Temporary licences will no longer be issued.

All applicants* must now satisfy
these requirements:

MEDICAL DEGREE

+

English Language Proficiency
Credential Verification
Examinations
Currency of Practice
Good Character
Good Standing

*except applicants for Educational or Inactive licences

Several years ago the governing council of the College of Physicians and Surgeons of Saskatchewan declared its intent to align its registration requirements with what was being developed nationally.

The new bylaws introduced September 2014, are the result of a great deal of hard work by many stakeholders and reflect our earlier commitment. Perhaps the most notable changes are **practice supervision** for those physicians who do not meet requirements for regular licensure and **summative assessments** for internationally trained physicians. We will provide more information on both of these topics in the next issue of *DocTalk*.



Barb Porter
Director, Registration Services



OBTAINING LICENSURE

CPSS BYLAW OVERVIEW

2014

A general summary of the effect of the new bylaws

REQUIREMENTS

for all licence categories (except Education and Inactive)

MEDICAL
DEGREE



ENGLISH LANGUAGE PROFICIENCY

CREDENTIAL VERIFICATION

EXAMINATIONS

CURRENCY OF PRACTICE

GOOD CHARACTER

GOOD STANDING

Provisional licences and supervision

Both Canadian-trained and internationally-trained physicians who hold **PROVISIONAL** licences are required to be supervised until they qualify for a **REGULAR** licence.

Temporary Licensure

Under the new bylaws there are no temporary licences. However, temporary licences already issued will be valid until their expiration date.

Note: This information is intended to provide a summary of licensure requirements in Saskatchewan. It is not an official version of the requirements. Not all details related to licensure are contained in each summary. Please refer to the College website for the registration bylaws contained in the Regulatory Bylaws of the College for a complete, official description.

Canadian-trained Physicians

REGULAR LICENCE

Canadian-trained physicians are required to have certification from the College of Family Physicians (CCFP) or the Royal College of Physicians and Surgeons of Canada (FRCP/FRCS) and the LMCC in order to obtain a **REGULAR** licence.

PROVISIONAL LICENCE

Canadian-trained physicians who meet the other criteria in the bylaw, but do not yet have the qualifications for a **REGULAR** licence, may obtain a **PROVISIONAL** licence.

Canadian-trained physicians who hold a **PROVISIONAL** licence must meet the **examination requirements** for a **REGULAR** licence within a defined time schedule.

A **PROVISIONAL** LICENCE

may be obtained one of two ways:

1

ASSESSMENT ROUTE

IF successful in an assessment (such as the Saskatchewan International Physician Practice Assessment {SIPPA}), has passed the MCCEE and meets the other criteria in the bylaw.

2

EXAMINATION ROUTE

IF eligible for CCFP without examination or eligible to challenge the examinations of the Royal College of Physicians and Surgeons of Canada, has passed the MCCEE and meets the other criteria in the bylaw.

For **REGULAR** LICENSURE

Must have successfully completed:

- **PRE-LICENSURE ASSESSMENT** AND
- period of **SUPERVISION** AND
- **SUMMATIVE ASSESSMENT**

Physicians currently licensed in another province

1. A physician licensed on an unconditional licence in another province is entitled to an unconditional licence in Saskatchewan;
2. A physician licensed in another province with a licence subject to conditions or restrictions can be licensed subject to equivalent conditions or restrictions;
3. If the College cannot impose equivalent conditions or restrictions to those in the licence held in another province, the physician will be re-fused licensure.

EXEMPTIONS

Visiting Clinicians
Visiting Medical Instructors

American-trained Physicians

PROVISIONAL LICENCE

FAMILY PHYSICIANS

US-trained family physicians must have certification from the American Board of Family Medicine (ABFM) or the CCFP designation and have received an independent or full licence or certificate of registration to practise without restrictions in the United States.

SPECIALISTS

Specialists must also have obtained certification from a member board of the American Board of Medical Specialties in his or her specialty OR be eligible to take the RCSC examinations.

For **REGULAR LICENSURE**

Specialist

RCSC Eligible

Not RCSC Eligible

A

B

EXAMINATION ROUTE

Must obtain FRCP/FRCS and LMCC or College-approved equivalent within a defined time frame

ASSESSMENT ROUTE

Must undergo a period of supervised practice and a summative assessment

An election to pursue the examination route or the assessment route is FINAL. A physician cannot select one route and then transfer to the other route.

For **REGULAR LICENSURE**

Family Physician

A

B

Not CCFP Eligible

CCFP Eligible

Family physicians without eligibility for CCFP certification may be eligible to follow the pathway for **Internationally-trained Physicians.**

EXAMINATION ROUTE

Must obtain either CCFP or FRCP/FRCS and LMCC within a defined time frame

Internationally-trained Physicians

For **REGULAR LICENSURE**

A

B

EXAMINATION ROUTE

Must obtain either CCFP or FRCP/FRCS and LMCC within a defined time frame

ASSESSMENT ROUTE

Must undergo a period of supervised practice and a summative assessment

An election to pursue the examination route or the assessment route is FINAL. A physician cannot select one route and then transfer to the other route.

MINISTERIAL LICENCE

Ministerial licences (similar to what was previously called a "special licence") are available if:

- 1) The physician meets the criteria in the bylaw;
- 2) The physician will practise **PSYCHIATRY** or as a **PUBLIC HEALTH OFFICER** for a Regional Health Agency or **ONCOLOGY** for the SK Cancer Agency;
- 3) The Minister of Health has asked the College to grant a ministerial licence to the physician.

TELEMEDICINE LICENCE

Must be licensed in another jurisdiction

EDUCATION LICENCE

See website for details

INACTIVE LICENCE

See website for details

Definitions

MCCEE – The Medical Council of Canada Evaluating Examination

LMCC – Licentiate of the Medical Council of Canada – the designation given to physicians who have passed the Medical Council of Canada Qualifying Examination Part II

CCFP – Certification by the College of Family Physicians of Canada

FRCP/FRCS – Fellowship with the Royal College of Physicians and Surgeons of Canada

Summative Assessment – The process established by the College to obtain information about a physician's performance, skills and knowledge, at the end of a period of supervised practice. A successful summative assessment will result in the physician being granted a regular licence. If it is unsuccessful, it can result in loss of licensure.

I require a Summative Assessment. What do I have to do?



Physicians who are required to obtain a summative assessment (either because they have chosen that pathway to a regular licence, or because they are not eligible for CCFP without examination or eligible to challenge the Royal College examinations) **must arrange for and succeed in a summative assessment in order to remain licensed.***

A physician who is successful in a summative assessment will be eligible for a regular licence without the requirement of any additional examinations.

The details of summative assessment requirements are set out in College policy, not the bylaw. In general terms, the summative assessment will consist of:

- 1) A review of the work plan detailing the assessment process approved by the College;
- 2) Multisource feedback from multiple assessors from within and outside the physician's health region;
- 3) Medical record audit/chart stimulated recall;
- 4) A period of observed practice - a period of observed practice may be required at the discretion of the lead assessor or the College. The period of observed practice will generally be not less than one day and not more than one week;

- 5) 360 degree feedback with a minimum number of surveys from medical colleagues, non-medical colleagues and patients;
- 6) Review of the physician's continuing professional learning portfolio. The physician being assessed must meet the requirements of the continuing professional learning programs of the College of Family Physicians of Canada or the Royal College of Physicians and Surgeons of Canada;
- 7) Physician self-assessment;
- 8) Review of practice data;
- 9) Review of CPSS complaint or disciplinary issues;
- 10) Review of information provided by regional health authority.

Contact the College at cpssreg.assess@cps.sk.ca for more information on how to arrange your assessment.

**The College will work with the recruiting regional health authority or agency or individual to identify appropriate practice supervisors and/or summative assessors which are subject to final approval by the College. However, final responsibility to arrange for supervision and a summative assessment lies with the Regional Health Authority or the agency or individual who has recruited the physician to practise in Saskatchewan.*

The availability of physicians to act in the capacity of practice supervisors and/or summative assessors may be limited. If suitable supervisors and/or assessors cannot be located the physician who requires supervision or summative assessment may not be granted licensure.

Now seeking SPECIALISTS and FAMILY PHYSICIANS for SUMMATIVE ASSESSMENTS

Criteria for family practice summative assessors:

- Registered in Saskatchewan with an unrestricted licence for independent practice;
- Practices in Saskatchewan;
- Minimum of 3 consecutive years in practice in the scope of practice to be supervised;
- Is not currently the subject of any disciplinary or incapacity proceeding;
- Willing to comply with all terms of the College agreement;
- Maintains an appropriate level of CMPA or equivalent insurance coverage;
- Willing and able to provide honest feedback to the physicians and to the College and is experienced in the education and evaluation of physicians.
- Strong sense of professional responsibility and commitment to peer support;
- Active in continuing professional learning and demonstrates compliance with revalidation requirements;
- No real or perceived conflict of interest;
- Effective communication skills;
- Acceptance of diversity and relates well to people of varied background;
- Must be fluent in the EMR software that is utilized in Saskatchewan.

Criteria for specialist summative assessors:

- Registered in a Canadian jurisdiction with an unrestricted licence for independent practice;
- Has certification from the Royal College of Physicians and Surgeons of Canada;
- Minimum of 3 consecutive years in practice in the scope of practice to be assessed;
- Is not currently the subject of any disciplinary or incapacity proceeding;
- Willing to comply with all terms of the College agreement;
- Maintains an appropriate level of CMPA or equivalent insurance coverage;
- Willing and able to provide honest feedback to the physicians and to the College and is experienced in the education and evaluation of physicians;
- Strong sense of professional responsibility and commitment to peer support;
- Active in continuing professional learning and demonstrates compliance with revalidation requirements;
- No real or perceived conflict of interest;
- Effective communication skills;
- Acceptance of diversity and relates well to people of varied background;
- Must be fluent in the EMR software that is utilized in Saskatchewan;
- Must be approved by the College to act as an assessor.

*All summative assessors are reimbursed by the College at the hourly rate approved by Council.
Write to cpssreg-assess@cps.sk.ca for more details.*

THE PRESCRIPTION REVIEW PROGRAM (PRP)

A resource for prescribing physicians

First Do No Harm. That's the PRP's mission in helping physicians access the information they need to make appropriate medical decisions and minimize risk to patients.

Got a question? We're here to help!

In a constantly evolving world, it's not always easy to stay on top of current trends and guidelines. That's why the College is also putting information online for physicians, available at the click of a button.

Did you know that the new College Website contains resources on the following subjects?

Benzodiazepines
Drug Screening
Drugs and Seniors
ADHD
RxFiles
Treatment Agreements
Educational Programs
Chronic Pain Management
Safe and effective use of Opioids
Medical Marihuana

The PRP is above all an **EDUCATIONAL program**, providing guidelines, information and even access to an opioid manager form as a tool to help keep track of dosing.

*Here
to help*

Contact us at **306-667-4640** or at
doug.spitzig@cps.sk.ca with your questions!

www.cps.sk.ca

Doug Spitzig,
Pharmacist Manager, PRP





2014

Dr. Dennis A. Kendel *Distinguished* Service Award

This year's recipient will be announced by Council on November 21st, 2014 at an event following the next Council meeting.

A public announcement honouring the Award's newest recipient will subsequently be made on the College's website.

**DO YOU KNOW
SOMEONE WHO EXCELS
IN THEIR FIELD OF
PRACTICE AND BEYOND?**

ACT NOW!

**NOMINATIONS ACCEPTED
UNTIL August 30th, 2015**

In 2011, the Council of Physicians and Surgeons of Saskatchewan (CPSS) established the award that is known as the *Dr. Dennis A. Kendel Distinguished Service Award*.

The award is intended to recognize and honour an individual who has made outstanding contributions in Saskatchewan to physician leadership and/or to physician engagement in quality improvements in healthcare. In exceptional circumstances, the award may be awarded to a group of people where it is clearly demonstrated that the nominees have individually and collectively met the selection criteria.

The award is intended to be awarded annually, except that the award need not be made every year. No more than one such award shall be made in any year.

Eligibility/Selection Criteria

The nominee shall:

- Be a member of the CPSS in good standing or, in exceptional circumstances, be a non-member who otherwise exemplifies the characteristics of a suitable nominee.
- Be widely known by the quality of his or her contributions within the profession.
- Have demonstrated high standards of professionalism and commitment to professionally-led regulation.

In addition, the nominee will have demonstrated excellence or achieved distinction in one or more of the following domains:

- As a physician leader who has contributed significantly to physician leadership in healthcare.

- As a champion of physician engagement in quality improvements or quality assurance in healthcare

Any individual may receive the award only once.

Selection Process

The honouree will be selected by evaluation against the selection criteria. The honouree will be selected by the consensus of CPSS Council, or if necessary, by a majority of Council.

Presentation and Form of Award

The award shall be presented to the recipient or a designate by the CPSS President at the annual President's Dinner. The recipient shall receive a personalized copy of the original award (presented to Dr. Kendel in 2011) and a commemorative gift of \$2,500.00. Publicity will appear in CPSS publications and the local media.

Call for Nominations

A call for nominations shall be made to CPSS members by the end of August of each year. Nominations must be signed by a CPSS member or stakeholder and accompanied by letters from two individuals who support the nomination. Nominations must be received by August 30th of each year. Nomination forms are available from the CPSS website or by contacting Sue Robinson at sue.robinson@cps.sk.ca or at the College office (306) 244-7355. If no nominations are received, the CPSS Council may consider qualifying nominations received in the previous year or submit its own nomination.

Notice

CPSS Council reserves the right to:

- Revoke an award granted to a recipient should circumstances arise that, in its opinion, could unfavorably impact the reputation and/or image of CPSS.
- Make changes to these Terms of Reference.
- Authorize the deviation from these Terms of Reference, from time to time, where warranted.

Senior Life Designation

The
College of Physicians and Surgeons
of Saskatchewan
is proud to award

Senior Life Designation

to the following physicians
for providing a lifetime of medical care
to the residents of Saskatchewan.
Thank you for your dedication!

What is Senior Life Designation?

Physicians are entitled to receive a senior life designation if they have been licensed on a form of postgraduate licensure in Saskatchewan for a cumulative total of **40 years***.

A senior life designation is honorary only. It conveys no right to practise medicine in Saskatchewan, to hold office or to vote.

A physician may concurrently hold a senior life designation and another form of licensure.

** Service with the Canadian and/or Allied Forces and postgraduate training after registration is included.*

Dr. Ronald Lloyd Ailsby	Regina
Dr. Fakee Hussain Bia	Foam Lake
Dr. Rudradeo Bowen	Saskatoon
Dr. Robert Douglas Cameron	Regina
Dr. Robert Truscott Card	Saskatoon
Dr. Maitias Diarmuid Casey	Regina
Dr. Patricia Alice Chernesky	Nipawin
Dr. James William Cross	Christopher Lake
Dr. Murray W. Davies	Kamsack
Dr. Penny Mary Davis	Saskatoon
Dr. Krishnasamy Govender	Regina
Dr. Walter John Hader	Saskatoon
Dr. David Lloyd Keegan	Saskatoon
Dr. William Lipsett	North Battleford
Dr. Joyce Magnaye	Moose Jaw
Dr. John Stewart McMillan	Regina
Dr. David Nigel Morton	North Battleford
Dr. Vipichandra Patel	Regina
Dr. Peter Thomas Saunders	Fort Qu'Appelle
Dr. Robert Shannon	Saskatoon
Dr. Karunakar Shukla	Saskatoon
Dr. David Robert Will	Saskatoon
Dr. Thomas Windrum Wilson	Saskatoon

ADDRESSING COMPLAINTS

College Disciplinary Action

The College reports discipline matters in the next issue of the Newsletter after the disciplinary action is complete. The College website also contains information on discipline matters that are completed, and matters where charges have been laid but have not yet been completed.

There was one discipline matter completed since the last Newsletter report.

Dr. Aasim Malik



Dr. Malik admitted unprofessional conduct for failing to respond to correspondence from the College in relation to a complaint.

The Council accepted a joint submission and imposed a fine of \$1,500.

CRAC

Would you like to be appointed to the

Complaints Resolution Advisory Committee

***This is your chance to be a part of
improving services in health care!***

The College Council appoints members to the Complaints Resolution Advisory Committee (CRAC) each year during the January Council meeting.

The CRAC is composed of 3 public members and 3 physicians whose task is to review non-disciplinary complaints and advise the Registrar on appropriate educational measures to avoid further issues.

If you have an interest in serving on this committee as a public member or as a registered physician, please contact Dr. Karen Shaw at karen.shaw@cps.sk.ca for more information.

Deadline for submitting your name:
January 2nd, 2015

LOOKING FOR PRACTICE SUPERVISORS

Now seeking SPECIALISTS and FAMILY PHYSICIANS for PRACTICE SUPERVISION

Criteria for family practice summative assessors:

- Registered in Saskatchewan with an unrestricted licence for independent practice;
- Practices in Saskatchewan;
- Minimum of 3 consecutive years in practice in the scope of practice to be supervised;
- Is not currently the subject of any disciplinary or incapacity proceeding;
- Willing to comply with all terms of the College agreement;
- Maintains an appropriate level of CMPA or equivalent insurance coverage;
- Willing and able to provide honest feedback to the physicians and to the College and is experienced in the education and evaluation of physicians.
- Strong sense of professional responsibility and commitment to peer support;
- Active in continuing professional learning and demonstrates compliance with revalidation requirements;
- No real or perceived conflict of interest;
- Effective communication skills;
- Acceptance of diversity and relates well to people of varied background;
- Must be fluent in the EMR software that is utilized in Saskatchewan.

Criteria for specialist summative assessors:

- Registered in a Canadian jurisdiction with an unrestricted licence for independent practice;
- Minimum of 3 consecutive years in practice in the scope of practice to be assessed;
- Is not currently the subject of any disciplinary or incapacity proceeding;
- Willing to comply with all terms of the College agreement;
- Maintains an appropriate level of CMPA or equivalent insurance coverage;
- Willing and able to provide honest feedback to the physicians and to the College and is experienced in the education and evaluation of physicians;
- Strong sense of professional responsibility and commitment to peer support;
- Active in continuing professional learning and demonstrates compliance with revalidation requirements;
- No real or perceived conflict of interest;
- Effective communication skills;
- Acceptance of diversity and relates well to people of varied background;
- Must be fluent in the EMR software that is utilized in Saskatchewan;
- Must be approved by the College to act as a supervisor.

All practice supervisors are reimbursed by the College at the hourly rate approved by Council.
Write to cpsreg-assess@cps.sk.ca for more details.

RENEWING YOUR CORPORATE REGISTRATION

Renewal for your corporation is on the horizon and coincides with your annual registration. By now, you should have received your renewal package (sent out on October 1st, 2014).

If you have not received your corporate renewal package by the latter part of October, please contact our office to ensure that a package was sent to you.



What if the corporate address has changed?

A number of corporate renewal packages are returned to our office by the Post Office because the medical professional corporation has moved.

Corporate addresses do not automatically change when you provide our office with a change of address for you personally. Corporate documents are often sent to a lawyer or an accountant, so **we do not automatically change the address of your corporation without receiving the direction that this is the desire for your corporation as well.**

As a policy, we only accept changes of address from the physician (member). If sending us information by e-mail, please ensure you are using the same e-mail address that the College has on record for you.

If you have any questions, please contact our office by e-mail at, cpssreg-corp@cps.sk.ca.

Carol Bowkowsky
Senior Registration Officer

STEP-BY-STEP RENEWAL

1

Complete, sign and return Form A – Renewal

Please take the time to read ALL of the questions thoroughly. There are 11 questions in total.

All CPSS members holding voting shares are required to sign the form or the renewal is not complete. (A “member” refers to a physician that is on the CPSS Register, NOT their accountant or lawyer or other family member who is not a physician.)

2

Include the Renewal Fee of \$150

Fees not received by November 30th, 2014 will lead to an additional \$350 penalty being imposed to re-instate your corporation.

IMPORTANT: *If you have a newly registered corporation, effective August 1, 2014, you need only send in the \$150 Renewal Fee and the letter sent to you to identify your corporation.*

3

E-mail, mail or fax* your completed document to our office.

** Please do not provide the original to us if you have e-mailed or faxed as that will duplicate our efforts. We are unable to tell when we are reviewing the information whether it has previously been submitted or not.*

CONTINUING MEDICAL EDUCATION

STANDARDS FOR CONTINUING EDUCATION: REVALIDATION AND MAINTENANCE OF MEMBERSHIP

REVALIDATION PROGRAM

Saskatchewan physicians who are licensed on a full, provisional or special licence are required to enroll in a continuing professional learning program (5-year cycle) with the **Royal College of Physicians and Surgeons of Canada (RCPSC)** or the **Canadian College of Family Physicians of Canada (CCFPC)** in order to renew their professional registration for the upcoming year. This process is known as **revalidation**.

NOTE: If you hold only a temporary or educational licence, you are not required to enroll for Mainpro or Maintenance of Certification.

Where to enroll

Current members of the CCFPC and individuals who hold FRCP* or FRCS* with the RCPSC will need to **meet the requirements** of **Mainpro** or **Maintenance of Certification** at the end of their cycle, and provide proof that this has been done. If you are **not currently enrolled** in either Mainpro or Maintenance of Certification, you will need to **enroll prior to applying to renew your licence** for the upcoming year.

Non-members of the CCFPC can enroll in Mainpro and have their Continuing Medical Education (CME) activities tracked in the same way as members have their CME activities tracked in the same way that physicians who don't hold fellowship at the RCPSC can enroll in the Maintenance of Certification program and have their CME activities tracked.

You are encouraged to attend to this matter promptly. *Failure to comply and enroll may result in a refusal by the Registrar to renew your professional registration.* Please be aware that indicating that you are enrolled in a program when you are not may result in disciplinary action.

To enroll in an approved Continuing Professional Learning Program, contact one of these two colleges:

* **FRCP, FRCS** – Fellow of the Royal College of Physicians, Fellow of the Royal College of Surgeons. This is granted by the Royal College of Physicians and Surgeons of Canada (RCPSC) to physicians with specialty training who meet their requirements for fellowship.

Mainpro

The College of Family Physicians of Canada

2630 Skymark Avenue
Mississauga, ON L4W 5A4
CFPC dedicated hotline: 1-866-224-8104
or toll free 1-800-387-6197 ext 204
www.cfpc.ca

Maintenance of Certification

The Royal College of Physicians and Surgeons of Canada

774 Echo Drive
Ottawa ON Canada
K1S 5N8
RCPSC Department of Professional Affairs:
1-613-730-6243
or toll free 1-800-461-9598
<http://rcpsc.medical.org>

Submission of Credits and Payment of Fees

In addition to submitting the necessary paperwork, you must ensure that you submit the necessary **initial enrollment fees** and the **annual enrollment fees**. *If the fees are not duly submitted, you are either not enrolled or your enrollment will be discontinued.*

Once enrolled, you will not be required to submit your CME information to the CPSS until the end of your five year learning cycle. Instead, you will **record the information with your learning program**. We encourage you to enter your CME activity into your online account as soon as the activity is completed. Physicians who wait until the completion of the learning cycle to enter credits into the account run the risk of *losing access to the online account* and losing the ability to enter credits.

You must ensure that you meet the **minimum credit requirements** as established by the program in which you are enrolled or you will face penalties as outlined below.

At the completion of your learning cycle, you will be required to **provide the CPSS with a certificate** from your program confirming that you successfully completed your learning cycle. The certificate may be obtained from the program website (Mainpro or Maintenance of Certification) and must be submitted during registration renewal.

IMPORTANT

Failure to submit your credits into your online account will result in a failure to provide the required certificate and you will be subject to financial penalties as described below or the CPSS may decline to renew your registration.

Registration Renewal

At the time of registration renewal, you will be asked to confirm that you are enrolled in a program and to provide the date of your 5-year learning cycle (set by the program in which you have enrolled).

At the end of the five year learning cycle, you will be required to provide the CPSS with proof that you have met the requirements of Mainpro or Maintenance of Certification. Failure to do so will mean that you will be unable to renew your licence unless you receive an extension or an exemption from the Registrar.

Penalties for Defaulting

The Registrar's Office will administer fees or penalties to ensure cost recovery from physicians who fail to meet CME requirements and who fail to comply with regulatory bylaw 5.1 *Standards for Continuing Education and Maintenance of Membership*:

- A physician who fails to enroll in Mainpro or Maintenance of Certification, or who fails to maintain enrollment in Mainpro or Maintenance of Certification as required by regulatory bylaw 5.1, will be required to pay a fee of \$500;
- A physician who has failed to enroll in Mainpro or Maintenance of Certification, or who fails to maintain enrollment in Mainpro or Maintenance of Certification as required by regulatory bylaw 5.1 and who is required to comply with any of the conditions in regulatory bylaw 5.1(h) shall, in addition to the \$500 fee in paragraph (a), be required to pay a fee of \$500;
- A physician who has enrolled in Mainpro or Maintenance of Certification as required by bylaw 5.1, but who has failed to meet the requirements of the program, or has failed to provide the evidence required by paragraph (d)(iv) and who is required to comply with any of the conditions in regulatory bylaw 5.1(h), shall be required to pay a fee of \$500.

**Don't delay;
make your revalidation
arrangements today!**

Frequently Asked Questions

Q- I enrolled in the appropriate program (RCPSC or CFPC) but have allowed my enrollment to lapse. Is this a problem?

A- Yes this is a significant problem. If you wish to renew your registration for the upcoming year, you must be enrolled in a program with either the RCPSC or the CFPC, and stay enrolled. Keep in mind that failure to pay the fees means loss of enrollment!

Q- Is there a minimum number of credits that I need to accrue for my program?

A- Yes. It is your responsibility to know the number of credits required to satisfy your program requirements. Royal College and CFPC programs require a minimum number of credits each year. It is your responsibility to track your credits in your online account with your program. At the end of your learning cycle your program must confirm to the CPSS that you have met the requirements of their program.

Q- Do I need to submit my CME information (attendance records, certificates etc) to the CPSS?

A- No, we only require a statement from your continuing professional learning program that you have successfully completed program requirements at the end of your learning cycle.

Q- I am at the end of my current learning cycle. What do I do?

A- You will need to obtain a statement from the relevant program that confirms you have met all of the requirements of your program and submit it to the CPSS. A statement of accrued credits is not sufficient for revalidation purposes.

Q- I need a new learning cycle, what do I need to do?

A- Contact your continuing professional learning program at your respective College (CFPC or RCPSC) to request the dates of your new learning cycle. Retain this information as you will need to provide it to the CPSS when you complete your next annual registration renewal.

Q- Am I eligible for an exemption from revalidation?

A- Physicians who meet the following criteria may be eligible to apply to the CPSS for exemption:

- Physicians practicing outside of Saskatchewan who wish to maintain an active Saskatchewan license;
- Physicians whose practice is restricted to surgical assisting;
- Physicians whose practice is restricted to administrative medicine.

Physicians who meet the above criteria will need to contact the CPSS office to apply for an exemption. Applications for exemption must be submitted on an annual basis prior to professional registration renewal. Only the CPSS can approve an exemption from revalidation.

Q- What do I need to do if I think the exemption criteria may apply to my circumstance?

A- Contact Barb Porter, Director of Physician Registration at 1-306-244-7355 to discuss your situation. She will provide the advice you require.

CONTINUING MEDICAL EDUCATION

PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Health Innovation and Public Policy Conference

November 5th, 2014, 12:45 p.m. to 4:30 p.m.

Teleconference, Saskatoon/Regina, SK

Topic : How Canadian healthcare providers are shaping the future of health

<https://www.picatic.com/healthinnovation2014>

5th Implementing Best Practices for Pain Management in Saskatchewan Conference

Nov. 7-8, 2014

Saskatoon, SK

Topics: Pain assessment, Self-care management, Bio-ethics, Nutrition and pain, Pain catastrophizing, and a client perspective. Other sessions include Opioid safety, Palliative pain management, Pain management in the emergency room, Effective communication with clients in pain, Aging and pain, Mobile device apps for pain, a provincial networking session and much more.

<https://ccdeconference.usask.ca/index.aspx?cid=59>

http://www.usask.ca/nursing/cedn/programs/2014-15/Pain/Pain_conf_2014.php

306-966-5539

Workshop on Boundaries, Ethics and Professionalism: Professional Boundaries in the Physician-Patient Workshop

Nov 14-15th, 2014

Edmonton, AB

Facilitator: Dr. Glen Gabbard
By: College of Physicians and Surgeons of Alberta

Amy Edgington at 780-969-4938
amy.edgington@cpsa.ab.ca

16th Annual Practical Management of Common Medical Problems Conference

Nov. 21-22, 2014

Saskatoon, SK

By: University of Saskatchewan, College of Medicine, Division of CME

Topics: Management of Obesity -- Treating to Target - Can We Hit the Mark? -- Chronic Obstructive Pulmonary Disease -- Normal Uterine Bleeding in Primary Care -- Approach to Anemia -- Multiple Sclerosis -- A Process for Rational Prescribing -- Substance Abuse Disorder in Pregnancy -- Red Eye -- Common Dermatology Cases -- Lower Extremity Wound Management -- Probiotics

<http://www.usask.ca/cme/>

306-966-7787

24th Annual International Pediatric Infectious Disease Conference

Feb. 11-14, 2015

Fairmont Banff Springs, Banff Alberta

By: University of Calgary Faculty of Medicine

Topics: Impact of Conjugate Pneumococcal Vaccines on Burden of Disease; Challenging Cases in Pediatric Infectious Diseases; Neonatal Sepsis; Challenges with the Current Childhood Immunization Program; Urinary Tract Infection in Children; Sexually Transmitted Infections; Challenging Cases in Returning Traveller; Severe Group A Streptococcal Infection in Children; How Do We Know If A Vaccine Is Safe?; Common Pediatric Infections Seen In Your Office

<http://www.usask.ca/cme/>

306-966-7787

CPSS: REACHING OUT WE'RE THERE

Electronic Medical Records

On October 3rd & 4th, eHealth Saskatchewan and the Saskatchewan EMR program held a conference on *Electronic Medical Records* to provide education and networking opportunities for our health care community. Practical and useful “tips and tricks” were provided on how to use EMRs to save time and provide better patient care using this technology.

Dr. George McBride and Ms. Barb Porter presented on behalf of the College of Physicians and Surgeons. Their presentation “Saskatchewan eHealth Conference Evolution of Patient Care through EMRs” was informative and well received as it provided a look over the shoulder of a College assessor. Participants were able to identify opportunities for improving charting.

In addition, the College had a power point presentation running on a laptop at its booth. The presentation entitled “Medical Record Keeping – Paper and EMRs” was of interest to many of the conference participants.

Both presentations are available on the College website at www.cps.sk.ca.

iPASS 2014

The College was pleased to support the 5th Annual Inter-Professional Student Symposium held by the University of Saskatchewan's Health Sciences Students' Association. Held on September 17th, 2014, it was a wonderful opportunity to build awareness of the College with a great number of health sciences students in the province.



Dr. George McBride addressed participants on Evolution of Patient Care through EMRs.



Dr. Darren Larsen, keynote speaker, spoke on the Journey to EMR Maturity.



SMA President Dr. Dalibor Slavik addressing the conference.



Ms. Barb Porter of the CPSS spoke about “Medical Record Keeping - Paper and EMRs.”

Dr. Karen Shaw, CPSS Registrar, speaking to the wealth of young health sciences minds during the 2014 iPASS conference.



PHYSICIAN UPDATE

GONORRHEA

AND THE CEFIXIME SHORTAGE

CHANGES IN RECOMMENDED TREATMENT

A Message from the Ministry of Health

The CPSS wishes to remind physicians about the change in recommended testing and treatment procedures for gonorrhea due to the recent Cefixime shortage.

To learn more, please consult the **Guidelines for Testing and Treatment of Gonorrhea in Saskatchewan, 2014**, available at the following link:

<http://www.health.gov.sk.ca/adx/asp/adxGetMedia.aspx?DocID=fb8126c0-30ee-4a51-adfd-af986da1b106&MediaID=8614&Filename=FAQs-Gonorrhea-GuidelinesforTesting-Treatment.pdf&l=English>

For more information, contact a Medical Health Officer (MHO) or Denise H. Werker MD, MHSc, FRCPC
Deputy Chief Medical Health Officer
Saskatchewan Ministry of Health
www.health.gov.sk.ca

Creating a Tobacco Free Future for the People of Saskatchewan



You are invited to an interdisciplinary
tobacco cessation event
to be held in conjunction with
National Non-Smoking Week,
January 18 – 24, 2015.

The Saskatchewan Dental Hygienists Association
and the
Saskatchewan Coalition for Tobacco Reduction
are pleased to present
a one-day workshop
designed to provide health professionals
with the skills and tools they need
to talk effectively with their patients
about quitting smoking.
Research shows that support and advice from
trained health providers can double a person's
chance of quitting tobacco successfully.

"Creating a Tobacco Free Future for the People
of Saskatchewan"
.... a one-day cessation event.

Saturday, January 17, 2015
8:00 a.m. to 4:00 p.m.
Saskatoon Inn, Saskatoon, SK

The program will include presentations from
four of Saskatchewan's own experts
in the field of tobacco cessation.

For more information and to register,
phone 306-931-7342
or e-mail sdha@sasktel.net.

Early Bird registration deadline
Nov. 15, 2014



What makes a community successful?

One important measure is how well it meets the needs of its citizens in all stages of their lives.

Is it safe?

Affordable?

Walkable?

Healthy?

Inclusive?

Accessible?

Is it a great place to grow up and grow old?

In short, is it “age-friendly?”

- Age-Friendly Saskatoon Initiative:
Recommendations

AN AGE-FRIENDLY INITIATIVE

The Saskatoon Council on Aging has undertaken a fascinating project to assess the community’s cultural and economic life in light of eight dimensions proposed by the World Health Organization.

The recommendations included in the report address these eight dimensions and propose measures that should be undertaken by the city to ensure the community’s success for years to come.

The report can be downloaded at the following address:

<http://www.scoa.ca/pdf/AFPhase2Jan2014.pdf>

“This is an exciting report and an opportunity that provides some significant insight as to the challenges, interests, and thoughts of Saskatoon’s older adult population.”

Source: Cheryl Loadman
Age-friendly Saskatoon Project Coordinator
Saskatoon Council on Aging Inc.
www.scoa.ca



Our Staff



College of Physicians and Surgeons of Saskatchewan

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Saskatoon, SK S7K 0C1

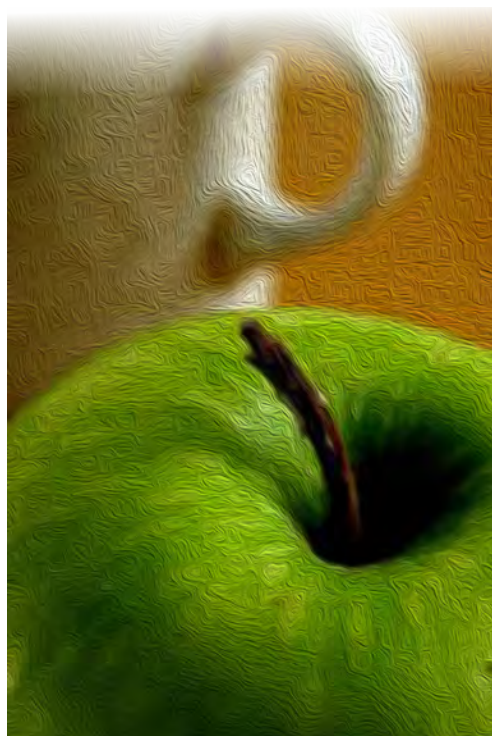
Phone: (306) 244-7355

Complaints: (800) 667-1668

Fax: (306) 244-0090

E-mail: info@cps.sk.ca

Or visit us at: www.cps.sk.ca



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Dr. Micheal Howard-Tripp
Mr. Bryan Salte
Ms. Barb Porter

Registrar
Deputy Registrar
Associate Registrar/Legal Counsel
Director of Physician Registration Services

Administration

Camille Dunlop
Caro Gareau
Ferne Hand
Melanie Lafonde
Amy McDonald
Sue Robinson

Receptionist
Communications Officer
Assistant to Accounting/Finance
Receptionist
Manager of Accounting & Finance
Executive Assistant to the Registrar

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Regulatory Services Coordinator
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Kim Skrypnyck
Marg Zahorski

Director, DILQA
Lab Proficiency Testing Consultant
Administrative Assistant
Executive Assistant

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Doug Spitzig
Laurie Van der Woude
Nicole Mclean

Pharmacist/PRP Manager
PRP Coordinator
Assistant/PRP & Methadone Program

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Tracy Herzog
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Karen Mierau
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Lindsay Schultz
Jori Smith

Senior Registration Officer
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Registration Officer
Registration Officer
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