



# Health Monitoring at the College

New Resident Orientation

July 13, 2021

# Dr. X

- 26-year-old R1
  - MVA and TBI
  - Leaves program for two months → one year
  - Scramble when returns to program
  - Untreated depression, anxiety, AUD
- Complex, but real
- And common: There are approximately 600 files in the monitoring department



# When physicians get sick...

- Health monitoring at the College
- Regulating physicians as they transition from sickness to health, and transition out of, and back to work



# Physician health: a growing concern

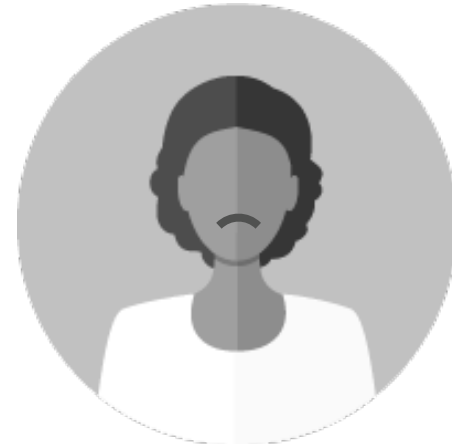
Physician health and growing impact on public:

1. A complex, fast-paced, high-pressure health-care system:
  - Burnout (up to 50%)
  - Depression (12-18%)
  - Alcohol use disorder (13% male, 21% female)
  - Suicide (1.4x M, 2.3x F)
2. These numbers are even higher for our youngest registrants



# Health of physicians: overcoming barriers

- Medical error, less capable of managing complex care needs
- Effective treatments exist, but physicians are reluctant
  - Shame and stigma
  - Losing one's licence and livelihood



# Health of physicians: overcoming barriers

- Opportunity exists to help
- Effective, non-intrusive monitoring
- Balance
  - Delicate, respectful inquiry
  - Helping physicians face limitations
  - Firm decisive action to protect public



# An obligation to practise healthy

## ***CMA Code of Ethics and Professionalism***

- Value personal health and wellness and strive to model self-care
- Be aware of and promote health and wellness services, and other resources, available to you and colleagues in need
- Seek help from colleagues and appropriate medical care from qualified professionals

# Legislation

## *Health Professions Act*

- Sections 32.1 to 32.3: Duty to report
- Section 25.6: Suspension pending medical examination

This Act is current to June 2, 2021

See the [Tables of Legislative Changes](#) for this Act's legislative history, including any changes not in force.

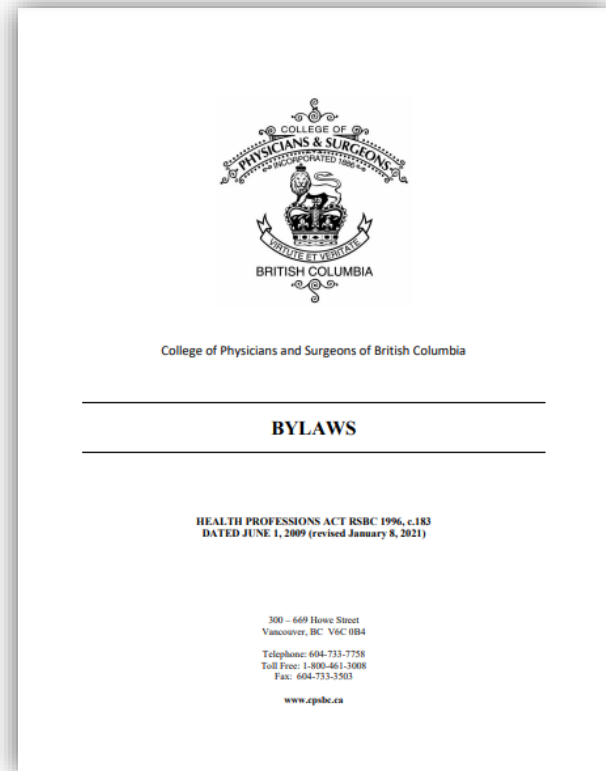
### **HEALTH PROFESSIONS ACT**

**[RSBC 1996] CHAPTER 183**



# Legislation

- **Bylaws**
  - Section 1-20: Blood Borne Communicable Disease Committee
  - Practice standard: *Blood-borne Viruses in Registrants*
    - All PGY 1 residents do EPPs
    - Periodic testing: Know your HIV, Heb B, and Hep C status!



# Licensure

- Licences: full, provisional, educational
- Active or inactive
- Temporarily inactive – health leave



# The College

- Health monitoring department
- A “supportive” arm of the College
- We work with complaints and registration departments



# What do we monitor?

## Health conditions

- Physical, cognitive, mental health conditions
- Substance use disorders
- Blood-borne pathogens
- Conditions that do or could impact practice
- Caseload: ~600

## Medicine is a safety-sensitive occupation

- Some more, some less risky scopes of practice
- Monitoring commensurate with risk



# When do we monitor health?

- Registrant self-disclosure re: health condition with **potential** impact
- Third-party expression of concern about possible health condition
- Duty to report a health condition that has impacted their practice and resulted in a restriction of health authority privileges or employment (*HPA* section 32.2)
- Duty to report that registrant has been hospitalized for a psychiatric condition or addiction (*HPA* section 32.3)

# How do we monitor health?

- TI and absence from practice
- **Before** return:
  - “fitness to practise” reports from treating physicians
  - consent to health monitoring
- **Ongoing health monitoring**, treating physicians provide progress reports that registrant:
  - continues to be a patient
  - is compliant with treatment recommendations
  - is compliant with biological monitoring (if applicable)
  - is fit to practise medicine

# How long do we monitor health?

- Usually depends on recommendations of treating physicians
- Typically, two to five years, but may be longer or indefinitely with a progressive, intermittent or recurrent condition
- SUD: five years or indefinitely if relapse

# We collaborate





# Questions

