



Career Opportunity

College of Physicians & Surgeons of Manitoba

Medical Consultant (0.6 EFT), Physician Health Program, Quality Department

The College of Physicians and Surgeons of Manitoba (CPSM) is the medical regulatory authority in Manitoba, serving the public interest by regulating the practice of medicine. CPSM is comprised of approximately 50 staff, this unique not-for-profit organization carries out its mandate to protect the public through three core functions;

- **Registration** ensures everyone registered to practice medicine in Manitoba is competent to practice and meets the established registration requirements.
- **Quality** supervises the competency of practice and proactively promotes safe care for Manitobans through ongoing education and quality improvement initiatives.
- **Complaints and Investigations** addresses concerns regarding the care provided by or the professional conduct of CPSM registrants.

The Opportunity

CPSM is looking for a Medical Consultant position (0.6 EFT) to lead the operations of the Physician Health Program (PHP) as well as support the lead medical consultants in Standards & the Quality Assurance Programs of CPSM. Reporting to the Deputy Registrar, the Medical Consultant supports physicians, residents, medical students, clinical assistants, physician assistants, and physician assistant students who need to prioritize their health while continuing to provide safe and effective care to patients. This includes investigating relevant issues with a focus on enabling participants to maintain practice and support rehabilitation.

Working closely with the coordinator of the PHP, the Medical Consultant is responsible for the operations and oversight of the program. A core premise of the program is the commitment to reducing stigma for health-reporting behaviours and ensuring participants feel safe to seek help and report their health issues to CPSM. The program must balance the necessary self-regulatory duty to protect the public while ensuring a compassionate, person-centred and trauma-informed approach to health matters with CPSM registrants. The program is non-punitive and aims to keep registrants working so long as they are safe to do so and facilitate a safe transition back to work when a leave of absence is necessary. The successful candidate should be well-versed in providing mental health care, demonstrate skills in handling delicate and emotional conversations, and appreciate the many nuances of assessing the illness of individuals in medical practice.

The workload in the PHP can fluctuate; to ensure the optimal use of time, this role will provide regular support to the Quality Assurance (Standards) processes at CPSM and work closely with the medical consultants in the Quality Improvement Program and Quality Assurance. This may include providing feedback to auditors or registrants, engaging in coaching conversations, and supporting the positive and educational nature of these programs.

Consulting with similar programs across the country ensures best practices are employed in the programs you are engaged in and are in compliance with the Regulated Health Professions Act, CPSM Bylaws, Standards of Practice, Practice Directions, and the Code of Ethics and Professionalism as required.

CPSM particularly values the contribution of physicians who maintain a part-time clinical practice and have a broad range of medical knowledge and experiences.

Duties & Responsibilities:

Physician Health Program

- Responsible for the review & final dispensation of referrals made to the PHP:
 - Conduct comprehensive evaluations of referrals deemed reportable to CPSM.
 - If required, direct the appropriate PHP staff in collecting relevant information.
 - Communicate with registrants referred to the PHP and other relevant parties, to address relevant issues while maintaining maximum discretion and confidentiality.
 - Interview registrants to ensure the perspectives of their health issues are considered and understood.
 - Gather other information as necessary to address relevant issues, including writing to and interviewing third parties, where appropriate.
 - Obtain expert opinions where necessary, including formulating questions for their consideration.
 - Collaborate with peers from other provincial medical regulatory authorities across Canada.
- Provide guidance to registrants in setting boundaries within the practice environment to support optimal well-being.
- Provide formal direction to employers/health authorities regarding recommendations related to work hours, call frequency, scope of practice, etc.
- Determine requirements and approve formal agreements to support abstinence and recovery.
- Work closely with Doctors Manitoba and other groups to ensure registrants have access to resources that promote healing and recovery.
- Act as a representative of CPSM to outside groups advocating and encouraging registrants to report issues that may be causing impairment in practice.
- Develop and review existing policies ensuring they are current and aligned with CPSM's mandate.

Standards and Quality Assurance Programs

- Provide operational support to the function of Quality Assurance Programs at CPSM.
- Complete file reviews and correspondence requiring physician level input, including problem-solving as situations identified by staff and/or participants arise.
- Provide support and cross-coverage for the medical consultants in the areas of quality assurance.
- Assistance to the Deputy Registrar, as required.

Qualifications:

Education & Experience:

- A physician with a minimum of 8 years of clinical experience – a broad range of experience is an asset.
- Practice in and familiarity with the healthcare system in Manitoba is preferred.
- Previous leadership experience would be an asset.
- Demonstrated ability in presenting to both small and large groups.
- Demonstrated experience with providing mental health/trauma-informed care.
- **Must be eligible for full registration and licensure in Manitoba.**

Skills and Knowledge:

- Impeccable ethics and professionalism.
- Excellent professional communication and interpersonal skills.
- Knowledge of self-regulation and the standards which govern the practice of medicine in Manitoba.
- Demonstrated ability to work collaboratively in a multidisciplinary environment.
- Excellent organization, time management and planning skills, including the ability to work and problem-solve independently within general guidelines and with multiple deadlines.
- Ability to use initiative and take appropriate action when unforeseen circumstances arise.
- Ability to deal with confidential information.
- Ability to adhere to applicable policies and procedures.

Salary:

Individuals will be placed in a range commensurate with qualifications and experience.

Contact:

Submit a CV and cover letter by **April 12, 2024**, directly to:

Email: Recruiting@cpsm.mb.ca

Attn: Dr. Ainslie Mihalchuk
Deputy Registrar
College of Physicians and Surgeons of Manitoba
1000-1661 Portage Avenue
Winnipeg, Manitoba R3J 3T7

This position is subject to a Criminal Record Check.

The College of Physicians & Surgeons of Manitoba is strongly committed to equity and diversity within its community and especially welcomes applications from racialized persons/persons of colour, Indigenous peoples, persons with disabilities, persons of all sexual orientations and genders, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply.

We thank you for your interest in this position. Please note that only short-listed candidates will be contacted for an interview.