



## CAREER OPPORTUNITY – College of Physicians and Surgeons of Manitoba

### Medical Consultant (0.6 EFT), Prescribing Practices Program

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. Comprising of approximately 55 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 registrants.

Funding for these essential core functions primarily comes from fees paid by registrants. This enables us to maintain the necessary infrastructure and resources required to fulfill our mandate effectively.

#### The Opportunity

CPSM is looking for a Medical Consultant (0.6 EFT), who will work collaboratively within an expert team, to provide prescribing advice to CPSM registrants, examine prescribing data and trends, develop & deliver registrant education, and work on prescribing practice initiatives. This position reports to the Assistant Registrar, Quality Department.

#### The Individual

The ideal candidate has leadership experience and a demonstrated ability to effectively work in a complex environment. The successful applicant has a strong background in continuous quality improvement and a passion for patient safety. This position requires the ability to effectively communicate with CPSM registrants and provide evidence-based prescribing advice that leads to improved patient outcomes, as well as improved registrant engagement. You have previous experience successfully building trust with your colleagues while implementing changes that ultimately improved care. You have experience in health program analytics, program design and implementation.

CPSM values the contribution of a physician who maintains clinical practice for this role; however, this is not mandatory.

## **Summary of Duties & Responsibilities:**

### **General Prescribing Advice (GPA)**

- Collaborate and coordinate with the Prescribing Practices Program (PPP) staff to ensure a timely initial response to all prescribing advice inquiries and concerns from registrants and other healthcare professionals.
- Correspond with registrants or other healthcare professionals directly as needed, to facilitate information collection, initial prescribing advice regarding patient safety, and ongoing case management support as needed.
- Identify important themes, safety concerns, and unperceived learning needs that arise from general prescribing advice cases.

### **High-Risk Medications Prescribing Review**

- Promote registrant engagement in the prescribing review process, case-based learning, and practice improvements through educational interventions.
- Oversee the development of a standardized review process, including a reviewer's guide, chart review templates, audit tools, and an audit-ready education toolkit for use during the interactive component of reviews.
- Perform risk stratification, including assessing audit results to establish appropriate recommendations, such as education, coaching, practice support or other interventions and follow up review process as needed.
- Review updated DPIN datasets received in a timely manner to appropriately prioritize cases for review.
- Provide initial patient safety-focused education to registrants during the interactive component of practice reviews.

### **Chief Medical Examiner (CME) Death Review Program**

- Guide program staff to collect relevant file information from deaths involving prescription drugs identified for review.
- Engage and meet with registrants as needed to explain the CME Death Review Program and its objectives in a manner that promotes engagement, case-based learning, and practice improvements.

### **Prescribing Approvals**

- Support program staff in reviewing registrants' prescribing approval applications.
- Assist with intermittent updates to the *CPSM Manitoba OAT Recommended Practice Manual*.

- Collaborate with PPP staff to respond to prescribing advice inquiries and concerns from registrants and other healthcare professionals related to prescribing methadone/Suboxone/SROM (as per GPA case responsibilities above).

### **Education events and targeted prescriber support**

- Actively participate in strategic plan development to implement a range of educational interventions to meet the needs of registrants who participate in the prescribing review process.
- Present educational materials to registrants and other healthcare professionals, or special interest groups, regarding CPSM Standards of Practice involving prescribing, opioid use disorder/OAT, the management of polypharmacy, and other relevant issues.
- Provide or arrange educational sessions regarding safe prescribing and dispensing of controlled drugs.
- Be a resource to the Assistant Registrar or other CPSM staff to discuss cases involving complex/high-risk medication regimens.

### **Qualifications:**

#### ***Education & Experience:***

- Must be eligible for full registration and licensure in Manitoba.
- Postgraduate degree in medicine (specialty or family practice if graduated after 1996).
- Physician with recognizable contributions to the community and/or physician community.
- Practice in and familiarity with relevant Manitoba medical systems would be an asset.
- Relevant clinical experience in assessing and treating patients with complex medical issues, including opioid use disorder and chronic pain, as well as polypharmacy, would be a strong asset.
- Relevant experience in designing and conducting physician audits or reviews in a standardized manner would be an asset.
- Relevant experience in physician education and/or remediation would be an asset.
- Knowledge of the Regulated Health Professions Act and Regulation, CPSM Bylaws, Standards of Practice, Practice Directions, and the Code of Ethics and Professionalism would be an asset.

#### ***Skills & Knowledge:***

- Ability to represent the College of Physicians and Surgeons of Manitoba across the country and establish rapport and trust to facilitate the exchange of information.
- Ability to create and maintain rapport with various levels and types of individuals inside and outside of the physician community.
- Problem-solving, decision-making skills, and the ability to formulate and implement strategy.
- Leadership and management skills.

- Excellent listening, communication, writing skills and the ability to empathize.
- Value system, personal standards, and strengths that blend and balance with the strengths and culture of CPSM.
- Ability and willingness to travel to various jurisdictions to attend educational and/or committee meetings and learn about other programs.

**Salary and Benefits:**

CPSM offers a comprehensive benefits package and a competitive salary range. Individuals will be placed in the range commensurate with qualifications and experience.

**Contact:**

Interested candidates should submit the following materials:

1. a cover letter
2. curriculum vitae (CV)

Submit your cover letter and CV by **February 28, 2025 directly** to:

Email: [Recruiting@cpsm.mb.ca](mailto:Recruiting@cpsm.mb.ca)

Attn: **Dr. Sonja Bruin**

Assistant Registrar, Quality Department  
College of Physicians and Surgeons of Manitoba  
1000-1661 Portage Avenue  
Winnipeg, Manitoba R3J 3T7

This position is subject to a Criminal Record Check.

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

*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.*