

Tensions in a Physician Performance Enhancement System

Presentation to IPAC-CPE

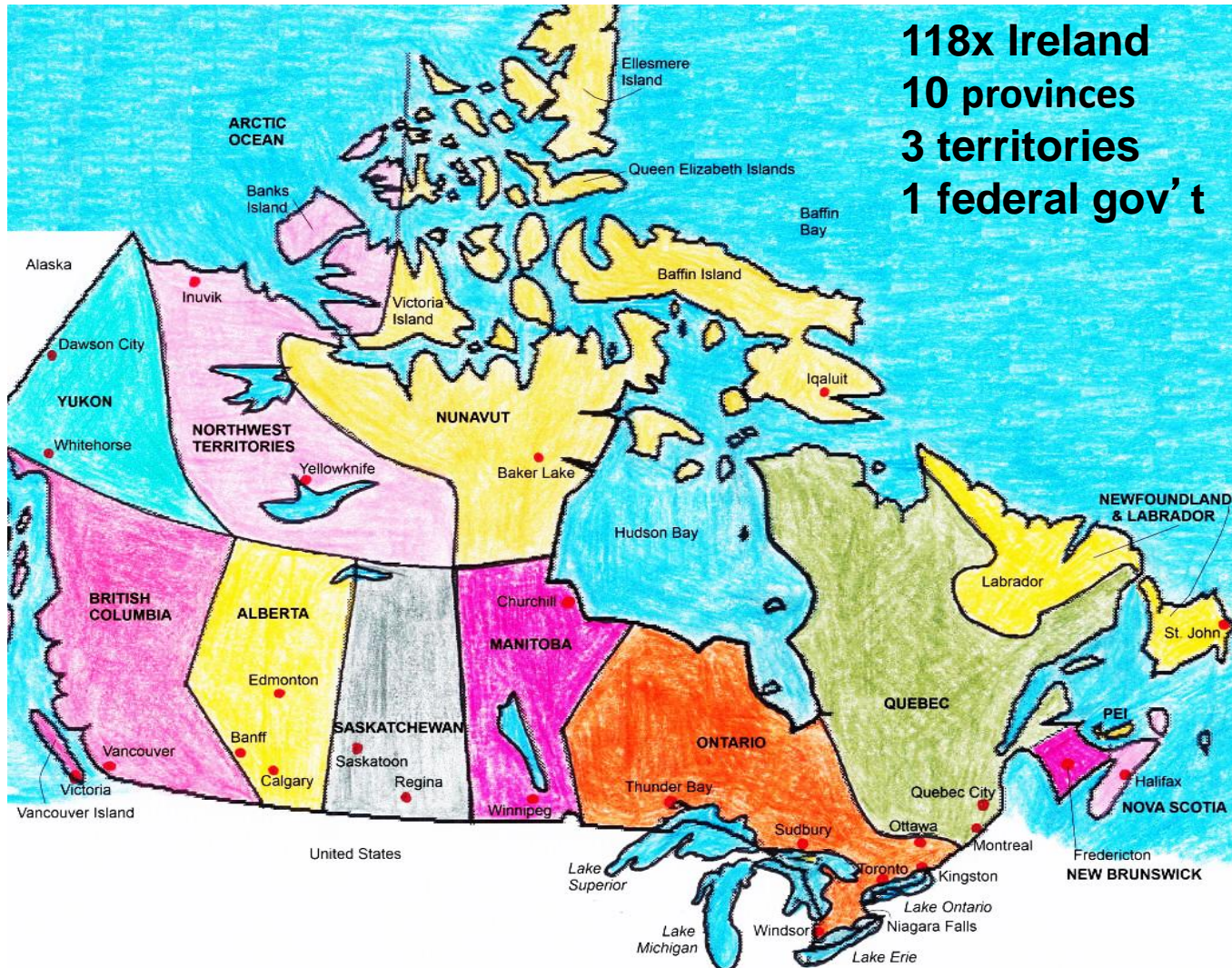


Federation of
Medical Regulatory
Authorities of Canada

Fédération des
ordres des médecins
du Canada

*Fleur-Ange Lefebvre
for the Working Group on Physician
Performance Enhancement
September 2014*

Regulation in Canada



Physician Performance Enhancement

*Canadians assured of the competence of physicians
Physicians supported in their continuous
commitment to improve*

*Les Canadiens sont assurés de la compétence des
médecins*

*Les médecins sont appuyés dans leur
engagement continu pour s'améliorer*

What are we actually trying to do?

Develop a pan-Canadian strategy for physician performance enhancement to assist:

- a) all practising physicians in identifying opportunities for improvement;
- b) all medical regulatory authorities in identifying physicians who may benefit from focused assessment and enhancement; and
- c) all stakeholder organizations in identifying their roles and responsibilities in physician performance enhancement.

Draft 1 – Consultations

- Medical regulatory authorities
- Academic healthcare organizations
- Faculties of medicine
- Professional associations
 - Canadian Medical Association
 - provincial and territorial medical associations
 - residents and students – EN and FR
- Canadian Medical Protective Association
- Educational colleges (CFPC and RCPSC)
- Medical Council of Canada
- Specialty societies
- Governments

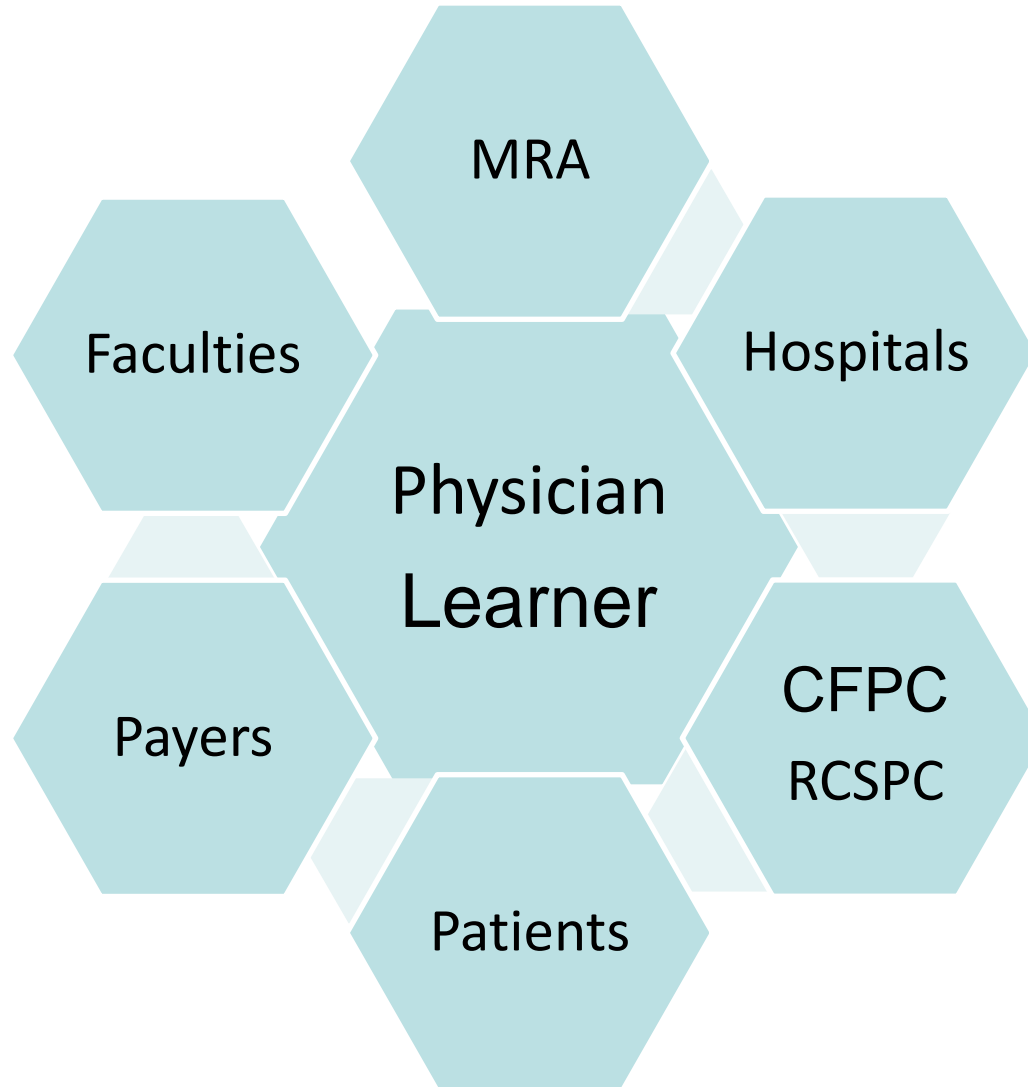
Draft 1 – Consultations (cont.)

Governments

Through the federal / provincial / territorial Committee on Health Workforce

- Senior representatives from each province/territory and Health Canada
- Reports to the Conference of Deputy Ministers of Health
- 9 members responded (out of 14)

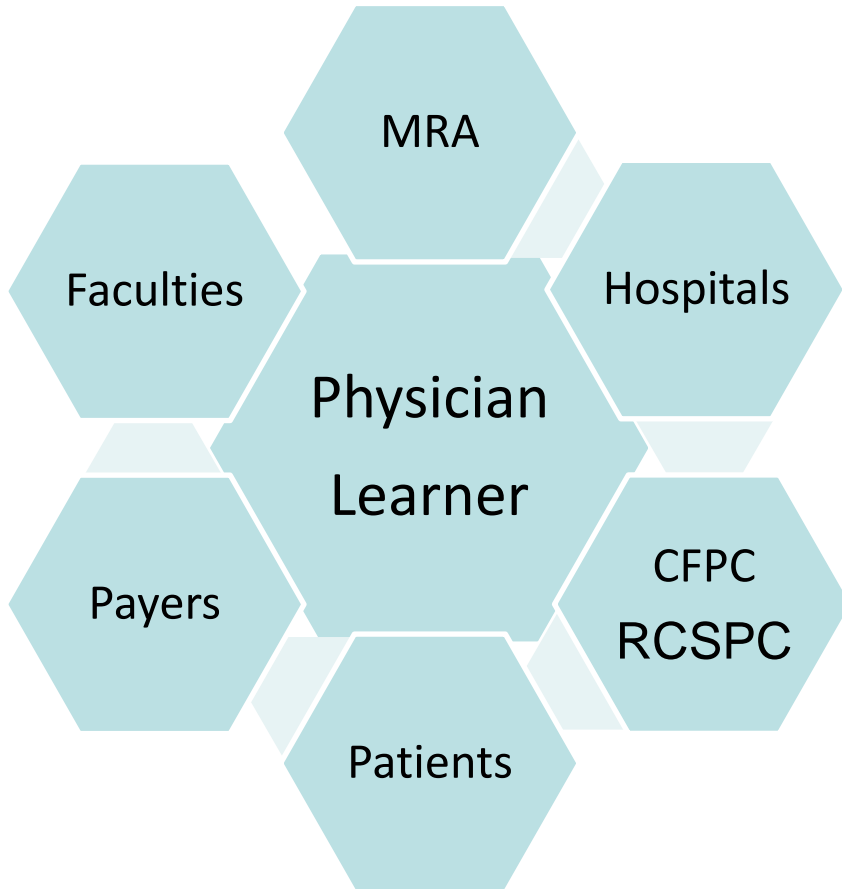
Tensions



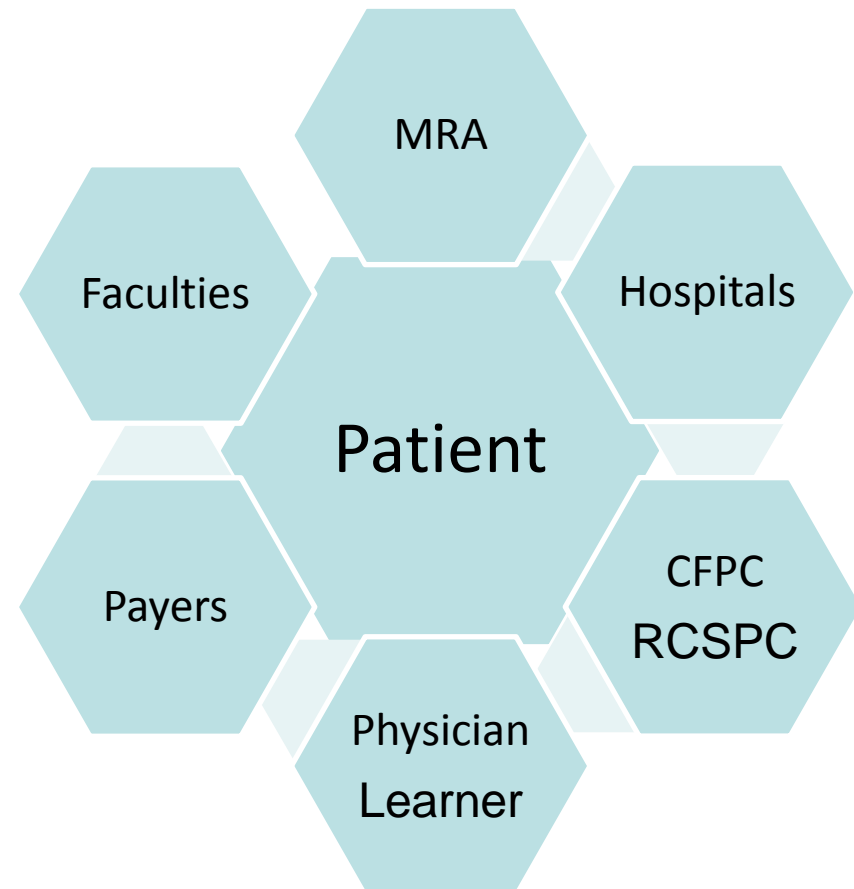
Tensions – seven (and counting...)

- | | |
|--|----------------------|
| ① Physician-centred | 1) Patient-centred |
| ② Educational | 2) Punitive |
| ③ Self-assessment | 3) Formal assessment |
| ④ Financing | 4) Policy-making |
| ⑤ Remediation – you! | 5) Remediation – me? |
| ⑥ Physician performance
enhancement | 6) Revalidation |

Tension 1 – the middle



PPE System



HC System

Tension 2

Educational vs. Punitive

Authoritative rather than authoritarian tone

The PPE system is intended to be formative (constructive and educational) and focused on continuous quality improvement.

Monitoring for the MRAs means 3 things:

- a) confirming a physician's participation in CPD*
- b) helping physicians identify their own learning needs*
- c) identifying physicians who may need further assessment and/or support*

Tension 3

Self-assessment vs. formal assessment

“Assessment” originally (mis)interpreted by many stakeholders as meaning formal assessment only.

The following clarification was added:

For the purposes of this initiative, the word “assessment” is defined broadly to encompass self-assessment, feedback and formal external assessment.

Tension 4

Financing/resources vs. policy-making

Collectively, all the stakeholders:

- Coordinate, advocate for, support and implement the PPE system.
- Ensure physicians have access to appropriate assessment and practice improvement tools.
- **Contribute some of the required resources (human, logistical, financial and other).**

Tension 5

Remediation – not me, not me, not me!!!

Canadian Medical Protective Association

MRAs must be careful about imposing conditions on a practising physician that cannot be met

Faculties of medicine

university at large has concerns about potential liability

Who else?

Tension 6

Semantics

- Revalidation
- Recertification
- Maintenance of Licensure
- Physician Performance Enhancement
- Physician Performance
- Maintenance of Professional Competence
- Others
- And then there's "Bob"

Revalidation (FMRAC 2007)

A quality assurance process requiring physicians to provide satisfactory evidence of their commitment to continued competence in their practice.

The purpose is to reaffirm, in a framework of professional accountability, that physicians' competence and performance are maintained in accordance with professional standards.

Physician Performance Enhancement (FMRAC 2013)

The term “revalidation” has been replaced by “physician performance enhancement” (PPE). PPE encompasses a broad spectrum of activities, involving both physician assessment and enhancement (education). PPE activities include assessment and educational activities which physicians use on a regular basis as part of their life-long learning plan.

WG Members were asked to draw what they thought we were trying to accomplish, especially Revalidation with respect to Physician Performance Enhancement (situating the two).

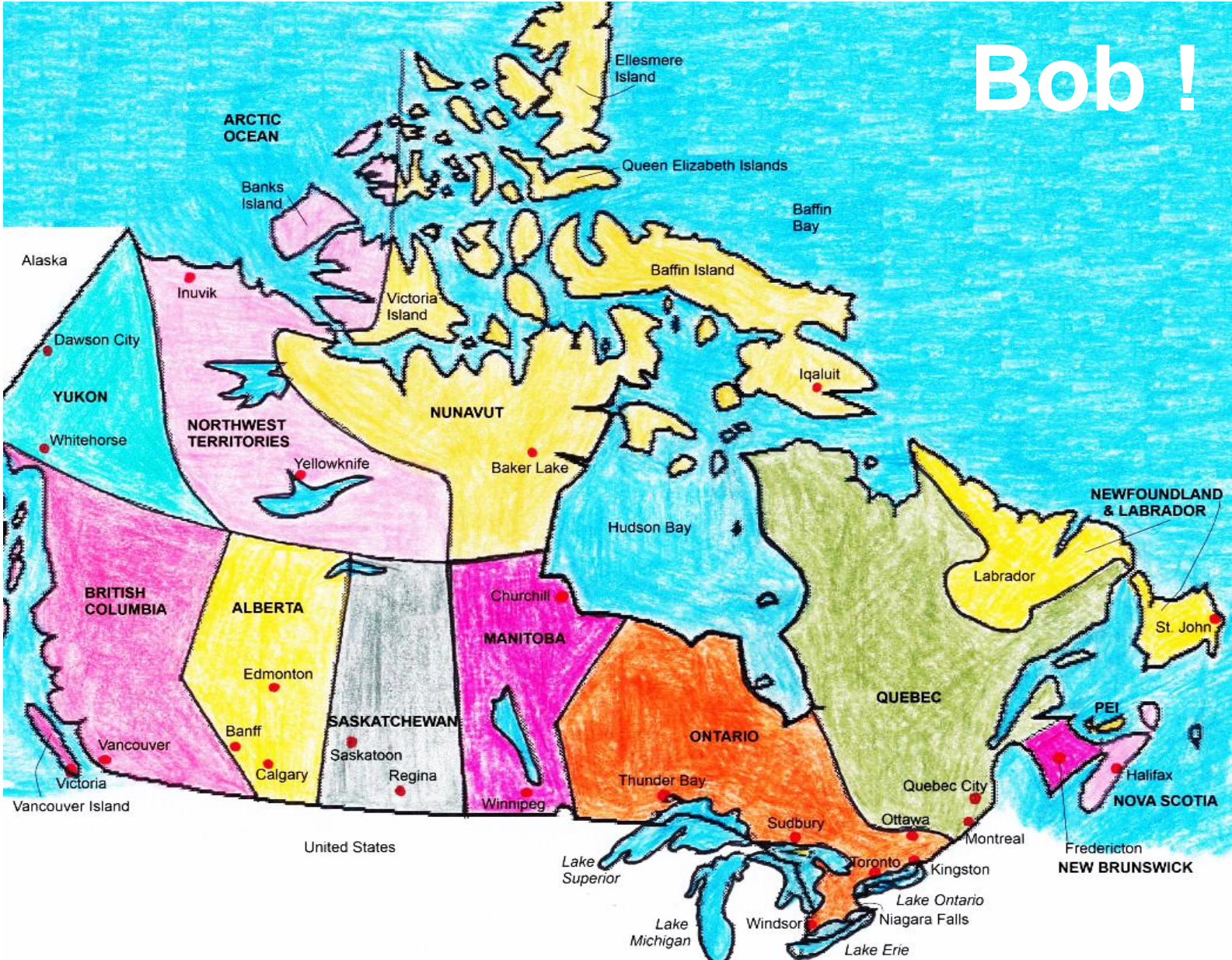


- Several different interpretations
- Several competing activities



Confusion

Bob !



Where next?

- Figure out what to call this, and stick with it
- Second round of consultations
- Meet with respondents who made the WG think differently
- Continue to engage governments
- Begin work on the framework that will make this come alive
- Companion documents (physicians and patients)
- “Manifesto” by each of the other stakeholders

THANK YOU

- Dr André Jacques (Québec)
- Dr. Trevor Theman (Alberta)
- Dr. Bill McCauley (Ontario)
- Dr. Gus Grant (Nova Scotia)
- Representatives from seven sister organizations
- Fleur-Ange Lefebvre (FMRAC)