

Revalidation of Physicians

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Revalidation

- A quality assurance process in which members of a profession regularly provide satisfactory evidence of their continued competence in their practice as a condition of remaining licensed.

Issues

- Public places its trust in the medical regulatory authorities to license physicians who, in turn, are expected to remain competent throughout their practice lifetimes.
- Practice of medicine is in constant evolution.
- Continued demonstration of competence is a pillar of a professional self regulation.

Rationale

- Both RCPSC and CFPC require CPD activities for membership.
- CMA code of ethics includes a commitment to continued learning.
- Need to link learning with practice.
- Need to encourage self reflection on practice.

Position Statement

- All licensed physicians in Canada must participate in a recognized revalidation process, which includes opportunities to demonstrate their commitment to continued competent performance in a framework that is accountable, fair, relevant, inclusive, transferable, and formative.

- Accountable: compliance with the process of revalidation is a condition of ongoing licensure.
- Fair: the process of revalidation is transparent to the physician and will use fair and standardized tools.
- Relevant: *The process of revalidation is designed to confirm a physician's performance within the scope of his or her practice*

- *Inclusive: Revalidation applies to all licensed physicians.*
- *Transferable: Participation in the process of revalidation is transferable from one Canadian jurisdiction to another.*
- *Formative: Participation in the process of revalidation is transferable from one Canadian jurisdiction to another.*

- This position statement was developed by a national Revalidation Working Group of The Federation of Medical Regulatory Authorities of Canada (FMRAČ). The following organizations were represented:
 - Association of Faculties of Medicine of Canada
 - Canadian Medical Association
 - College of Family Physicians of Canada
 - Medical Council of Canada
 - Royal College of Physicians and Surgeons of Canada

Physician's Achievement Review (PAR)

- Looks at quality of physician performance
- Based on 360 degree feedback.
- Standardized Questionnaires
 - Clinical knowledge and skills
 - Communication
 - Psychosocial Management
 - Office Management
 - Collegiality

PAR (continued)

- Normed feedback to physicians
- PAR participation is compulsory
- Only if urgent need is a physician reviewed in more detail.
 - Pattern of low evaluations
 - Referred for further evaluation by PAR program.
 - Serious ethical or practice breach.
- Results are confidential unless major safety concerns.