



## AN ENVIRONMENTAL SCAN OF CANADIAN PHYSICIAN RE-ENTRY, REMEDIATION, AND RE-TRAINING PROGRAMS

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### **ABSTRACT: Oral Presentation (1:00 p.m.)**

- Purpose:** Newfoundland and Labrador has not historically had a program to assess physicians who have been out of practice for a defined length of time and who wish to return to active practice. An environmental scan conducted in 2017 explored how other North American jurisdictions support physicians who require re-entry, remediation, and/or re-training to return to practice.
- Methods:** Mixed methods: literature review; online survey-questionnaire; website reviews.
- Results:** Peer-reviewed studies focus on existing programs and some guiding principles for establishing programs. Eight (n=8) of 12 provincial and territorial medical regulatory authorities and n=6 of 16 continuing professional development (CPD) offices responded to the survey. The majority of regulatory authorities report three years as the threshold for inactivity before an assessment is required. The majority of respondents do not have formalized programs. Assessment is tailored to physicians' needs, with reasons for absence and CPD considered as part of process. Two (n=2) CPD offices report involvement in re-entry, remediation, and re-training. Best practices reported by all respondents include ongoing collaboration amongst provincial stakeholders and the ability to develop individualized approaches. Challenges include a lack of standardized tools and processes, as well as a lack of human resources to assess and/or supervise physicians in need.
- Conclusion:** It is suggested that the need for programs which support a physician's return to practice is going to increase for various reasons, including physician shortages. As a province with an ongoing physician shortage, NL would greatly benefit from a formalized and standardized process to facilitate a physician's timely return to practice.