

## **SUMMARY**

### **Dr. Faise Talat Bugtor (CPSO# 105231)**

#### 1. Disposition

On November 23, 2016, the Inquiries, Complaints and Reports Committee (“the Committee”) required Dr. Bugtor, a family physician, to appear before a panel of the Committee to be cautioned with respect to practising medicine outside the terms of his Certificate of Registration.

#### 2. Introduction

The College received an inquiry about restrictions on Dr. Bugtor’s Certificate of Registration from the medical director of a long term care facility. The medical director indicated that she was considering hiring Dr. Bugtor to work as a physician at the facility. During the interview process she asked that he provide her with a copy of his credentials. She received proof of his insurance, but did not receive a copy of his Certificate of Registration. When she asked Dr. Bugtor for his Certificate of Registration, he indicated that he would provide it later. In the meantime, she decided to hire Dr. Bugtor assuming that she would receive this document; however, she did not receive it even after reminding Dr. Bugtor that he had yet to submit it. While Dr. Bugtor was away on holidays she decided to look him up on the College’s website. She learned that he was restricted to practising at one location only, which he did not disclose, and that he had thus been practising outside of his restrictions while he worked at her facility.

Dr. Bugtor’s legal counsel submitted a written response to the concerns on Dr. Bugtor’s behalf. She said Dr. Bugtor did not mean to practise outside the terms of his Certificate of Registration. She indicated that Dr. Bugtor did not disclose the restrictions on his Certificate of Registration because he believed the only restriction was that he had to practise medicine under supervision, that is, he did not know that he was also restricted to practising medicine at only one location. She also said Dr. Bugtor acknowledges that he made a mistake and he apologizes for this error.

The College also received information from another individual who is employed at the facility, who indicated that he did not receive a copy of Dr. Bugtor’s Certificate of Registration either, and that Dr. Bugtor never informed him or anyone else that he had any restrictions placed on it. Had they been aware that Dr. Bugtor had restrictions, they likely would never have hired him.

### 3. Committee Process

A Committee, consisting of public and physician members, met to review the relevant records and documents related to the investigation. The Committee always has before it applicable legislation and regulations, along with policies that the College has developed, which reflect the College's professional expectations for physicians practising in Ontario. Current versions of these documents are on the College's website at [www.cpsso.on.ca](http://www.cpsso.on.ca) under Policies & Publications.

### 4. Committee's Analysis

The Committee noted that the first line of Dr. Bugtor's Certificate of Registration states that he must only practise medicine at one location hence the Committee did not believe Dr. Bugtor's contention that he was unaware of this restriction. In working at the long-term care facility he was in violation of this term. The Committee suspected that Dr. Bugtor's actions were not unintentional, as he claimed, or he would have provided his Certificate of Registration when the medical director asked for it. The medical director asked that he provide this document on two occasions, but he never submitted it. To the Committee it therefore seemed Dr. Bugtor intended to deceive his new employer; which raised concerns not just about his governability, but also his professionalism. Given the evidence that Dr. Bugtor did not adhere to the terms of his Certificate of Registration the Committee felt it beneficial to meet with him in person to express its concern.