

## **SUMMARY**

### **DR. DAVID GRYNSPAN (CPSO# 92444)**

#### 1. Disposition

On February 8, 2017, the Inquiries, Complaints and Reports Committee (“the Committee”) required Anatomical Pathologist Dr. Gynspan to appear before a panel of the Committee to be cautioned with respect to being professional and collegial with his colleagues.

#### 2. Introduction

The College received information raising concerns about Dr. Gynspan’s behaviour toward his hospital colleagues, and subsequently, the Committee approved the Registrar’s appointment of investigators to investigate these concerns.

Dr. Gynspan responded that his November 2016 hospital performance evaluation was satisfactory in all categories. In one report investigating workplace harassment, there were no findings that Dr. Gynspan bullied, intimidated or harassed a colleague. He is aware that he has a loud voice and laugh; he has tried to modulate his loudness. He has received positive evaluations from students that he supervised from 2014 to 2016. He was reappointed to the hospital for the term 2016/17 without reservation.

#### 3. Committee Process

A General Panel of the 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 available on the College’s website at [www.cpso.on.ca](http://www.cpso.on.ca), under the heading “Policies & Publications.”

#### 4. Committee’s Analysis

As detailed in the College policy on Physician Behaviour in the Professional Environment, and in the Guidebook for Managing Disruptive Physician Behaviour:

Physicians are expected to take responsibility for their own behaviour. They are expected to conduct themselves professionally and not engage in disruptive behaviour. Disruptive behaviour is demonstrated when inappropriate conduct, whether in words or action, interferes with, or has the potential to interfere with, quality health care delivery. To ensure the safe and effective delivery of health care and a healthy working environment, physicians must work respectfully and collaboratively with other members of the health care team.

In the Committee's view, the investigative record supports that Dr. Grynspan has a history of disruptive behaviour toward and poor communication skills, which negatively impacts the workplace. It appears that Dr. Grynspan's behaviour, which included escalating confrontations, reactive and undermining behaviour, continued to recur, albeit with respect to different issues and people, over time.

Dr. Grynspan signed an undertaking with the hospital agreeing to improve his behaviour. The Committee is satisfied that his current undertaking with the hospital, which continues until June 2017, is sufficient to address the concerns raised. That said, the Committee wishes to ensure that Dr. Grynspan's behaviour continues to improve, and more importantly, that he sustains this progress over the long term. To that end, the Committee wishes to meet with Dr. Grynspan in person to express its concerns about his disruptive behaviour and impress upon him the importance of ensuring ongoing collegiality in the workplace.