

**SUMMARY of the Decision of the Inquiries, Complaints and Reports Committee  
(the Committee)**  
(Information is available about the complaints process [here](#) and about the Committee [here](#))

**Dr. Faisal Rehman (CPSO #72494)  
(the Respondent)**

**INTRODUCTION**

Patient A's employer contacted the College of Physicians and Surgeons of Ontario (the College) expressing concerns about the Respondent's conduct. Over an extended period, the Respondent provided medical certificates and letters that supported Patient A's medical leave and accommodations in the workplace. The employer felt that one of the Respondent's submissions in particular was overly subjective and contained exaggerations. Some preliminary information obtained by the employer raised concerns that Patient A and the Respondent had a personal connection beyond the physician-patient relationship.

The Committee approved the Registrar's request to appoint investigators under section 75(1)(a) of the *Health Professions Procedural Code* to examine the Respondent's conduct.

**COMMITTEE'S DECISION**

A Panel of the Committee considered this matter at its meetings of February 26, 2025. The Committee required the Respondent to appear before a Panel of the Committee to be cautioned to ensure he adheres to the *College Boundary Violations; Physician Treatment of Self, Family Members, or Others Close to Them; Third Party (Medical) Reports; Medical Records Documentation; and Medical Records Management* policies.

The Committee also accepted the Respondent's undertaking, which included completing professional education regarding understanding and maintaining professional boundaries, expectations regarding providing third party reports and medical recordkeeping.

**COMMITTEE'S ANALYSIS**

The information before the Committee strongly suggested the existence of a personal relationship between the Respondent and Patient A and that they engaged in a non-clinical context. It was apparent to the Committee that professional boundaries in the physician-patient relationship may have been violated, which occurs when a physician

does not establish and/or maintain the limits of a professional relationship with their patient.

The Respondent did not believe that his professional judgment was affected by his friendship with Patient A. However, he indicated that, in hindsight, he should have recognized the dynamics in their relationship and directed Patient A back to her family physician for completion of work-related forms.

The Respondent acknowledged that while the medical information he communicated to Patient A's employer was objective and factual, the letter the employer referred to tipped into advocacy. He should have limited the letter to an explanation of Patient A's medical condition, needs and prognosis and kept the tone neutral.

The Respondent confirmed that his documentation of clinical encounters with Patient A was in the form of completing medical certificates (which he kept copies of), and typing letters maintained on his computer at the hospital and that some of the encounters were not documented.

The Committee concluded that the Respondent exercised significant poor judgment with respect to setting and maintaining professional boundaries with Patient A, issuing third-party reports and maintaining medical records. There was a demonstrated lack of compliance with the relevant College policies in this case. Therefore, the Committee required the Respondent to appear before a Panel of the Committee to be cautioned to ensure he adheres to the College *Boundary Violations; Physician Treatment of Self, Family Members, or Others Close to Them; Third Party Reports (now known as Third Party Medical Reports); Medical Records Documentation; and Medical Records Management* policies.

This is a summary of the Committee's decision as it relates to the Caution disposition.