

SUMMARY

DR. CRAIG DAVID ROSS (CPSO# 104139)

1. Disposition

On September 21, 2016, the Inquiries, Complaints and Reports Committee (“the Committee”) ordered Dr. Ross, a post-graduate year 1 (“PGY1”) Anesthesiology resident, to complete a specified continuing education and remediation program (“SCERP”). The SCERP requires Dr. Ross to:

- Prepare a written summary of the College’s Policy Statement #3-16, *Physician Behaviour in the Professional Environment*, with particular reference to how it applies to Dr. Ross’s situation and how Dr. Ross had made, or plans to make, changes to his practice.
- Request that his Program Director write a report to the College that describes his behaviour in the workplace within three months of his return to residency.

2. Introduction

The College received information raising concerns about Dr. Ross’s performance in his residency program and subsequently, the Committee approved the Registrar’s appointment of investigators to further investigate this matter, including by obtaining further salient information from the university responsible for Dr. Ross’s residency program.

Dr. Ross responded by denying the allegations against him regarding his professionalism and clinical performance within his residency program. He disputed aspects of how the residency program dealt with the issues in question, although he did acknowledge he made some “missteps along the way.”

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.cpsso.on.ca, under the heading "Policies & Publications."

4. Committee's Analysis

The Committee recognized that Dr. Ross was an early-stage post-graduate learner and under close supervision, and was satisfied that any issues with his clinical care could be addressed over time through additional training that Dr. Ross may undergo.

However, the Committee had concerns about Dr. Ross's professionalism, based on the information from his residency program in the investigative record. The Committee noted the College's expectations of physician behaviour set out in the College's policy on *Physician Behaviour in the Professional Environment* (#3-16) and also the core values of the profession, including professionalism and trustworthiness, as outlined in the College's *Practice Guide*.

While the Committee indicated it was aware that Dr. Ross was (at the time the Committee considered the matter) not licensed with the College and was not practising, it also noted that he may choose to re-apply in the future. In light of the Committee's concerns about Dr. Ross's professional behaviour, arising from the investigation, the Committee wished to ensure that Dr. Ross understood his obligations in terms of professionalism, and that those working with him (in his capacity as a post-graduate learner) could offer the College some assurance that he is fulfilling those obligations in his learning environment. For these reasons, the Committee directed the SCERP outlined above.