



The College of Physicians and Surgeons of Ontario

STRATEGIC PRIORITIES

For the period from 2015-2018, we will continue to prioritize the following core regulatory functions, which enable us to fulfill our mandate of self-governance:

- 1. Registration**
- 2. Physician Competence**
- 3. Investigations, Discipline and Monitoring**

Prioritization of these core regulatory functions is enabled by a clear focus on operations, which is also identified here as a priority.

- 4. Operations**

1. Registration

Our ultimate goal is to ensure the registration of quality professionals. To do this, we seek to optimize the registration framework. This involves ensuring effective and efficient registration processes that are flexible and fair to applicants, while maintaining high quality standards.

2. Physician Competence

In order to assure and enhance physician competence, we continue to work towards our objective of assessing every doctor every 10 years. We do this while continually improving the effectiveness of assessments and ensuring assessments occur across all practice locations.

3. Investigations, Discipline and Monitoring

These processes ensure accountability of individual physicians and demonstrate the profession's commitment to protect the public via self-regulation. Our ultimate goal of public protection is achieved by focusing on and responding to the highest risks, in order to ensure safety. In addition, we continually evaluate our processes to optimize efficiency, effectiveness, timeliness and fairness to all parties.

4. Operations

We continue to monitor, evaluate and improve our operations to ensure that we are supporting our strategic priorities, making the most of our resources, and acting efficiently and effectively across the organization. We also commit to evaluating the effectiveness of our programs and interventions.

STRATEGIC INITIATIVES

1. **Quality Management Partnership (QMP)**
2. **Education**
3. **Transparency**
4. **Information Management**

1. Quality Management Partnership (QMP)

The QMP is currently developing a provincial quality management program in three areas: mammography, colonoscopy and pathology. This provincial quality framework will set integrated performance standards at the provider, facility and system levels to ensure consistent quality across the entire system, from hospital to community.

As more services move from hospital into the community, the focus on provincial quality initiatives is anticipated to continue with expansion to other clinical areas.

Consistent with our strategic priority of ensuring physician competence, via our physician assessment program and oversight of clinics, this work will continue to be important.

Participating in collaborative approaches to ensure consistent quality of care across the province is directly related to our vision of a *healthy system*.

2. Education

Education is the mechanism by which we will focus on our strategic priority of assessing and enhancing physician competence and achieve our ultimate vision of quality professionals.

The goal of this initiative is to integrate and coordinate physician education across all College Committees, programs and staff and ensure consistency with respect to physician needs assessment, educational activities/resources, data collection, outcome measurement and reporting.

This initiative includes both reactive (e.g. individualized education plans) and proactive (e.g. continuing professional development) approaches.

It also relates to the strategic priority of optimizing investigations, discipline and monitoring, as these processes integrate education approaches more formally.

This initiative will include identification of physician needs, a consistent approach across all processes, a mechanism to ensure identified needs are incorporated into educational programs (including CPD) at the undergraduate and postgraduate level, and work with multiple stakeholders to improve educational approaches.

3. Transparency

Public trust can be achieved if the College is accountable and transparent.

The transparency initiative is intended to make more information available to the public and stakeholders, about both members and the effectiveness of self-regulation. It will fundamentally change the way the College communicates with the public about physician performance, regulatory processes and regulatory outcomes.

This initiative connects most closely to the College's strategic priority relating to Investigations, Discipline and Monitoring, since how the profession manages problems is critical to demonstrating accountability. However, transparency is about more than investigations. It is about showing how all of our programs protect the public.

4. Information Management

Data and information management is a key enabler of the QMP, Education and Transparency strategies.

This initiative represents a fundamental re-evaluation of how the College collects, manages, uses and releases data in order to support our current strategic initiatives and position itself for the future, as the need for data, information and reporting increases, both internally and externally.

In addition to capturing data to improve processes, this initiative will shift the College's focus to analysis that will demonstrate program effectiveness, and contribute to the health system.

This initiative will create a framework for data analysis, research partnerships, integration with other data sets and public reporting.