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OF PHYSICIANS AND SURGEONS**

September 24-25, 2019 • Vancouver, British Columbia

Professional Regulation and Discipline

*The Latest Information on Standards and Requirements in
Regulation and Discipline*

- ✓ Hear about the practical impact of new cases, latest developments, decisions, and changes
- ✓ Rank your complaints process against the results of a cross-Canada survey about efficiency and effectiveness for complaints processes
- ✓ Improve your interviewing techniques: analyze common mistakes, and learn how to avoid them
- ✓ Get tips for managing a discipline hearing: examine evidentiary issues, rules of procedure, and how to deal with self-represented practitioners
- ✓ Examine the complexities of fit-to-practice issues: how to deal with practitioners suffering from short- or long-term incapacity
- ✓ Understand the importance of transparency and the impact of disclosure during investigations and proceedings
- ✓ Clarify your obligations when assessing "good character" and explore related case-law examples
- ✓ Learn how to design a resolution process that works for your organization: key elements to successful alternative dispute resolution (ADR)

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Professional Regulation and Discipline

September 24-25, 2019 • Vancouver, British Columbia

DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 24, 2019

7:30 – 8:30 Registration and Continental Breakfast

8:30 – 8:40

Welcome and Opening Remarks from the Co-Chairs

Carol & Jim Humphries, Principal, Ideal Consulting Ltd.

8:40 – 9:40

Public Policy & Shared Regulation - The Professional Governance Act of BC

Thomas Lutes, General Counsel for and Deputy Chief Executive Officer, Architectural Institute of British Columbia

- What does this mean for regulated professionals going forward
- The impacts on discipline, labour mobility, privacy
- Removal of advocacy roles from professional regulatory bodies as their job is to regulate, not promote

9:40 – 10:00

Networking Break



10:00 – 11:00

Cross-Canada RegPro Survey - What's Keeping You Up at Night?

Carol Humphries, Principal, Ideal Consulting Ltd.

- What are your current issues in professional regulations and complaints?
- Hear the results of the survey in which you participated before the conference
- Give us your feedback on the results - are you surprised?

11:00 – 12:00

Managing the Complaint Process at College of Physicians and Surgeons of Alberta

Sharon Barron, Co-ordinator of Complaints, College of Physicians and Surgeons of Alberta

12:00 – 1:15

Luncheon Break

1:15 – 2:15

CASE STUDY

How Professionals Get in Trouble

Casey Macaulay, Registrar & Director of Act Compliance, Association of British Columbia Forest Professionals

- Overview of the role of professionals in natural resources
- The role and mandate of the ABCFP
- Common ways that professionals get in hot water
- Procedural fairness
- Advice for staying out of trouble

2:15 – 2:30

Networking Break



2:30 – 3:15

Mediating Harassment/Sexual Harassment Complaints

Heather Hettiarachchi, Integritas Workplace Law

- Why mediation?
- Setting the stage for mediation
- Mediating the dispute
- Post-mediation steps

3:15 – 4:00

PANEL DISCUSSION

Duty to Accommodate - Lesson Learned & Best Practices

Moderator: Jim Humphries, Principal, Ideal Consulting Ltd.

Heather Hettiarachchi, Integritas Workplace Law

Casey Macaulay, Registrar & Director of Act Compliance, Association of British Columbia Forest Professionals

Today's environment has rapidly evolved when it comes to the requirements surrounding the duty to accommodate. This session will discuss:

- What is required of a regulatory body with respect to the duty to accommodate?
- What is required when the issue is alcohol or drug abuse?
- When is addiction a disability?
- Issues relating to age, race, religion and more

4:00

End of Day One

VANCOUVER, BC

EVENT LOCATION: VANCOUVER, BRITISH COLUMBIA

Professional Regulation and Discipline will be held at a convenient downtown location in Vancouver. Detailed venue information will be forthcoming as it becomes available.

Professional Regulation and Discipline

September 24-25, 2019 • Vancouver, British Columbia

DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 25, 2019

7:30 – 8:30 Registration and Continental Breakfast

8:30 – 8:40

Welcome and Opening Remarks from the Co-Chairs

Carol & Jim Humphries, Principal, Ideal Consulting Ltd.

8:40 – 9:40

Poking the Social Conscience

Dr. Darrell Dalton, Registrar, Alberta Veterinary Association

- Public outcry across the country is putting a stop to animal cosmetic surgery
- Implementing new policy in response to public pressures
- Lesson learned in enforcing new rules over old attitudes
- Convincing the public of positive outcomes
- Raising awareness of new policies in your organization

9:40 – 10:00

Networking Break



10:00 – 11:00

The Duty to Discipline: the Engineers and Geo Scientists of BC React to the Mt. Polley Mine Breach

Craig Bavis, Lawyer, Victory Square Law Office

- Self-regulating professions typically impose discipline based on a complaint driven investigation process
- Following an environmental disaster at BC Mine in 2014, however, the Engineers and Geo Scientists of BC decided to initiate disciplinary proceedings against members involved in the design without any complaints
- When, how, and why should self regulating professions investigate members when no one has raised a complaint?
- What are the legal challenges and considerations facing a regulator taking such an extraordinary step?

11:00 – 12:00

But Everyone Does It This Way: Discipline of Conduct that is Widespread in a Profession

David Volk, Lawyer, Jenkins Marzban Logan LLP

- The difficulties associated with disciplining conduct which is widely engaged in by members of a profession
- When an “industry standard” defence may be successfully established
- The importance of articulating a clear standard of conduct and how to do so
- The role of expert evidence in establishing the breach of a standard of conduct

12:00 – 1:15

Luncheon Break

1:15 – 2:15

Fitness to Practise + The New Nurse Health Program in Ontario

Alexandra Wilbee B.A., LL.B, Partner, WeirFoulds LLP

- What is fitness to practise?
- How to address fitness to practise
 - The Adversarial process
 - Development and implementation of the new Nurses Health Program in Ontario
 - Benefits of these programs to deal with regulated professions with mental health and/or substance use disorders
- Identify the opportunities and challenges with both processes
- Discuss the law regarding fitness to practise and the intersection with human rights issues

2:15 – 2:30

Networking Break



2:30 – 3:15

PANEL DISCUSSION

The Changing Role of Regulatory Agencies: Who Will Do the Promoting Now?

Moderator: Jim Humphries, Principal, Ideal Consulting Ltd.

David Volk, Lawyer, Jenkins Marzban Logan LLP

Dr. Darrell Dalton, Registrar, Alberta Veterinary Association

- Professionally regulated organizations are no longer allow to advocate for their members in BC
- Their role now is restricted to good governance, discipline and administration
- What becomes of the advocacy role?

3:15 – 4:00

Best Practices - Investigative Interviewing

Joven Narwal, Barrister & Solicitor, Narwal Litigation LLP

- Determining who should be interviewed
- Principles of good interviewing
- Structuring the interview
- Skills and techniques for obtaining all relevant information even with reluctant or evasive witnesses
- Recording and documenting

4:00

End of Conference

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Professional Regulation and Discipline

September 24-25, 2019 • Vancouver, British Columbia

WHO SHOULD ATTEND THIS EVENT

- Executives, Directors, CIOs, CDOs, VPs, Directors, Managers, and Senior Advisors of Digital Service, Open Data, Digital Government
- Policy, Planning, and Program Analysts
- Deputy Ministers
- Strategic Policy Analysts
- Civic Innovation Officers
- Digital Communications Managers
- Business Intelligence Analysts
- Data Analysts

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Prices subject to HST.	FULL PRICE	Register by September 13
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Course for Groups of 2	\$2,199 each	\$899 each
Course for 1 Registrant	\$2,299	\$999

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LOCATION:

Professional Regulation and Discipline will be held at a convenient location in Vancouver, British Columbia. Detailed venue information will be forthcoming as it becomes available.

YOUR REGISTRATION INCLUDES:

Registration fees include all course materials, continental breakfast, lunch, and refreshments. **Parking and accommodation are not included.**

SPONSORSHIP, EXHIBITION, AND PROMOTIONAL OPPORTUNITIES:

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CANCELLATION POLICY:

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Registrants who cancel after **September 10, 2019**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel **by September 10, 2019** and fail to attend will be liable for the entire registration fee.

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