

Disciplinary Guidelines

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\	Isolated incident	Pattern or Multiple incidents	Widespread Incidents	Significant Incident
Actual Harm or Risk of Immediate Harm	M Cat. 3	N Cat 3, 4	O Cat 3, 4	P Cat 3, 4
Minimal Harm or Potential Harm	I Cat. 2, 3	J Cat. 2, 3, 4	K Cat 3, 4	L Cat 3, 4
No Harm	E Cat. 1, 2	F Cat. 2, 3	G Cat. 2, 3	H Cat. 3, 4
Technical Violations	A Cat. 1	B Cat. 1, 2	C Cat. 1, 2	D Cat. 3, 4

Categories of Discipline

1. Informal resolution, Letter of Concern, Letter of Warning
2. Letter of Reprimand and/or Type C Civil Penalty
3. Probation or Suspension with Remedial Conditions and /or Civil Penalties
4. Revocation and/or Civil Penalties

Severity parameters*:

- Technical violations:
 - CE violations
 - Advertising violations
 - Fee issues, i.e. fee splitting, rebates, etc.
 - Ambulance chasing
 - Failure to report changes to CRTK
 - Failure to release medical records to patient
 - Practicing without a license (Type A civil penalties allowed)

- No Harm:
 - Practice on Expired License
 - Conviction of a crime not related to practice
 - Allowing the practice of unlicensed personnel
 - Advertising as specialty when unqualified to do so
 - Fraudulent issuance of test results, health certificate, etc.
 - Dirty office/facility
 - Failure to release medical records resulting in delay in treatment, or additional testing

- Minimal Harm or Potential of Harm:
 - Conviction of a felony indirectly related or impacting practice
 - Impairment
 - Practice outside the scope of recognized medicine
 - Unprofessional, dishonorable or unethical conduct
 - Fraudulent issuance of test results, health certificate, etc. or issuance of false test results
 - Over prescribing or inappropriate prescribing of controlled substances
 - Improper dispensing of controlled substances
 - Professional incompetence
 - Falsification of medical records

- Actual or Risk of Immediate Harm:
 - Sexual misconduct
 - Conviction of a crime directly related to practice or crime of moral turpitude
 - Impairment while practicing
 - Unprofessional, dishonorable or unethical conduct
 - Professional incompetence
 - Practicing outside the scope of practice
 - Use of another's license to perform acts
 - Practice outside the scope of recognized medicine
 - Fraudulent issuance of test results, health certificate, etc. or issuance of false test results
 - Over prescribing or inappropriate prescribing of controlled substances
 - Improper dispensing of controlled substances
 - Falsification of medical records

*Violations listed are not all inclusive but only examples of the types of violations that could result in discipline

Scope parameters:

- Isolated means one incident or group of incidents occurring a limited number of times
- Pattern or multiple means a single violation occurring over a period of time, or several violations occurring a limited number of times
- Widespread means an act that is occurring consistently or regularly
- Significant means an incident of gross malpractice, a violation of a Board order, fraud or falsification in the application process, or conviction of a felony involving moral turpitude.

Diversion to a recognized professional assistance program may be appropriate in situations involving impairment.

Costs should always be assessed in successful prosecutions.