

Coaching and Mentorship Program for Saskatchewan Physicians

Program Manual | Navigate your personal & professional growth.

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Acknowledgements

Program Funding and Development

This project was developed and is operated by the University of Saskatchewan, College of Medicine's division of Continuing Medical Education (CME), in partnership with the Saskatchewan Medical Association (SMA), College of Physicians & Surgeons of Saskatchewan (CPSS), and the Saskatchewan Health Authority (SHA), with support from the College of Medicine Faculty Development. Funding for CoMPAS was provided by the SMA and Saskatchewan Ministry of Health (MoH).

Program Content

CoMPAS is grateful for and acknowledges the generous support and guidance received from the CAMP Program at the University of British Columbia's Continuing Professional Development Division. Their collaboration around program materials and valuable input into design, structure, and evaluation has been instrumental to the success of CoMPAS.

We also extend our sincere thanks to the Edwards School of Business – Executive Education at the University of Saskatchewan, and specifically the Advanced Certificate in Professional Coaching (ACPC) program. CoMPAS has been granted permission to adapt select content from the ACPC course, further enhancing the quality and depth of our coaching and mentoring curriculum.

We are deeply appreciative of these contributions.

Program Steering Committee | Scientific Planning Committee

CoMPAS is grateful for and acknowledges the support and guidance we receive from the following:

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Vision, Mission & Overview

Welcome to the Coaching and Mentorship Program for Saskatchewan Physicians (**CoMPAS**).

CoMPAS was established to create and support professional connections and relationships amongst physician peers. It is open to all physicians! If you think a peer supported pathway would help you better navigate challenges in clinic care, exam preparedness, leadership development, research, and personal balance/wellness – CoMPAS is the program for you.

Physicians in their first five years of practice in Saskatchewan - regardless of specialty, scope, or rural/urban setting - are eligible to enroll as Coachees/Mentees in the CoMPAS program. Experienced physicians with more than five years of practice in Saskatchewan can apply to become trained and supported Coach/Mentors, offering guidance and insight from their own professional journeys. Together, each Coach-Mentee Pair (CMP) forms a supportive relationship designed to build confidence, enhance readiness for independent practice, and strengthen a sense of connection to Saskatchewan's medical community.

All physicians are welcome to apply into CoMPAS!

Our Vision: To change physician culture in Saskatchewan through the creation of a provincial peer-support network that incorporates trusting relationships and normalizes the request for guidance, help and support through coaching and mentorship.

Our Mission: We seek to improve the Saskatchewan physician experience by empowering physicians through a formalized coaching and mentoring process that inspires the physician to achieve a level of individual wellness and professional balance needed to provide outstanding patient care. We hope that the Coach Mentee Pair (CMP) experience connects physicians to their peers and through that support encourages physicians to remain healthy and active within their communities.

Core Principles

Accessible

CoMPAS uses remote technologies to keep physicians connected and facilitates in-person peer support when advantageous - ensuring access to coaching and mentorship regardless of where physicians work or live.

Equity & Inclusion

CoMPAS is committed to fostering a peer development environment that is inclusive, respectful, and reflective of the diversity of Saskatchewan's physician community. Equity of access and equitable support are central to the design and delivery of the program, ensuring that all participants feel valued, heard, and supported - regardless of identity, background, or practice context.

Guided

Structured guidelines, recommended meeting frequency, and clearly outlined participant expectations help shape the experience. Participants are supported by the CoMPAS administrative team and may claim CFPC MainPro+ or Royal College MOC study credits throughout the year.

Learner-Led Agenda

Coachees/Mentees identify and lead the focus of their learning - whether it be clinical skill development, career goals, research interests, personal wellness, or community engagement.

Personalized

Programming is tailored to meet the unique needs of each physician, their teams, and the communities in which they live and practice.

Safe & Confidential

All interactions are grounded in mutual respect and interpreted through the most respectful lens possible. Professional and ethical standards, as defined by the College of Physicians and Surgeons of Saskatchewan (CPSS) and other relevant provincial organizations (e.g., SHA and the College of Medicine), will be upheld.

Trained Coach/Mentors

Continuing Medical Education (CME) and Faculty Development at the College of Medicine provide training and ongoing support for Coach/Mentors, ensuring they are prepared to offer high-quality conversations and constructive feedback.

Voluntary

Both the Coach/Mentor and Coachee/Mentee participate in the program by choice, with a shared goal of learning and growth within a respectful, peer-based relationship.

Program Goals

Acknowledge the Transition to Practice

Recognize that the first five years of medical practice can be daunting. Through structured peer-to-peer support, CoMPAS aims to help early-career physicians in Saskatchewan build confidence, strengthen competence, and find satisfaction in their chosen scope of practice.

Build a High-Performing Program

Develop and sustain a high-quality peer development program that includes complementary educational elements to support physician professionalism, as well as coaching and mentoring skill development.

Create a Provincial Peer Network

Foster a Saskatchewan-wide network of peer support that encourages trusting relationships, normalizes help-seeking behavior, and promotes a culture of mutual support among physicians.

Elevate Patient Care and Experience

Aspire to improve patient care and the healthcare experience in areas addressed by CoMPAS participants - ultimately enhancing healthcare outcomes across the province.

Enhance System Navigation

Support physicians in understanding local resources, referral patterns, and practice environments, while encouraging collaborative care across Saskatchewan's diverse administrative and geographic contexts.

Facilitate Learning Credit Opportunities

Ensure that participants can use CoMPAS-related learning toward their professional development requirements in CFPC MainPro+ or Royal College MOC programs.

Promote Retention and Recruitment

Contribute to physician recruitment and retention efforts across Saskatchewan, particularly in communities facing high demand.

Provide Administrative Excellence

Maintain a responsive and organized administrative team that delivers the program efficiently, ensures fiscal responsibility, and supports ongoing evaluation and improvement.

Support Physician Well-Being

Offer a safe and trusted environment that promotes professional growth, personal resilience, and physician well-being.

Program Goals & Development Activities

Within the CoMPAS program, participants are paired in formal peer development relationships—each consisting of a Coach/Mentor and a Coachee/Mentee. Ideally, a Coach/Mentor will have more than five years of experience practicing medicine and providing patient care in Saskatchewan. Preference is given to physicians whose experience brings diverse perspectives, particularly those who have worked in resource-limited settings or have demonstrated strong community engagement.

Support within CoMPAS can take many forms: from occasional phone calls with a Coach/Mentor to site visits that allow a Coachee/Mentee to observe clinical procedures they may not routinely encounter in their own setting.

What is a Coach / Mentor?

COACH - COACHING

In the role of peer coach, we encourage coaches to guide a peer physician colleague through questioning, reflection and other appropriate coaching strategies & tools. This ongoing dialogue between colleagues can promote desirable and sustainable changes to benefit career development, patient care, personal wellness, and more. This style of leadership and communication demonstrates coaching core competencies of ethical practice that allows the coachee to uncover their own pathway to self-discovery and reach their own solutions.

MENTOR - MENTORSHIP

In the role of a mentor, the relationship pivots from coaching techniques to the more experienced physician providing mentorship support and advice to help their mentee develop skills, knowledge, and experience they need to progress in the direction that they want to go. Mentors help identify opportunities, locate resources, and help establish connections

within the physician community to assist the mentee in their career. Career advancement is defined by the mentee and may be in areas such as exam preparedness, specializations, clinical delivery of care, leadership, or research.

Within the CoMPAS program, our Coach/Mentors will be able to analyze situations and communicate effectively with their Coachee/Mentee to determine the proper / desired approach to learning and guidance. Through regular dialogue and supportive peer connection, the Coachee/Mentee can explore areas of growth, build confidence, and feel more equipped to navigate challenges in the early years of practice. Coaches help identify opportunities, connect mentees with relevant resources, and open pathways to broader networks. They may assist in areas such as:

- Exam preparation
- Clinical care delivery and case debriefs
- Research and academic involvement
- Leadership development
- Navigating systems and local resources
- Wellness and resilience

Career advancement is defined by the Coachee/Mentee. A Coach/Mentor's role is to help that journey feel focused, achievable, and well supported.

What is a Coachee / Mentee?

COACHEE - COACHING

In the role of a coachee, we encourage the coachee to clearly define their personal and professional goals, in confidence, with their coach. It is the responsibility of the coachee to arrive at each Coach Mentee Pair (CMP) engagement / meeting knowing what they would like to be coached on. The coach will then guide the conversation with questioning, reflection and other appropriate coaching strategies & tools. This style of leadership and communication demonstrates coaching core competencies of ethical practice that allows the coachee to uncover their own pathway to self-discovery and reach their own solutions.

MENTEE - MENTORSHIP

In the role of a mentee, the relationship pivots from coaching techniques to the more experienced physician providing mentorship support and advice to help their mentee develop skills, knowledge, and experience they need to progress in the direction that they want to go. Mentors help identify opportunities, locate resources, and help establish connections within the physician community to assist the mentee in their career. Career advancement is defined by the mentee and may be in areas such as exam preparedness, specializations, clinical delivery of care, leadership, or research.

A Coachee/Mentee is a physician in their first five years of practice in Saskatchewan, across all specialties and practice locations—including family physicians and Royal College specialists, whether in rural or urban settings. This includes:

- Physicians who are new to independent practice (early career); and
- international medical graduates or interprovincial transfers who are new to Saskatchewan's healthcare landscape.

CoMPAS provides Coachee/Mentees with a trained and experienced peer Coach/Mentor who understands the local context. Together, they explore topics that are important to the Coachee/Mentee - ranging from clinical and career development to personal wellness and professional identity.

Common areas of focus may include:

- Case discussions or debriefs
- Understanding local referral and resource systems

- Exam or credentialing preparation
- Leadership and advocacy development
- Research or scholarly activity
- Wellness and work-life integration

Program Entry | Unmatched

All new program participants who are accepted into the CoMPAS program will enter 'unmatched' and participate in the program's virtual training day. New participants will have the opportunity to meet with all potential matches that will support the overall matching process. The CoMPAS Selection Committee will thoroughly review all data to formalize new Coach Mentee Pairs (CMP).

Program Entry | Mentorship Match

CoMPAS also wants to support physician engagements at a local level, or within your community of practice. The mentorship program is available to a mentee who has already identified a mentor they wish to be paired with. This is for physicians who want to formalize a professional relationship with a colleague they work closely with and would enter the CoMPAS program pre-matched. Once accepted, both physicians are required to participate in the CoMPAS Coaching Basics and Training Day together.

- BOTH the mentor and mentee must apply 'individually' to the program.
- There is a spot within the application to identify names of the mentorship mentor & mentee.
- The CoMPAS Selection Committee will review data and approve matches accordingly.
- The mentorship program follows the same program timelines, as above.

Types of Coaching / Mentoring Activities

The CoMPAS program supports a variety of coaching and mentoring activities to meet the unique needs of each Coach-Mentee Pair (CMP). These engagement types may include, but are not limited to:

- One-on-one conversations (in person, virtually, or by phone)
- Case discussions and clinical debriefs
- Direct observation and feedback
- Shadowing experiences
- Procedural skill development
- Personal Learning Plans (PLPs)

Each CMP will identify the engagement methods that work best for their relationship and co-create an engagement plan for the months ahead. The CME administrative team will help facilitate the initial CMP meeting for new pairs and provide ongoing support as needed.

What is a Personal Learning Plan (PLP)?

A Personal Learning Plan (PLP) is a self-directed, goal-oriented learning activity that helps physicians identify, plan, and pursue meaningful professional development. PLPs are recognized by both the College of Family Physicians of Canada (Mainpro+) and the Royal College of Physicians and Surgeons of Canada (Maintenance of Certification) as eligible for continuing professional development (CPD) credits.

Maintaining up-to-date professional learning cycles is not only essential to lifelong learning and patient care - it is also required when applying for licensure or licensure renewal through the College of Physicians and Surgeons of Saskatchewan (CPSS).

A PLP supports physicians in achieving clinical or non-clinical goals, such as:

- Enhancing patient care and clinical decision-making
- Strengthening leadership, research, or administrative capacity
- Preparing for teaching responsibilities or academic roles
- Addressing system-level or interprofessional challenges
- Supporting physician wellness or practice management

PLPs typically include:

- A clearly defined learning goal
- A plan for how to achieve it
- Engagement in relevant learning activities
- Reflection on outcomes and application to practice

CoMPAS encourages participants to explore PLPs as part of their personalized learning journey, with support from their Coach/Mentor when needed.

Program Overview & Participation Details

Program Offerings

Each Coachee/Mentee is entitled up to 14 hours per year of engagement with an appointed Coach/Mentor.

All participants must attend the initial CoMPAS Training Day. This event provides opportunities to engage with peers and participate in presentations on leadership, coaching, mentoring, equity, diversity and inclusion (EDI), wellness, and other relevant topics designed to support participants in their practice and prepare them for the program.

Through CoMPAS, participants earn valuable continuing professional development (CPD) credits and develop Personal Learning Plans (PLPs) to support their ongoing educational needs. For more details, see the 'Accreditation' section.

Program Fee

Thanks to the generous support of the Saskatchewan Medical Association (SMA) and the Ministry of Health, CoMPAS is provided to physicians in Saskatchewan at no cost. Coachee/Mentees receive mentorship from experienced peers - Coach/Mentors with at least five years of practice experience in Saskatchewan - at no charge.

Eligibility, Inclusion Criteria

Participants in the CoMPAS program will meet the following criteria:

	Coach	Mentee
Actively practicing medicine within Saskatchewan.	Y	Y
Active registration and in good standing with CPSS.	Y	Y
Are in the first 5 years of practice within Saskatchewan.	n/a	Y
Have more than 5 years of practice experience in Saskatchewan.	Y	n/a

Have willingness to learn through peer engagement and interactions.	Y	Y
Can create <i>up to</i> 30 hours per year to dedicate to CMP engagement, CoMPAS training, and other educational program activities.	Y	Y
Have willingness to meet all training / educational requirements, developed and prepared by the CME's Educational Design and CoMPAS administrative teams.	Y	Y

Time Commitment

Approx Time – Up To	Program Requirements	Accredited	Completion Time
15 minutes	Online application	No	Application closing date
1 hour	Onboarding forms	No	Prior to training date
10 hours	Asynchronous prep work *	Yes	Prior to training date
8 hours	CoMPAS Training Day (virtual)	Yes	1 day – set date
14 hours	CMP Engagements	Yes	1 year
8 hours	Accredited workshops <i>*optional</i>	Yes	1-hour sessions each

The upcoming CoMPAS Training Day date is posted on the CME website. Attendance is mandatory for all new participants and requires prior clearance of clinic schedules. New participants receive a one-time \$500 stipend to support attendance.

Onboarding and Training

Once accepted into CoMPAS, participants will be contacted by the CME administrative team with onboarding instructions. Participants gain access to the University of Saskatchewan's Canvas learning management system.

CoMPAS Coaching Basics is a self-directed course designed to provide preliminary information and promote self-reflection before Training Day. It also prepares participants for the speed matching exercise by allowing them to review profiles of potential Coach/Mentor matches.

The *CoMPAS Training Day* is delivered virtually via Zoom from 8 a.m. to 4:30 p.m. (Saskatchewan time). Completion of this training is required before participants can be matched.

Following successful matching, the administrative team coordinates the initial CMP engagement and supports future coaching and mentoring activities, up to 14 hours annually per pair.

Participation Duration and Renewal

- Participation may continue annually, up to a maximum of five years, totaling up to 70 hours of coaching and mentoring.
- The CMP relationship typically concludes when the Coachee/Mentee enters their sixth year of practice; at that time, they may choose to transition into a coaching role.
- While participation in a minimum one-year cycle (January to December) is encouraged, participants may exit the program at any time by notifying the administrative team.

Program Evaluation

Participants are expected to provide feedback and complete evaluations related to preparatory work, Training Day, CMP engagements, workshops, and exit reviews. Evaluations occur quarterly and after each accredited educational activity to support ongoing program improvement.

The CoMPAS program will be accredited to earn CME credits throughout the year. See 'Accreditation'.

Applying to the CoMPAS Program



Application information and deadlines are posted on the CoMPAS website. The CoMPAS administrative team reviews applications and facilitates onboarding according to the following schedule:


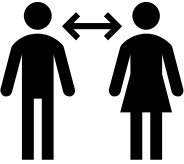




Iteration	Application	Onboarding	Training Day	Matching
Year 1A	Closed	Complete	Dec 9, 2022	Successful matches!
Year 1B	Closed	Complete	Jan 27, 2023	Successful matches!
Year 1C	Closed	Complete	Mar 24, 2023	Successful matches!
Year 2A	Closed	Complete	Dec 2, 2023	Successful matches!
Year 2B	Closed	Complete	May 10, 2024	Successful matches!
Year 3A	Closed	Complete	Dec 7, 2024	Successful matches!
Year 3B	Closed	Complete	May 2, 2025	Successful matches!
Year 4A	August 2025	Nov 1 to Dec 5	Dec 6, 2025	Dec 19, 2025
Year 4B	January 2026	Apr 1 to Apr 30	May 1, 2026	May 15, 2026
Year 5	August 2026	Nov 1 to Dec 4	Dec 5, 2026	Dec 18, 2026

Everyone must submit an individual application. Be sure to set aside 10 - 15 min to complete the online application form in full. Identify Coach/Mentor or Coachee/Mentee, and the rest of the application form is effortless. The CoMPAS Selection Committee will review all applications ~ 5 weeks out of training day and communication will follow accordingly to all those that applied, within the program timelines.

- *Again, if you cannot clear your schedule / clinic for the next training day date, please consider delaying your application. Contact compas@usask.ca if you have any questions.*

How It Works: From Application to Completion

	Needs Assessment / Program Application <ul style="list-style-type: none">• Data is gathered from provincial health organizations and communities to inform program objectives and target participants.• Interested physicians - both Coach/Mentors and Coachee/Mentees - are invited to complete an online application providing learning needs, contact details, and practice information, while meeting eligibility criteria.• Application data helps tailor specific learning objectives and goals for each matched pair.
	CoMPAS Coaching Basics Course <ul style="list-style-type: none">• Selected Coach/Mentors and Coachee/Mentees will receive access to a centralized, online asynchronous learning management system hosting CoMPAS program resources and training materials.• Participants complete the <i>CoMPAS Coaching Basics</i> online course, which qualifies as a self-directed certified learning activity recognized by both the College of Family Physicians of Canada (CFPC) and the Royal College of Physicians and Surgeons of Canada (RCPSC).

	<ul style="list-style-type: none"> This training prepares participants for the mandatory <i>CoMPAS Training Day</i>.
	<p>CoMPAS Training Day (virtual)</p> <ul style="list-style-type: none"> Selected participants attend a live virtual training event, unpaired, to learn about program details, receive an introduction to coaching principles, engage in interactive workshops, and network with peers. This live event qualifies as a certified group learning activity under both CFPC and RCPSC frameworks.
	<p>Coach Mentee Pair (CMP) Matching</p> <ul style="list-style-type: none"> Prior to Training Day, Coach/Mentors and Coachee/Mentees review each other's profiles online. <i>Speed Matching</i> during Training Day allows participants to ask questions and connect with potential matches. Participants use an evidence-based ranking system to help the CoMPAS Selection Committee create optimal Coach Mentee Pairs.
	<p>First CMP Engagement</p> <ul style="list-style-type: none"> The initial meeting typically includes introductions, discussion of practice context (equipment, medications, community resources), relationship goals and expectations, feedback mechanisms, coaching activities, meeting schedules, and timelines. The CoMPAS administrative team facilitates and attends this first engagement. Subsequent meetings are scheduled independently by the pair.
	<p>Ongoing Coaching and/or Mentorship</p> <ul style="list-style-type: none"> Coaching and mentoring activities are tailored to each CMP's needs and preferences. The CoMPAS administrative team conducts periodic check-ins via email to support participants.
	<p>CoMPAS Lifelong Learning Resource Center</p> <ul style="list-style-type: none"> Active participants have ongoing access to an online asynchronous learning platform featuring CoMPAS resources and training tools. Asynchronous learning activities qualify as self-directed certified learning activities. Accredited workshops and live sessions qualify as certified group learning activities. Participants also have access to quarterly program evaluations and Coach/Mentor invoicing.
	<p>Program Evaluation</p> <ul style="list-style-type: none"> Active CMPs complete quarterly evaluations contributing to program reporting and continuous quality improvement. Feedback and evaluation data are confidential and used only in aggregate form for research; individual clinical performance is not assessed. Additional voluntary evaluation opportunities, such as interviews, may be offered.

Renumeration

Coach / Mentor Compensation

Coach/Mentors are compensated at a rate of \$180 per hour for time spent directly supporting the physician(s) in their Coach Mentee Pair (CMP). To receive compensation, Coach/Mentors must track CMP engagements and submit hours through the quarterly evaluation process. Reimbursement is available for up to 14 hours per year.

By choosing to participate in the CoMPAS program, all Coach/Mentors acknowledge and accept the commitment of up to 14 hours per Coachee/Mentee of direct coaching time per year. Participants are expected to assess their own capacity to take on this role in good faith, ensuring they can meaningfully support their Coachee/Mentee throughout the program.

A one-time \$500 stipend is also provided to support attendance at the mandatory *CoMPAS Training Day*, which helps build coaching skills and deepen understanding of CMP roles and responsibilities.

For physicians currently under academically funded contracts with the University of Saskatchewan, this time commitment is approximately equivalent to 0.01 Full-Time Equivalent (FTE). In these cases, it may be necessary to seek permission from the appropriate department head prior to participation. Details regarding compensation and invoicing will be communicated directly by the Continuing Medical Education (CME) office.

Coachee / Mentee Compensation

Coaching and mentoring are provided at no cost to Coachee/Mentees. While there is no hourly compensation for time spent in Coach Mentee Pair (CMP) meetings, participants gain direct access to an experienced physician who is committed to supporting their professional development and personal wellness. The CoMPAS program offers a trusted space for reflection, growth, and guidance, along with continued access to high-quality resources and educational tools. This personalized, relationship-based learning experience is truly invaluable, providing support, connection, and insight that far exceeds monetary value. Participants are also eligible to earn Mainpro+ and MOC continuing education credits throughout all stages of the program, including one-on-one CMP engagements.

A one-time \$500 stipend is also available to support attendance at the mandatory *CoMPAS Training Day*, which builds foundational skills and understanding of CMP roles and responsibilities.

Coachee/Mentees must complete financial forms to receive the stipend and to enable potential future reimbursements. Details regarding the financial process will be provided by the CME office.

Travel Reimbursement Rates

In cases where in-person meetings may provide enhanced learning (e.g., to observe a specific skill), the CoMPAS administrative team must be contacted in advance. We will work collaboratively with the CMP to plan and approve any related travel and associated reimbursement.

Travel must be pre-approved. If a CMP independently chooses to travel without notifying the CME administrative team, the CoMPAS program, the Division of Continuing Medical Education, the College of Medicine, the University of Saskatchewan, and all funders and stakeholders bear no legal responsibility. It is critical that prior approval is obtained.

Access the Travel and Reimbursement Program Form [here](#).

Accreditation

The Division of Continuing Medical Education (CME), University of Saskatchewan is fully accredited by the Committee on Accreditation of Continuing Medical Education (CACME). CME has ensured that where possible, study credits for continuing medical education for program participants are available as outlined below.

Multiple opportunities to earn continuing professional development credits:

- CFPC (MainPro+) – Certified Activity, Certified Assessment Activity
- Royal College (MOC) – Sections 1 / 2 / 3

Activity	Who Can Claim?	Description & Credits	Potential Hours Earned
CoMPAS Coaching Basics (Asynchronous)	Coach/Mentor Coachee/Mentee	<p>Certified Activity</p> <ul style="list-style-type: none">• Mainpro+: Up to 20.0 certified credits• MOC: Up to 10.0 Section 2 credits <p>Includes time spent reviewing 8 modules and preparing for speed matching prior to Training Day.</p>	20 Hours
CoMPAS Training Day (Virtual Live)	Coach/Mentor Coachee/Mentee	<p>Certified Activity</p> <ul style="list-style-type: none">• Mainpro+: Up to 7.0 certified credits• MOC: Up to 7.0 Section 1 credits <p>Includes participation in the mandatory live virtual CoMPAS Training Day. Certificate issued upon completion.</p>	7.0 Hours
Feedback & Improvement (CMP 1:1)	Coach/Mentor Coachee/Mentee	<p>Certified Assessment Activity</p> <ul style="list-style-type: none">• Mainpro+: Up to 14.0 certified credits (certificate issued end of year)• MOC: Section 3 – 3 credits/hour (unaccredited; no certificate) <p>Includes time spent in CMP Feedback & Improvement sessions with guided reflection and verbal feedback.</p>	14.0 Hours
CoMPAS Lifelong Learning One-Hour Sessions (Virtual Live)	Coach/Mentor Coachee/Mentee	<p>Certified Activity If Attended Live</p> <ul style="list-style-type: none">• Mainpro+: 1.0 Certified Activity credit per hour (certificate issued)• MOC: 1.0 Section 1 credit per hour (certificate issued)	8.0 Hours

		<p>If Reviewed as Recording</p> <ul style="list-style-type: none"> • Mainpro+: 1.0 non-certified Self-Learning credit per hour (no certificate) • MOC: 0.5 Section 2 credit per hour (no certificate) <p>LLL sessions are virtual, optional, and offer flexible ways to claim CPD credits whether you attend live or review the content later.</p>	
<p>Personal Learning Plans (Self-Directed)</p> <p><i>*not accredited by CME</i></p>	<p>Coachee/Mentee</p> <p>Coach/Mentor</p>	<p>Certified Assessment Activity</p> <p>Mainpro+ (CFPC)</p> <ul style="list-style-type: none"> • Peer-supported pathway: Up to 20.0 Certified Assessment credits (1 credit/hr) • Self-guided pathway: Up to 12.0 Certified Assessment credits (1 credit/hr) <p>MOC (Royal College)</p> <ul style="list-style-type: none"> • Up to 10.0 Section 2 credits <p>Supports clinical or non-clinical learning goals (e.g., leadership, teaching, wellness)</p> <p>PLPs are self-directed activities; no certificate is issued for credit documentation.</p>	<p>20.0 Hours</p>

Other Program Information

Privileging

Further details will be coming.

Medicolegal Considerations

1. All participants are expected to keep all information obtained through the coaching/mentoring relationship confidential and are duty bound not to disclose any information to a third party except as specifically permitted under this agreement.
2. Participants are reminded that their duty of confidentiality prevails except in circumstances where the participant has a legal or ethical obligation to disclose that information to a third party. Examples in which that may occur are:
 - a. College of Physicians and Surgeons (CPSS) [regulatory bylaw 7.1](#) requires physicians to “report to the appropriate authority any unprofessional conduct by colleagues or concerns, based upon reasonable grounds, that a colleague is practicing medicine at a level below an acceptable medical standard, or that a colleague’s ability to practice medicine competently is affected by a chemical dependency or medical disability.”
 - b. Legislation requires physicians to report information to a third party in certain circumstances, such as child abuse or neglect. Those obligations are discussed in CPSS document [Confidentiality of Patient Information](#).
 - c. Legislation allows physicians to report information to a third party without patient consent in certain circumstances, such where the physician believes, on reasonable grounds, that the disclosure will avoid or

minimize a danger to the health or safety of any person. Those situations are discussed in CPSS document [*Confidentiality of Patient Information*](#).

- d. CPSS document [*Disclosure of Adverse Incidents*](#) sets out some circumstances in which a patient or a patient's family member may be advised of an adverse incident.
3. If information will be provided to a third party, the coach/mentor and /or the coachee/ mentee must be informed that confidentiality will be breached.
4. The duty of confidentiality continues after the formal coaching/mentoring relationship is concluded.

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APPENDIX: Optional Resources