



College of Paramedics of Manitoba		
Policy Name: Disclosure of a Condition or Disorder	Policy Number: AR-4	Total # of Pages: 2
Approval Signature: <i>Original Signed by J. Wade</i>	Section: Administrative - Registration	
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**1.0 PURPOSE:**

In accordance with the College of Paramedics of Manitoba General Regulation 2.7(c), 2.8 (d), 2.9 (d), 2.10 (d), this policy sets out the procedure to follow when an applicant or registrant discloses a physical or mental condition or disorder, including an addiction, that may impair his or her ability to engage in the practice of paramedicine in a safe and effective manner.

**2.0 POLICY**

When a disclosure described above is made:

1. The registrant will be asked to provide:
  - Particulars of the matter disclosed, including duration of the condition
  - Particulars of any past and current treatment plan
  - Particulars of any plan which the registrant has for his/her practice which will address public interest issues arising from the addiction and/or physical or mental condition, including adhering to the CPMB Standards of Practice, Code of Ethics, and Practice Directions.
  - Particulars of self-care practices related to health and wellness, and the addiction and/or physical or mental condition of the registrant.
2. The registrant may also be asked to provide:
  - Report(s) from treating physician(s) or other health care providers
  - Documentary evidence of rehabilitation efforts
3. The matter will be reported to the Executive Director/Registrar (or designate).
4. The Executive Director/Registrar (or designate) will assess the matter using the following criteria:
  - The registrant/applicant presents a plan which adequately addresses the public interest issues related to his/her addiction or physical or mental conditions
  - Satisfactory references and /or supporting documentation of rehabilitation efforts are received



5. If the addiction and/or physical or mental condition is identified as part of the registration process and there is any potential compromise to the public interest, the ED/Registrar, in consultation with college staff will determine if the registration will be approved and a certificate of practice will be issued with or without conditions.
6. If the addiction and/or physical or mental condition is revealed as part of the renewal or any other process, the ED/Registrar will determine if there is any potential compromise to the public interest then the matter will be referred to the Complaints Investigation Committee. In accordance with s. 90(3) of *The Regulated Health Professions Act*.