

Dec. 12, 2018

College Council confirms Dr. Mohammed Al-Ghamdi guilty of disruptive conduct

Edmonton, AB - Dr. Mohammed Al-Ghamdi, an orthopedic surgeon from Grande Prairie, was found guilty by a College Hearing Tribunal in 2017 of eight counts of disruptive conduct. Dr. Al-Ghamdi appealed to the College Council in September of 2018, where the decision was upheld.

It was alleged that since 2003, Dr. Al-Ghamdi demonstrated a pattern of disruptive conduct and behaviour in his dealings with his physician colleagues and the nursing staff at the Queen Elizabeth II Hospital. This resulted in a breakdown of his professional relationships, to the detriment of patients and the provision of health services at the hospital.

Dr. Al-Ghamdi was originally charged with 13 counts of disruptive conduct, eight of which were found to be in violation of the College's Standards of Practice/Canadian Medical Association's [Code of Ethics](#):

1. Failing to participate in and follow the on-call schedule and procedures at the hospital.
2. Purporting to have a parallel on-call schedule of his own, to try to avoid dealing with the on-call orthopedic surgeon when booking a patient for surgery.
3. Failing to cooperate with his medical colleagues and nursing staff to ensure surgical cases were performed on the basis of medical need for urgent care.
4. Cultivating a culture of fear and distrust by making complaints to the Alberta Human Rights Commission, the College and Association of Registered Nurses of Alberta and the College of Physicians & Surgeons of Alberta.
5. Cultivating a culture of fear and distrust through threatening legal action.
6. Cultivating a culture of fear and distrust through making numerous complaints to hospital administration and the health authority.
7. Failing to follow the issue/dispute resolution processes set out in the bylaws and policies applicable to hospital medical staff.
8. Having nursing staff open sterilized packs of surgical instruments, which were not reasonably required for the procedure at hand and thereby making those instruments unavailable for other surgeons until the nursing staff had re-sterilized them.

The Hearing Tribunal imposed the following sanctions which were upheld on appeal:

1. Dr. Al-Ghamdi's practice permit is suspended for at least two years from the date on Council's decision.
 - a. Dr. Al-Ghamdi can apply for reinstatement of his permit after two years if he successfully completes a comprehensive assessment program to determine his fitness to practise medicine. The program must be approved in advance by the Registrar.

- b. Dr. Al-Ghamdi must also enroll in any therapy recommended by the terms of the comprehensive assessment and is responsible for any costs associated with both the assessment and subsequent therapy.
2. Dr. Al-Ghamdi must cover a portion of the costs associated with the investigation and hearing, totaling \$701,450.57, to be paid in full within three years of the date of the order. In addition, because Dr. Al-Ghamdi's appeal to Council was unsuccessful, he is also responsible for those costs (totaling \$15,970.83).

Resources:

[CPSA Hearing Tribunal decision](#)

[CPSA Council decision](#)

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The College of Physicians & Surgeons of Alberta is the regulator for all physicians and surgeons in the province and is governed by the Health Professions Act. Our role is to protect the public by issuing practice permits to those who meet educational and training criteria, hold Alberta physicians to ethical and medical practice standards, and investigate and resolve physician-related complaints. The CPSA also ensures the safety and quality of medical and diagnostic testing services in Alberta through an independent accreditation program.

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