

## Memorandum for Discussion

### Subject: IMG Resident Pre-Entry Assessment Program

#### Issue

PG Deans are considering counting a residents PEAP assessment as credible training towards Royal College of Physicians and Surgeons of Canada certification.

#### Background

The Pre-entry Assessment Program (PEAP) is a registration requirement under the Medicine Act, 1991 and is period of assessment to determine if the candidates can function at their appointed level of training prior to full acceptance in the program. The PEAP provides an opportunity for the Program Director to assess the candidate's basic skills appropriate for practice in the chosen discipline. The PEAP also ensures that the candidate is mentally competent to practice medicine; has the ability to practice with decency, integrity and honesty and in accordance with the law; has sufficient knowledge, skills and judgment to engage in the kind of medical practice authorized by the certificate, can communicate effectively and displays an appropriately professional attitude.

#### AVP vs. PEAP

The Assessment Verification Period (AVP) was developed in 2003 as a result of a collaboration with the MOH, the CPSO and COFM, based on the structure of the existing PEAP. Prior to the creation of the AVP, and direct entry to residency, Pool B IMGs entered residency in Ontario after a 9-month clerkship program which took place at an Ontario medical school.

The AVP was intended for Pool B IMGs entering residency and funded by the MOH, whereas the PEAP continued to exist for Pool C IMGs entering residency as well as internationally trained physicians entering clinical fellowships. Pool B IMGs are paid by the MOH for the duration of the 12-week AVP and pending successful completion of the AVP, the AVP period is counted as accredited training.

<b>Pre-Entry Assessment Period (PEAP)</b>	<b>Assessment Verification Period (AVP)</b>
<ul style="list-style-type: none"><li>• 4 to 12 weeks in duration</li></ul>	<ul style="list-style-type: none"><li>• 12 weeks in duration</li></ul>
<ul style="list-style-type: none"><li>• Sponsored IMG residents and International Clinical Fellows</li></ul>	<ul style="list-style-type: none"><li>• MOH funded IMGs matched to PGY1 residency positions</li></ul>
<ul style="list-style-type: none"><li>• Sponsored trainees are paid during the PEAP period. Non sponsored fellows may or may not be paid during the PEAP period.</li></ul>	<ul style="list-style-type: none"><li>• Paid at PARO rates during AVP</li></ul>
<ul style="list-style-type: none"><li>• Not considered creditable training time for RCPSC/CFPC programs</li></ul>	<ul style="list-style-type: none"><li>• Considered creditable training time</li></ul>

During the PEAP, Program Directors ensure that candidates are assessed and given written feedback on a regular basis. The PEAP must be a minimum of four and a maximum of twelve weeks in duration dependent on progress made and at the program directors' discretion. If a candidate is successful after the 12-week mark the final assessment is completed and submitted to the College of Physicians and Surgeons of Ontario (CPSO). Extensions, if necessary for issues other than remediation, are possible.

Currently, the resident PEAP training period cannot be counted towards Royal College certification whereas the fellowship PEAP training period can be counted. There are questions about the fairness of the current system.

### **Next steps**

PG Deans would like you to consider counting the resident PEAP assessment time as accredited training and consider:

- the impact this would have on both the program and resident;
- any unintended consequences for residents or programs;
- benefits that may be gained; and
- financial considerations as the residents would require salaries and benefits for this extra time

PG Deans have also asked CPSO to consider if this is possible as these individuals currently hold a PEAP certificate of registration with specific restrictions in place.

### **PGME Comments**

The programs directors and education leads were all in agreement with the proposed changes, there were unintended consequences for residents or programs noted in the discussion, as they feel it will:

- allow sponsored residents to progress with their peers
- create equity among groups
- provide coverage under the PARO contract immediately

### **Contact**

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