

MEETING MINUTES

Postgraduate Medical Education Advisory Committee (PGMEAC)

Friday, February 23, 2024 | 12:00 – 2:00 pm
Zoom Meeting

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- Present:** Meredith Giuliani, Linda Probyn, Maureen Morris, Adrienne Tan, Arno Kumagai, Aruz Mesci (delegate for Andrea Bezjak), Carolina Mitchell, Caroline Abrahams, Eric You-Ten, Heather McDonald-Blumer, Janine Hubbard, John Granton, Kevin Weingarten, Laura Leigh Murgaski, Lisa St. Amant, Rachel Fleming, Melissa Hynes, Mojgan Hodaie, Nirit Bernhard, Peter Wu, Richard Pittini, Shaheen Darani, Shari Thompson-Ricci, Shima Shakory, Stu Murdoch, Susan Done, Vaibhav Kamble, Vincent Lin, Jackie James, Heather Flett, Katina Tzanetos, Jennifer Croke, Mariana Da Silva Jardim, Seetha Radhakrishnan, Lindsay Baker, Hemen Shukla, Tessa Catchpole (Recorder)
- Guests:** Lynn Wilson, Cate Creede-Desmarais
- Regrets:** Adelle Atkinson, Ahmed Al-Awamer, Ashna Bowry, Alison Freeland, Amandeep Rai, Anne Matlow, Mark Rapaport, Nicola Jones, Patricia Houston, Samir Grover, Savannah Clancey, Shannon Spencer
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1. AGENDA/MINUTES

- a) M. Giuliani welcomed new and returning members. The agenda was approved as written.
- b) Minutes of the Friday, January 26, 2024 meeting were accepted as circulated.

2. CONSENT AGENDA

M. Giuliani noted that there were no consent agenda updates at this time.

3. NEW BUSINESS

a. Associate Dean Remarks

M. Giuliani provided updates from HUEC and COFM. The work with the MOH is continuing to clarify expansion plans and initiate one-time funding in support of this.

HUEC

- The TAHSN-HR committee has struck an occupational health working group with representatives from hospital occupational health leads, PGME, OLA, residents to complement the work of the Streamlined Hospital Onboarding working group and 'Best Practices for Onboarding' document.
- Representatives from that committee will be asked to present an update to PGMEAC in future.

M. Giuliani noted that TMU is working to open its Family Medicine and Royal College programs. Enrollment is planned for 2025, so they are looking to go to the Accreditation Committee this spring for program approvals. Institutional approval has been received.

b. Upcoming PGME Events *(see attachment)*

T. Catchpole provided an update on upcoming PGME events which are being planned for the spring:

Spring All PDs/FMSDs Meeting

- Friday, May 31, 2024 | ~8:30am – 2:00pm, exact timing to be determined.
- This will be in-person for the first time in several years, venue to be confirmed.
- In partnership with OLA, a workshop on the topic on ‘Learner Accommodations’ will be offered directly following the meeting.

c. PARO Update

S. Shakory, Site Chair for Toronto PARO Council, provided an update on PARO activities:

Resident Doctor Appreciation Week

- PARO General Council representative ran several initiatives for RDAW.
- A free Cinema night and Comedy night at Yuk Yuk’s comedy club were hosted, and over 600 cards of appreciation were sent out to residents.
- Residents expressed positive feedback on the gift cards sent from PGME.

Transition to Residency

- Planning has begun for initiatives such as the Medical Student talk, annual PGY1 Orientation social, and Touchstone presentations, to take place in April or May.
- PARO representatives also deliver presentations to incoming IMG residents during orientation sessions at the Touchstone Institute each spring.

PARO Awards

- Award nominations for programs, administrators, and clinical teachers closed on February 22nd, recipients to be notified by mid-late March.

Call Room Audit

- An overview of the findings from the site call room audit will be presented at the February 23rd HUEC meeting.

d. Career & Wellness Workshops: Survey

H. Flett joined to request committee members complete a brief online survey during the meeting. The survey aims to gather key information on times when learners across programs have protected time within their workday to receive teaching, in order to capitalize on common times and offer workshops related to learner wellbeing and career topics.

Recent workshops are being piloted on topics such as family planning, transfers, financial literacy, career decisions and life goals, feedback from programs is welcome.

e. Bill 60 (see attachment)

L. Wilson provided background around Bill 60, the “Your Health Act” and the Integrated Community Health Services Act. Considerations and concerns from University of Toronto perspective were discussed, including the impact of faculty engagement with Integrated Community Health Service Centres (ICHSCs), conflicts of commitment, and potential mistreatment of learners.

The Clinical and Faculty Affairs office reviewed Bill 60, conducted an environmental scan of relevant UofT policies, created a draft report, and is now sharing the results with stakeholders. L. Wilson shared the summary of findings, including identified opportunities and concerns, and recommendations related to these moving forward.

The group discussion generated several considerations and suggestions:

- There is a need to ensure equitable access to learning experiences.
- Jurisdictional creep on certain issues and when preparing guidance. Consider a collaborative statement between UofT, the hospitals and TAHSN, for example.
- Shifting cases which generate revenue for hospitals to the ICHSCs will leave hospitals with higher cost, more complex cases.
- Implications to the CPSO registration requirements for learners; will ICHSCs be considered an education site such that no additional CPSO licensure update will be necessary?
- Moral distress caused to learners to work in a 'private clinic' if they feel that they are providing less equitable care to patients as a result of participating in ICHSCs.
- Many specialties have a limited workforce as it is, so removing learners or staff from hospitals will lead to increased workload for others.
- Consider restricted registration to fulfill additional assistance at ICHSCs, as a recognized paid service (with no obligation for teaching).

M. Giuliani suggested the PARO team to connect with L. Wilson to provide learner perspective.

f. CFD Longitudinal Programs (see attachment)

C. Creede-Desmarais and L. Baker presented on longitudinal programs in the Centre for Faculty Development. L. Baker provided a high-level overview of [CFD offerings](#), including target audience, program dates and registration deadlines for the Teaching and Learning in the Clinical Context (TLC), and Stepping Stones programs.

C. Creede-Desmarais discussed the New and Evolving Academic Leaders (NEAL) program. The NEAL program has been updated with a lens of inclusive, equitable, anti-oppressive leadership and is open to all health professions. It was noted that the program is committed to accessibility, and 2-3 bursaries are available each year to fund applicants who otherwise would not be able to participate.

M. Giuliani noted that PGME provides financial support for NEAL, and encouraged interested applicants to connect with their respective Vice-Chairs to inquire about applying.

g. Registration Update (see attachment)

J. Hubbard provided updates from the Registration portfolio:

Orientation

- It was noted that any onboarding, social, and orientation activities should be held *after* July 1st, and any activities prior to training start date must be provided with time-in-lieu.
- Common Hospital Orientation Day: Tuesday, July 2, 2024.
- A reception for new residents is being planned for either July 3rd or July 4th – to be confirmed.

2024-25 Onboarding Planning

- J. Hubbard noted considerations when developing PGY1 call schedules, to create a supportive environment. If scheduling occurs at a hospital level, consider having a conversation around these recommendations in advance to ensure PGY1s are supported at the time of onboarding.

Appointments & Reappointments

- Reappointment requests were due to PGME by February 23rd, the registration team is reviewing.
- Reminder: new appointment requests for July 1st should be submitted as soon as possible, with letter of appointment for new and returning learners to be issued in mid-March.

Subspecialty Exam Affiliation Program (SEAP)

- SEAP is eligible for international subspecialty fellows looking to write the Royal College exam, noting that SEAPs must mirror the full curriculum of the respective residency program.
- In 2023, CPSO ruled that SEAPs may be a pathway to licensure for international fellows which has increased the number of requests to backdate SEAPs.
- An audit will be conducted in March for each Department, to indicate if PGME records show they have SEAP fellow(s), and update documentation to revise the record as needed.
- If programs have questions about SEAP qualifications or eligibility, they can reach out to PGME.

h. Expansion Update *(see attachment)*

C. Abrahams shared an update on PG expansion activities to date and future plans. The goal remains to establish SHN and THP as base hospital sites with an increased PG learner presence, with a secondary focus on the Barrie/Orillia/Midland corridor. One year's worth of one-time funding has been received from MOH and allocation planning is underway. It was noted that Departments will be requested to submit an expansion plan outline. Full details can be found in the attached slides.

C. Abrahams provided a brief TMU status update:

- Planning an intake of 105 PGYs in 2025.
- TMU was recently recognized as an accredited institution by CanRAC.
- Discussions are taking place with Interim PG Dean, Brent Thoma on IIAAS and AHD collaboration.

i. OLA Update *(see attachment)*

S. Darani gave an overview of the [Office of Learner Affairs](#) (OLA), including the Postgraduate Learner Affairs (PGLA) Unit. The core supports (academic, professional, and personal) provided by OLA, as well as additional learner wellness services were described. S. Darani emphasized that are many reasons a learner may reach out to OLA, programs and learners are encouraged to reach out even if they are not sure about what support can be offered. OLA team is happy to speak at program orientation events.

j. Mentorship Portfolio Update *(see attachment)*

J. Croke provided a brief overview of the New PD Mentorship Program. This program was piloted in April 2023, with information sessions held for potential mentors to gather feedback. Several in-person and virtual networking events and workshops are planned. Orientation sessions are held several times a year when new PD/mentor dyads get paired.

J. Croke discussed the focused priorities of the program and results of the pilot “pre-program” survey. Former PDs are encouraged to reach out if they are interested in acting as a mentor within the program.

Additional topics were suggested for New PD sessions:

- Learning climate and learner mistreatment.
- How to support learners from historically marginalized backgrounds or identities.
- Addressing conflicts within a program, how to “manage up”.

k. Closing Remarks

M. Giuliani reminded members that PGME is holding to the transfer deadlines, dates were previously circulated. Programs can reach out to J. Hubbard for the dates.

Next Meeting: Friday, April 26, 2024; 12:00 – 2:00 pm | Virtual