ALL PROGRAM DIRECTORS AND FAMILY MEDICINE SITE DIRECTORS MEETING

Friday December 13, 2013
12:00 – 2:30 pm 89 Chestnut, 2nd Floor, Giovanni Room

Time	Agenda	Presenters
12:00 - 12:20	**Registration and Lunch**	
12:25 - 12:40	**Welcome & Updates**	• Dr. Salvatore Spadafora Vice Dean, PGME
12:45 – 1: 55	**Learning Climate:** Prevention & Management of Intimidation & Harassment in Residency Programs	• Dr. Susan Glover Takahashi • Dr. David McKnight • Dr. Susan Edwards • Dr. Dawn Martin • Dr. Navika Limaye • Dr. Mark Fefergrad • Dr. Linda Probyn
2:00 – 2:30	**PGME Strategic Plan** Update on moving forward: • BPAS – workshop & resources • Red Button • PGMExChange	• Dr. Glen Bandiera Associate Dean, PGME • Dr. Karl Iglar & Dr. Susan Edwards • Dr. Susan Glover Takahashi

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9. PGME Notes and Resources for Residency Educators
10. Upcoming in January-June 2014

POstgraduate Web Evaluation and Registration (POWER) Enhancements and Updates

The following are highlights from activities related to POWER and the POWER Steering Committee, from June-December 2013:

Best Practices in Rotation Evaluation Working Group

The POWER Steering Committee has established a new working group to create best practices in rotation evaluations in POWER. The working group will do an environmental scan and analysis of current standards, look at the requirements of evaluation standards (accreditation related), and develop minimum standards for implementation in POWER. The group will be chaired by Dr. Linda Probyn and will begin its work in early 2014.

Mobile Evaluations

Over the next few months, the PGME Office will be working with K4Y to develop a POWER mobile evaluation function. Teachers, Learners and Program Directors will be consulted through the development process.

Procedure Logs

The new POWER Procedure Log enhancement is near completion. In early 2014, the PGME Office will contact Program Directors to determine interest in using the POWER Procedure Logs. PGME staff will then help set up each program. This new development will allow learners to track multiple procedures on their mobile devices. Programs will have flexibility to enable certain features including the ability to include a list of completed procedures on the same screen as a learner's ITER.

ICRE Presentation

PGME staff gave a presentation on POWER during during the 2013 Program Administrator track at the International Conference and Residency Education.

Dr. Glen Bandiera presented a poster on the recent innovation allowing Clerkship learners to evaluate Residents in their learner system MedSIS.

POWER Steering Committee Chair

Dr. Kevin Imrie has stepped down as Chair of the POWER Steering Committee after 5 years We would like to express our appreciation to Dr. Imrie for his 5 dedicated years as chair and welcome Dr. Adelle Atkinson as incoming Chair. The POWER Steering Committee is looking forward to working with Dr. Atkinson in her new role.

Did you know….

Did you know that as a Program Director, you can schedule your teacher evaluation forms to go out at the beginning of a rotation? Doing this may help increase your teacher evaluation completion rates.

If you would like to change your teacher evaluation settings, please contact our POWER Help Desk at:

power.help@utoronto.ca

or: 416-978-8399

What's New in Wellness

Service and Support

Z Numbers are up

Visits to the Office of Resident Wellness continue to rise. While we recognize that the complexity of some of the issues is increasing, our sense is that this is mostly a reflection of a growing awareness and acceptance of the services available.

In light of the increasing demands we are undertaking 2 initiatives:

- We are in the process of hiring a second part time coach/counselor. Stay tuned for the official announcement and his/her hours of availability.
- We are looking to create a PGMEAC Subcommittee on Resident Wellness and are encouraging programs to identify a wellness lead to enhance their capacity for wellness

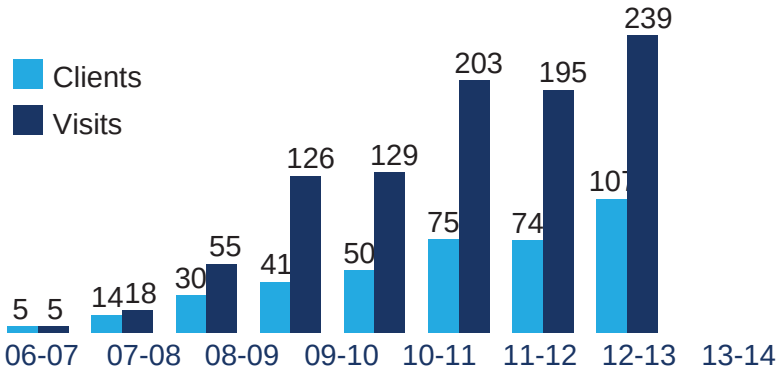
Z The Board of Medical Assessors

Under the leadership of Dr. David Tannenbaum, Chair, the BMA-PG continues its work to implement best practices for postgraduate trainees with medical conditions potentially impacting training and/or requiring accommodations. Please contact our office for more information.

Z Our Community is Expanding

We are pleased that in the 7 years of our existence there has been an expansion of designated Postgraduate Wellness leads across the country from 1 (us) to at least 7 PG, and more that are UG-PG partnerships. We have greatly appreciated the opportunities to discuss issues and strategies with other institutions as we continue to grow.

Number of Clients and Visits to the
Office of Resident Wellness
July 1 —November 30 from 2006-2013



Education

Wellness Workshop highlights

- THE MAIN SHIFT WITH WELLNESS WORKSHOPS the big trend this 2013-2014 academic year has been a significant increase in the number of faculty development events we have been requested to deliver and in the number of faculty appearing at trainee workshops
- THE RESIDENT RESOURCE COLLABORATION and your faculty to tailor workshops to your program needs and support your capacity to develop program specific material
- THE MANAGING TRANSITIONS AND CHANGE workshop has expanded to include a focus on transition to practice
- MINDFULNESS WORKSHOPS are promoting the development of self regulation skills to optimize well-being and performance. Please contact Chris Hurst for more details.

Research

How can you support your PGY1s in this transitional year?

Have a look at a recent publication from the Office of Resident Wellness:

A year in transition: a qualitative study examining the trajectory of first year residents' well-being

http://www.biomedcentral.com/1472-6920/13/96

Postgraduate Medical Education
UNIVERSITY OF TORONTO

All PDs
December 13, 2013

Board of Examiners Update

Board of Examiners – Postgraduate Programs (BOE-PG)

The BOE-PG is a committee of faculty and residents appointed by Faculty Council and currently chaired by Dr. Stephanie Brister. Trainees in either a Royal College of Physicians and Surgeons of Canada (RCPSC) or College of Family Physicians of Canada (CFPC) residency program are routinely evaluated on an ongoing basis, both formally and informally. This evaluation must be conducted in accordance with the policies of the University, the RCPSC and the CFPC. When residents have difficulty achieving the goals and objectives of the residency program they are referred to the BOE-PG. The evaluation procedures are outlined in the "Guidelines for the Evaluation of Postgraduate Trainees of the Faculty of Medicine at the University of Toronto" (Feb 2007).

Role BOE-PG

At the request of a Program Director and Vice Dean-Postgraduate Programs, the BOE-PG reviews the cases of residents in academic difficulty to decide the course(s) of action, which may include remediation, remediation with probation, probation or suspension and dismissal. The assessment of a resident's performance may include the evaluation of the resident's academic, behavioural, ethical and professional performance in their residency program, or the evaluation/ recommendation from an independent process

PGME Support

The PGME Education & Research Unit, under the direction of Dr. Susan Glover Takahashi with the addition of four educational consultants Dr. Erika Abner, Dr. Dawn Martin, Dr. Marla Nayer and Dr. Jodi Herold, offer support and educational expertise to programs in the planning of a remedial program. The Education & Research Unit also provides teaching and assessment resources to assist Program Directors with a remedial program, as well as, direction to communication and professionalism skills coaching resources.

Activity update from June-December 13, 2013

Case volumes and outcomes	2012-13	June-December 2013 (6 months)
Total cases active	24	23
Number of New cases	16	10
Number of Closed cases	9	6
Number of Residents resigned	1	0

Category	Criteria	2012-13 Count (%) (n=24)	June-December 2013 (6 months) Count (%) (n=23)
Training Level	PGY1	6 (25%)	2 (9%)
	PGY2	6 (25%)	7 (30%)
	PGY3	3 (13%)	7 (30%)
	PGY4+	9 (38%)	7 (30%)
Type of Trainees	MOH CMG	15 (63%)	14 (61%)
	MOH IMG	9 (38%)	7 (30%)
	Visa/Other	0	2 (9%)
Type of Problem by case (Most cases have >1 problem area)	Medical Expert	20 (83%)	20 (87%)
	Professional	13 (54%)	13 (57%)
	Communicator	12 (50%)	13 (57%)
	Manager	6 (25%)	7 (30%)
	Collaborator	2 (8%)	4 (17%)
	Health Advocate	0	0
	Scholar	0	0

2014 BOE Meeting Schedule

2014 Board of Examiners-PG Meeting Schedule						
MEETING DATE	Deadline for submitting ITERS for report		Deadline for submitting DRAFT report		Deadline for submitting FINAL report	
January 24, 2014	Wed	January 8	Wed	January 8	Wed	January 15
February 28, 2014	Fri	February 7	Wed	February 12	Wed	February 19
March 28, 2014	Fri	March 7	Wed	March 12	Wed	March 19
April 25, 2014	Fri	April 4	Wed	April 9	Wed	April 16
May 23, 2014	Fri	May 2	Wed	May 7	Wed	May 14
June 20, 2014	Fri	May 30	Wed	June 4	Wed	June 11

Please alert pgboe@utoronto.ca early when you may have a case.
Resources on PGME website: http://www.pgme.utoronto.ca/content/board-examiners-boe-pg-0

IRC Accreditation Update

Internal Review Committee (IRC) and Family Medicine Internal Review Subcommittee (FM-IRSC)

Accreditation 2013 Final decisions

The College of Family Physicians of Canada (CFPC) and the Royal College of Physicians and Surgeons (RCPSC) Accreditation Committees met in June 2013 and October 2013 respectively, and made their final decisions for each program from the April 2013 on-site visit. A final decision letter has been sent to each program.

Accreditation Outcomes	2013
Full Accreditation – Follow-up at next regular survey	58
Full Accreditation – Progress Reports	9
Full Accreditation – Mandated Internal Review	0
Full Accreditation – Mandated External Review	4
Notice of intent to withdraw	0

2013-2019 Accreditation Cycle Updates to the 2013-2019

Accreditation Cycle include:

- % X T E N D E D V I E W 0 3 1 ¸ S O N S I T E preparations
- 0 ' - % F F I R C E V I E W ! » 3 T A N D A R D S approx. 6 months earlier in cycle
- 2 E G U L A R I N T E R N A L reviews end by year 4
- & O L L O W U reviews occur after all programs have had first internal review

Upcoming activities

- 2 E C R U I T M E N T F A C U L T Y P R O G R A M S & A M I L Y Medicine Internal Review Subcommittee (FM-IRSC)
- - A N D A T E D E X T E R N A L R E V I E W S H O L D ! D O L E S C E N C E P S Y C H I A T R

  (April 2014), Forensic Psychiatry (Spring 2015)
- & A M - E L D Y I C I N E O G R E S I D E N C Y
- / R T H O P A E D I C S U R G E R Y E X T E R N A L R E V I E W (Spring 2015)
- 6 A S C U L A R S U R G E R Y E X T E R N A L R E V I E W (Spring 2015

Health Workforce Planning: Impact on Residency Train

Background:

There is increasing concern among postgraduate trainees, medical students and faculty regarding employment opportunities in specific specialties. Several reports and conferences have highlighted factors contributing to the recent challenges of physician employment including the 2013 RCPSC report “Too many or too few doctors? What’s really behind Canada’s unemployed specialists.” At the University of Toronto, there are a number of local, provincial and national initiatives shaping the future of HHR planning which guide decisions on the allocation of residency quotas each year.

National Planning:

In the summer of 2013 a National Task Force for Collaborative Physician Resource Planning was created involving provincial governments across the country, the Association of Faculties of Medicine of Canada (AFMC) and other stakeholders such as the RCPSC, CFPC and the Canadian Medical Association. The Task Force is expected to produce an evidence driven planning tool to better align health needs with physician production.
The Task Force was formed in response to the Recommendation #1 of the FMEC-PG report and includes Dr. Sal Spadafora as the representative of national PG Deans. The Task Force has a 36 month timeline with short and medium term deliverables.

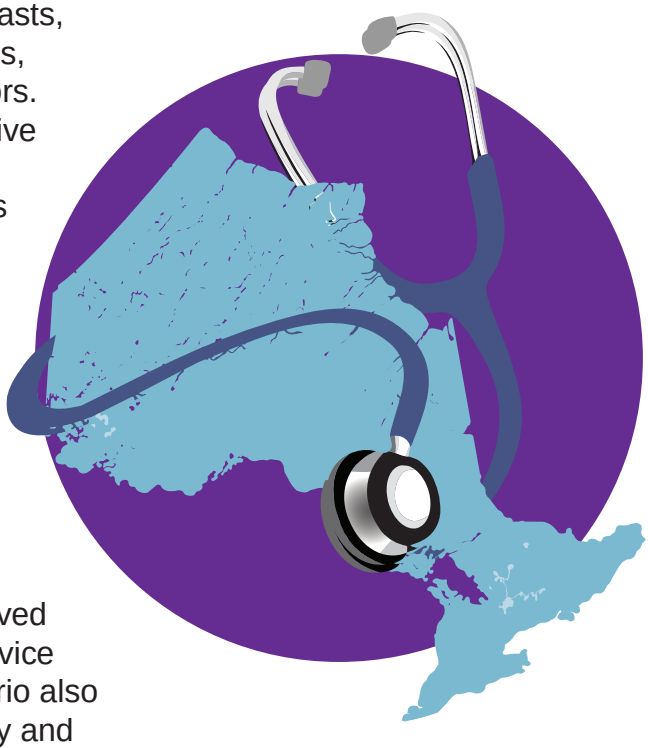
Provincial Planning

In Ontario, representatives from each of the six medical schools meet monthly with representatives from the MOHLTC to discuss issues related to postgraduate medical education. In recent years the Postgraduate Management committee of the Council of Ontario Faculties of Medicine (PGM-COFM) have referred to a forecasting simulation model developed by the MOHTLC and the OMA to guide planning. This information is augmented by other factors monitored by Program Directors such as job prospects and training capacity.

Over the last 18 months, a Working Group of PGM-COFM has been convened to deliberate on the best sources of information to guide provincial allocation planning over the short to medium term.

Local Planning:

The Quotas Allocation Subcommittee of the PGMEAC meets annually and adheres to a principle-based allocation system that takes into account provincial supply/demand forecasts, program quality, population health needs, community engagement and other factors. The PGME office undertakes an extensive survey of all residency programs each year to assess the above considerations and review program specific requests for changes to allocations.



The Practice Ontario partnership was initiated in 2009 between HealthForceOntario and the PGME office to match University of Toronto residents with available jobs in Ontario. As of 2012-2013, 314 University of Toronto residents have been either interviewed by Regional Advisors, received specific information or sought career advice through Practice Ontario. Practice Ontario also facilitates presentations to both specialty and Family Medicine residents.

For more information, contact:

Caroline Abrahams,
Director of Policy and Analysis, PGME
caroline.abrahams@utoronto.ca

Welcome to PRACTICE ONTARIO UofT

A free career-planning service for residents
who want to explore practice opportunities across Ontario

THE POWER OF PARTNERSHIP

Practice Ontario @UofT is a joint initiative between the U of T Faculty of Medicine Postgraduate Medical Education office and HealthForceOntario Marketing and Recruitment Agency (HFO MRA), an agency of the provincial Ministry of Health and Long-Term Care.

WHAT PRACTICE ONTARIO CAN DO FOR YOU

- Help you find practice opportunities that match your personal and professional interests and priorities.
- Provide information about practice opportunities
- Organize educational events
- Offer career counselling
- Provide access to practice opportunities
- Help you connect with practice opportunities

WELCOME TO YOU

Practice Ontario support is available by e-mail, telephone or face-to-face consultation. For personal appointments, your advisor can meet you at the time and location of your choice: on campus, your training location or even the local co ee shop.

Throughout the duration of your job search you will work with an advisor drawn from a pool of regional advisors. Each advisor is a regional expert with a wide network of professional contacts in health-care sector.

CONTACT PRACTICE ONTARIO UofT

Toll-free: 1-866-535-7779
E-mail: practiceontario@healthforceontario.ca

www.HealthForceOntario.ca/practiceontario

Ontario
HealthForceOntario Marketing and Recruitment Agency