

Postgraduate Medical Education Advisory Committee (PGMEAC)

Friday, October 29, 2021 | 12:00 – 2:00 pm

Via Zoom

MINUTES

- Present:** Patricia Houston (Chair), Caroline Abrahams, Eric You-Ten, Mary Bell, Andrea Bezjak, Alis Xu, Paolo Campisi, Mergim Binakaj, Martin Schreiber, Savannah Clancey, Richard Walker, Susan Done, Larry Erlick, Mary Bell, Michele Farrugia, Lindsey Fechtig, Stu Murdoch, Alison Freeland, Adelle Atkinson, Adrienne Tan, Jeannette Goguen, Karl Iglar, Jackie James, Barry Pakes, Charlie Guiang, Heather Flett, Melissa Kennedy, Arno Kumagai, Mojgan Hodaie, Maureen Morris, Stu Murdoch, Laura Leigh Murgaski, Anne Matlow, Sue Glover Takahashi, Stacey Bernstein, Nicola Jones, Charlene Sturge (Recorder)
- Guests:** Walter Tavares, Lisa Richardson
- Regrets:** Rachel Fleming, Reena Pattani, Giovanna Sirianni, John Lloyd
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1. AGENDA/MINUTES

- a) P. Houston welcomed committee members to the meeting. The agenda was approved as written.
- b) Minutes of the Friday, September 29, 2021 meeting were accepted as circulated.

MATTERS ARISING/REGULAR UPDATES & FOLLOW-UP

2. Resident Report

Alis Xu provided an update on PARO activities:

Teaching to Teach

One of the roles that residents are required to fulfill during their training is to teach junior learners, their patients, and their patients' families. Although there are some "Residents as Teachers" programs available, they are highly variable by university and medical specialty.

To address the need in this area, PARO developed a half-day Teaching to Teach workshop available to residents from all university and programs to provide them with a minimum standard of teaching skills to carry out their role as teachers successfully. The workshops are facilitated by trained residents, and it has been adapted to allow for virtual delivery.

Since its' launch in 2016, 29 workshops have been delivered to 588 resident participants at all of the six Ontario university sites. PARO is pleased to offer you the opportunity to host a *Teaching to Teach* workshop for residents in your Program. We still have openings available for this academic year and are starting to schedule workshops for 2022/2023.

If you are interested in learning more or would like to schedule a Teaching to Teach workshop, please contact the PARO office. You can reach us at 1-877-979-1182 or paro@paroteam.ca.

Bike Storage / Safety

In the last few months, PARO has received questions from residents regarding either the need for bike storage or the unfortunate case of residents' bikes being stolen when they park them in front of hospitals. As we know that many hospitals provide secure bike storage which residents can access, this could be a

communication issue. We would encourage hospitals, if they do not already, to include in their orientation emails/documents/presentations any information regarding bike storage facilities and how to access it.

Action Item: P. Houston will bring this matter to HUEC for discussion.

Onemail

At our last PGMEAC meeting on September 29th, the committee discussed the discontinuation of Onemail. At The Toronto GC meeting in October the team discussed this. There were concerns raised about checking multiple email platforms and ensuring residents are not missing important patient related information. The discontinuation of Onemail is a patient care issue and has led the Toronto PARO General Council team to highlight concerns related to this:

- Psychiatry residents have noted that as they rotate between hospitals, they often have multiple email accounts to check and there have been instances, even with the disclaimers that this email address should not be an email used in communication, of patients emailing residents with suicidal thoughts to an email they do not check regularly.
- At some hospitals, the email platforms are not continued for residents who move to a different hospital after their rotation ends, but they might still have long term patients to follow-up on. Therefore, as their email address at that hospital is discontinued, they have lost a confidential way to correspond with doctors about patient care and having doctors email their other hospital address is not secure.

Although even before the discontinuation of Onemail there was no single email system at Toronto, to ensure patient safety, a single email system for Toronto residents should be investigated.

3. PAAC Report

S. Clancey reported on recent PAAC activities:

PAAC has planned the first event for Program Administrators which will be on Tuesday, November 9th. The purpose of this session is to review the program and key objectives from each workshop during the ICRC Program Administrators Conference. A round table discussion will follow where we will gather feedback that will be provided directly to the conference organizing committee. All program administrators are encouraged to attend even if they did not have the opportunity to attend the conference.

4. COFM

MOH Pandemic Payout

The Ministry of Health announced today that the funding will be sent to PG early next week and PGME will distribute to all trainees who qualify for the pandemic payout. There is administrative and logistic work that needs to be done to determine eligibility first. Communication will be sent out from PGME in the near future.

PG Deans met with the Ministry of Health regarding potential new medical schools (one from York University, one from Ryerson University with its clinical site being in Brampton). There is acknowledgment of the concept that more medical graduates and postgraduate spots are needed to meet the public health needs. There is a commitment that there needs to be an expansion to the number of doctors that are trained in medical schools in Ontario to meet the clinical needs. More details will be shared as they come in.

HUEC

CaRMS Match timelines were discussed at the HUEC meeting and will be shared in Agenda Item #10.

5. Accreditation Follow Up and IRC Update *(see attachment)*

L. Murgaski provided an update on accreditation follow up and IRC activities, which included:

- Updated accreditation logo for PGME
- The Accreditation follow ups have been changed to 3-year follow up (from 2 years).
- By spring 2027, preparations will begin for the full accreditation review in 2028.
- Currently working on Action Plans and 3-Year follow-up for programs
- IRC is tracking programs by requesting internal reviews for all programs with follow-up by external review
- IRC is continuing review of Action Plans for all programs with follow-up by APOR
- Next IRC meeting will review the Institutional Action Plan
- Three indicators were noted for Areas for Improvement during accreditation in regards to learner mistreatment. Regular monitoring and support from PGME are in place for the nine programs identified.

6. Learner Experience

• Learning Environment Evaluations & Supports *(see attachment)*

C. Abrahams provided a summary of a compilation of results from the surveys for VOT resident/fellow/MD student:

- Overall response rates were good given being in the third wave of Covid
- Overall experience and health in the past year declined compared to previous years – likely due to Covid
- Overall, not much change this year in experiences of discrimination and/or harassment compared to previous years
- Small proportion of mistreatment is disclosed/reported by trainees – main reason is for fear of experiencing negative repercussions after doing so

This data will be developed into departmental reports and disseminated to Clinical Chairs and educational leaders. A two-pager document of the results will also be shared with the respondents.

It is important to note that although there while the rates/sources of intimidation and harassment have not significantly changed over the years that this data has been collected, there is a commitment from TFoM to make this better with the Office of Learner Affairs (OLA), Office of Learner Experience (OLE), Office of Inclusion & Diversity (OID), Office of Professional Values (OPV), wellness initiatives and the support of all of the departments and programs. Collectively we can do much more than alone.

Action Item: Invite Dr. Reena Pattani and Dr Pier Bryden to the next meeting to discuss the principles and processes in depth.

• Learner Mistreatment Framework *(see attachment)*

This presentation on Shared Efforts at Communication of Managing Disclosures of Mistreatment was given at All Chairs to ask that all departments, programs and sites align with a shared and consistent approach to the principles of the [MD and PGME Mistreatment Guidelines](#) in the way things are communicated and the pathways that are followed are consistent from one program to another, one site to another, and from one learner to another. Proposal to department chairs is that a shared language be posted on departmental webpages showing the commitment to supporting a positive learning environment in an integrated manner among the TFOM, clinical departments, and hospitals. The draft text to use on your website is in the [Briefing Note](#). Please send feedback to [Patricia Houston](#) or [Reena Pattani](#)

7. MD Program Update

S. Bernstein provided an update on the principles around electives and CaRMS:

- The graduating students have embarked on their home school electives and have 16 weeks to complete by
- CaRMS application deadline is the end of January
- 2T3 CaRMS application deadline is January 10th (bit of a challenge as less time for electives plus the holidays) – OLA will assist students by providing CaRMS bootcamps
- Visiting electives are yet to be determined based on the pandemic
- AFMC portal software is being updated, therefore the earliest time that students can apply for electives won't be until the spring of 2022

8. Update from Vice Dean Medical Education

P. Houston shared updates from across the continuum of Medical Education, and as Acting Dean, which included:

ACTING DEAN UPDATE

Budget: exploring ways to ensure that TFOM has a sustainable budget for the future

Building: the new James and Louise Temerty building plans are underway, which means deconstructing the west wing of MSB, finding office space for those from the west wing, relocating teaching labs and animal facility from the basement during construction. The new space will include a space for convocation, education and student support, and research labs and offices.

VICE DEAN MEDICAL EDUCATION UPDATE

Staff: the TFOM leadership is working on ways to be supportive of return to the office for those who have been working from home during the pandemic.

New Associate Dean, PGME

Dr. Meredith Giuliani is the incoming Associate Dean, PGME and will start her term officially on January 1, 2022. She will be co-chairing the PGME Governance Review Working group with P. Houston reviewing the structure of the PGME committees and administrative structures aligned with the need for ongoing quality improvement and alignment with accreditation standards.

9. CPSO Licensure

CPSO informed PG that trainees who were not able to partake in the MCCQEII will have a pandemic exemption and can get full licensure from the CPSO without it at this time. More details can be found [here](#).

10. AFMC Decisions Regarding 2023 Resident R-1 Match (*see attachment*)

AFMC announced their unanimous decision that all medical schools in Canada will continue virtual interviews and a compressed timeline for 2023 PGY1 match. Key dates for PGME include:

- File Review Period: January 10 to February 6, 2023 (27 Days)
- Interview Period: February 6 to February 27, 2023 (21 Days)
- Match Day First Iteration: March 22, 2023
- Match Day Second Iteration: April 27, 2023

A survey has been deployed by PGME to all PGY1 programs to better understand implications of the compressed timeline to inform decisions for 2024.

11. COVID Updates

P. Houston thanked everyone and the PGME staff for the incredible amount of work that needed to be done to implement the UCheck system for PG learners and get the information from every learner of their proof of vaccination to go to the clinical sites. Learners who decided not to get vaccinated were deemed not

appropriate for exemption and have been put on leave of absence. This approach has been taken by all COFM PG programs and was done in consultation with PARO. Should the learners still decide not to be vaccinated for the next year, consideration will be given for dismissal from the program.

12. Indigenous Health Update

[L. Richardson](#) updated the committee on the work taking place in the Office of Indigenous Health. Key points included:

- CFPC and RCPSC (RC) have recognized that Indigenous Health is a priority for the training of residents
- Currently creating broader institutional requirements at the RC, which will be ready for the next accreditation cycle
- Working on specialty-specific requirements for accreditation based on the urgency of the needs (OBGYN; Public Health, Emergency Medicine and Psychiatry)
- Guideline document available at [Indigenous Health competencies](#) and [Principles Statement](#)
- Created a national consortium in Indigenous Medical Education with CFPC, RC, MCC and the Indigenous Physicians of Canada housed in the AFMC to share curricular innovations, share best practices around anti-Indigenous racism policies/procedures and how to develop and implement those, active recruitment of Indigenous physicians, faculty and retention; transitions admissions to medical school, admissions to residency training, and transition to practice
- Working with relevant education deans on how to best implement these practices

All this work nationally has significant implications locally. We must address how we are recruiting and supporting Indigenous learners; how are we teaching content on Indigenous Health; supports for Indigenous learners.

Key resource people in the OIH who will support this work include:

[Dr. Suzanne Shoush](#), PGME Lead for Indigenous Health, will work in an advisory capacity with individual programs to identify Indigenous leaders and others who have experience in this area of interest and will champion the work to develop and implement the curriculum.

[Nadia McLaren](#) is an Educator and Indigenous leader who has huge cultural knowledge and connections to the community.

[Dr. Chase McMurren](#) is a mentor for Indigenous trainees, and he will connect people with elders and cultural supports via check-in meetings with Indigenous learners.

Cindy White and **Constance Simmons** are Elders who work with programs to support learners as well.

The Office of Indigenous Health will provide access to lectures, workshops and modules for programs to implement into their curriculum.

13. Office of Learner Affairs Update

C. Guiang provided a brief update on the progress towards the Office of Learner Affairs (OLA):

- In the process of hiring for the team at the OLA under the leadership of Dr. Tony Pignatiello. PWO and the OPHSA will continue to provide support to learners without any changes during this transition. OLA is planned to be fully staffed and the transition completed by February 2022. If there any urgency for learner consults or supports, please reach out to [Charlie Guiang](#) for assistance.

H. Flett, the inaugural Professor of Learner Wellness is preparing an environmental scan/needs assessment that will go out to program directors and wellness leads to get a better sense of what's working, gaps, etc. Data is being reviewed based on the needs for learner wellness to better inform initiatives and strategy to better support health and wellness across UG and PG.

Action Item: Invite Mahan Kulasegaram, Temerty Chair in Learner Assessment & Program Evaluation at a future date to share the work being done across the continuum to better inform the impact of medical education in future practice.

Next Meeting | Friday, November 26th at 12:00 pm via Zoom