

MEETING MINUTES

Postgraduate Medical Education Advisory Committee (PGMEAC)

Friday, September 29, 2023 | 12:00 – 2:00 pm
Zoom Meeting

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- Present:** Meredith Giuliani (Chair), Caroline Abrahams, Ahmed Al-Awamer, Mary Bell, Arno Kumagai, Shari Thompson-Ricci, Susan Done, Michele Farrugia, Eric You-Ten, Jackie James, Jeannette Goguen, Shima Shakory, David-Dan Nguyen, Mariana da Silva Jardim, Hadeel Aljazzaf, Caroline Thompson, Mary Bell, Savannah Clancey, Vincent Lin, Stu Murdoch, Alison Freeland, Linda Probyn, Rachel Fleming, Giovanna Sirianni, Adrienne Tan, Kevin Weingarten, Aruz Mesci, Charlie Guiang, Maureen Morris, Seetha Radhakrishnan, Linda Probyn, Lisa St. Amant, John Granton, Heather McDonald-Blumer, Nirit Bernhard, Melissa Kennedy, Carolina Mitchell, Rachel Langer, Heather Flett, Shaheen Darani, Janine Hubbard, Charlene Betty (Recorder)
- Guests:** Moira Ruthralingam
- Regrets:** Vaibhav Kamble, Mojgan Hodaie, Lindsay Baker, Andrea Bezjak, Nicola Jones, Amandeep Rai, Adelle Atkinson, Barry Pakes
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1. AGENDA/MINUTES

- a) M. Giuliani welcomed new and returning members and provided a brief roll-call of representatives at today's meeting. The agenda was approved as written.
- b) Minutes of the Friday, April 28, 2023, meeting was accepted as circulated.

2. CONSENT AGENDA

Motion to approve the consent agenda was accepted as circulated.

3. NEW BUSINESS

a. PARO Update

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

- PARO onboarded the new General Council. First Full GC meeting on September 14, to welcome and orient our new reps.
- The new Toronto team held our first Site Meeting on August 29th and the focus was on setting our initiatives for the year, and continuing to work on ongoing projects from last year.
- PARO hosted our first social event of the year- a successful Bike Ride event in Markham at the end of the summer. We are hoping to plan some more physical activity-based events this year.
- The Toronto PARO GC team, in collaboration with the UofT PGME office, are continuing to look at ways to optimize specific facilities available to residents. There were two surveys circulated last year. These surveys focused on access to healthy food while on call, access to lactation rooms, resident lounges, multi-faith prayer rooms, gender neutral washrooms, and wi-fi. We are in the process of confirming the information that was provided, which has been compiled into a resource document for residents to reference. Once the information has been confirmed, it will be ready for distribution in mid-October.
- PARO was pleased to share with our members that on September 15th, we received the decision of Mr. William Kaplan, the sole Arbitrator in the hearing to re-open our contract negotiations for 2020-2023. Mr. Kaplan awarded significantly higher increases to be paid retroactively to all our members who

were employed as a resident during the specified time period. He also awarded double digit percentage increases to the call stipend rates and increases to the Chief and Senior Administrative Bonuses as well as our vision and mental health care benefits.

b. PARO Arbitration Award Update

M. Morris shared on the recent developments of PARO successfully reopening the PARO-OTH contract negotiation for the 2020-2023 period. This decision is effective September 14, 2023 and applies to anyone who was employed as a resident from July 1, 2020 onward and contains a retroactive award. This is great news for our current and former residents and recognizes the important contribution of residents to the health care system in Ontario. PGME notified learners that we cannot release the funding until MOH has sent it to the paymaster, and that statutory deductions will be taken before funds are released. This communication was shared with program directors as well.

c. Situation, Assessment, Background & Recommendations (SBAR) – Fellowship Remuneration (see attachment)

J. Granton presented the cost of living increases since the last formal review of Fellows' salary in 2011, and that FEAC is recommending remuneration of clinical fellows at a rate at least equal to that of a PGY3 trainee and urged departmental review of all funding arrangements that do not meet this threshold.

Vote: All members present voted unanimously in favour of increasing the base salary to a PGY3 level.

d. CBD Updates (see attachment)

A presentation with update on CBD activities including:

- CBD Summit summary of changes
- RC decision on CBD changes will be shared in early 2024
- Elentra proposed changes include:
 - Re-order EPA form
 - Re-word comment field
 - Remove the line on the overall entrustment scale
 - Define time-lines for learners to trigger EPA assessments
 - PGME will be supporting programs update their resources
 - Changes will take place in mid-January 2024

e. MD Program Transition to Residency

S. Radhakrishnan updated the committee on renewing the Transition to Residency Course for the MD program, which focuses on supporting the transition of fourth year medical students to post-graduate training by providing enhanced clinical, workplace, and personal skills development. The course is designed to be useful for students entering any residency program and is not specialty specific.

Recently, a needs assessment was sent to Program Directors to identify what could be valuable to build into the TTR curriculum. The findings from this survey will be presented at PGMEAC at a later date. If you have any questions, please feel free to contact Dr. Kien Dang (Kien.dang@unityhealth.to) or seetha.radhakrishnan@sickkids.ca

f. Quotas Allocation (see attachment)

C. Abrahams presented on the work being done in preparation for the upcoming expansion of medical learners at TFOM. Full details can be found in the attached slides.

Vote: All members voted unanimously in favour of the proposed quotas in the allocated programs.

g. BPAS 2.0 Workshop Update

The first two sessions for file review BPAS will be held this fall. An email to register for one of the upcoming webinars will be sent out next week.

h. BPEA Updates

After much consultation, the leadership has decided to sunset this committee. Change management and implementation in CBME, learner roles and responsibilities, assessment evaluation, evaluation fatigue, learners in difficulty were all items covered with this committee. The work will continue via the inaugural Curriculum Committee. Small working groups stemming from BPEA are continuing their work and are reporting to Dr Giuliani. More details to follow once the new Faculty Lead, Assessment has started.

i. Family Status Accommodations *(see attachment)*

M. Ruthralingam shared on the implementation of family status accommodations for learners and explained the understanding of duty to accommodate based on a person's family status. OLA's role is to determine the present of adverse impact, determine required accommodations, support the requests in an equitable way, and monitor on a regular basis. Helpful links shared:

- <https://meded.temertymedicine.utoronto.ca/office-learner-affairs>
- <https://meded.temertymedicine.utoronto.ca/accommodation-accessibility>
- <https://meded.temertymedicine.utoronto.ca/book-appointment>
- <https://forms.office.com/r/VnBBQfUsaD>

OLA is happy to speak at an academic half day, or orientation meeting on this accommodation.

Next Meeting: Friday, October 27, 2023; 12:00 – 2:00 pm – virtual