



Board of Examiners – Postgraduate (BOE-PG) Update to PGMEAC

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Post MD Education
UNIVERSITY OF TORONTO

WHO is/are the Board of Examiners (BOE-PG)?

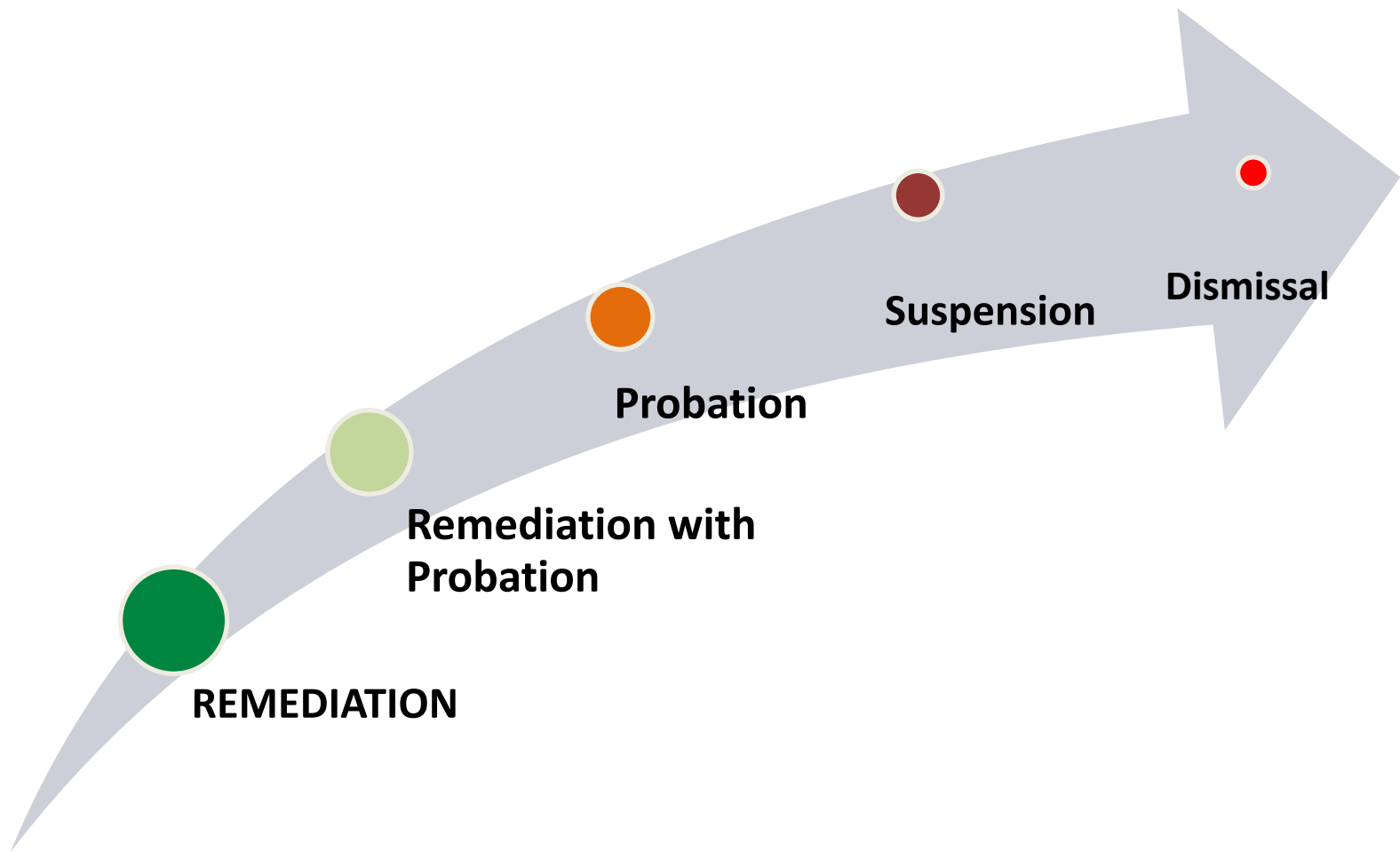
BOE-PG Committee:

- **Chair**
- **Vice Chair**
- **9 Faculty (teaching staff, previous Program/FM Site Directors)**
- **Resident members**

Non voting

- Assoc. Dean Post MD Education
- Faculty Affairs Officer
- Post MD Education Staff

What is the BOE-PG's role?



HOW does a resident get referred to BOE-PG?

CRITERIA

- Low ITER scores
- Failed rotation(s)
- Fail to meet criteria of one or more CanMEDS Roles
- Identified by faculty/Program Director as having significant training deficits/falling behind
- Major professionalism lapses
- Resident has already gone through some informal remediation within department

Factors Contributing to Academic Difficulty

- Learner stress
- Supervisor/system
- Lack of feedback
- Wellness Issues
- Faculty Overworked
- Lack of clinical knowledge

PostMD – U of T

- **Target** the ‘real’ problems
- Support Failure
- Design & implement a plan
 - Comprehensive
 - Consistent
 - Competency-based approach
- Manage and monitor residents in need
- Always consider Wellness

BOE-PG Case Volume

	2015-2016	2016-2017	2017-2018	2018-2019*
New and Re-open Cases	20	18	17	10
(Re-open)	(3)	(2)	(2)	(0)
Continuing	10	15	18	19
Total Cases over the year	30	33	35	29

*Data up until **March 30, 2019**

BOE-PG Outcomes

2015-2016 2016-2017 2017-2018 **2018-2019 ***

Total Closed cases over the year	12	15	17	15
Successful completion	12	13	14	12
Withdrawal	0	1	1	0
Transfer	0	1	0	0
Dismissal	0	0	2	3
Appeals	2	1	3	0

*Data up until March 30, 2019

BOE-PG by PGY Training Level

2015-16 2016-17 2017-18 2018-2019

	N=30	N=33	N=35	N=29
PGY1	3	2	4	3
PGY2	12	10	8	7
PGY3	4	9	9	4
PGY4	4	7	7	9
PGY5+	7	5	7	6

***Data up until March 27, 2019**

BOE-PG Remediation Focus

	2015-2016	2016-2017	2017-2018	2018-2019 *
Medical Expert	20	22	22	17
Professional	18	14	15	11
Communicator	13	6	5	8
Collaborator	13	7	5	3
Manager/Leader	3	5	3	3
Health Advocate	0	0	0	0
Scholar	4	5	3	1

*Data up until March 30, 2019

Approach to Remediation

Remedial plans are:

- Evidence informed
- Transparent & employ due process
- Focused on resident's needs
- Team-based

Observations and Trends

- Cases are increasingly complex
- Remediation plans include explicitly articulated educational purposes
- Increasingly, managing resident stress and wellness are considered in remediation plans
- More targeted central support to Program Directors and trainees to meet needs
- PGME is currently implementing a Program Evaluation of the formal remediation process.

CPSO Renewal Application PGE

Residents must self disclose remediation for:

- Professional
- Collaborator
- Communicator Role(s)

Section 2B/ Question 2: Postgraduate Training Conduct:

Since April 1, 2017, have you completed, or are you now completing, any postgraduate remedial training in Ontario for deficiencies or issues relating to professionalism, professional conduct, professional attitudes, interpersonal skills or communication skills?

Resources

1. Guidelines for the Assessment of Postgraduate Residents of the Faculty of Medicine at the University of Toronto <http://pg.postmd.utoronto.ca/faculty-staff/evaluation-guidelines/>
2. Board of Examiners – Postgraduate Roles and Responsibilities http://pg.postmd.utoronto.ca/wp-content/uploads/2016/11/BOE_PGME_Roles-and-Responsibilities_Rev-2016Aug18.pdf
3. University of Toronto Assessment and Grading Practices Policy <http://www.governingcouncil.utoronto.ca/Assets/Governing+Council+Digital+Assets/Policies/PDF/grading.pdf>
4. Resident Guide to Formal Remediation https://pg.postmd.utoronto.ca/wp-content/uploads/2018/07/Resident-Guide-to-Remediation_Updated-FINAL_2018_.pdf