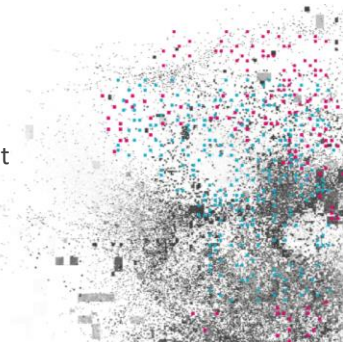




## Practice Management Curriculum

### Program overview



## Program overview

### What is PMC?

Since 2002, the CMA enterprise's Practice Management Curriculum (PMC) program has been setting up residents for success in their transition to practice. In 2019, we offered 44 sessions across Canada.

#### Goal

To address a gap in medical education by teaching residents the practical side of medicine.

#### Format

- Full and half-day educational sessions at medical schools across Canada.
- Sessions can be tailored and are either for family medicine or specialty residents.
- Online practice management resources and New in Practice Guide are also available.

### In collaboration with ...

#### Medical schools

- Sessions are catered and completely free of charge.
- They can be tailored to meet a particular school's needs.
- Schools choose from a "menu" of topic options for the agenda.
- Accompanying materials are sent out to each session.

**Resident Doctors of Canada** and PMC have worked together on a number of practice management issues. The organization has formally endorsed the program.



### Learning objectives

#### Residents can expect to learn how to:

1. Successfully transition into practice with a practical knowledge of:
  - What to pay attention in residency so they can succeed after graduation.
  - How to evaluate practice opportunities, different practice structures and locums.
  - Billing process.
  - Contract evaluation and negotiation.
  - Office management basics (e.x. overhead costs, EMR management), office set up and staffing concepts.
2. Understand financial management basics:
  - Net worth, debt management and investing concepts.
  - Accounting and taxation (including incorporation).
3. Understand the importance of having a professional advisory team to help them succeed:
  - What key factors to look for in an accountant, lawyer, financial planner and insurance agent.
  - Understand the value vs. cost of having professional advisors.
4. Understand the benefits and resources of national, provincial and societal membership services.

### Session topic "menu"

- Setting up your advisory team
- Evaluating practice opportunities & locums
- Billing
- Negotiating contracts
- Locums
- Financial planning
- Insurance
- Accounting and taxation
- Data quality and population health
- Setting up your office
- Job postings, interviews, contracts
- Working out of province
- From urban to remote: A new physician's experience
- 9 tips to get ahead in practice management
- So you're finishing residency...what you wish someone had told you (fees, licences, memberships)
- Mentorship and wellness
- Cultural safety
- Financial pitfalls and how to avoid them (NEW!)
- Finance 101 (new!)



### Taught by

A faculty of 8 physicians that cater to different regions and schools:

- 5 in family medicine
- 3 specialists

Guest speakers include experts in:

- Finance
- Accounting

Often the appropriate provincial or territorial medical association will present as well.



### Additional practice management resources

**Practice management resources**

Whether you are looking for a new or old resource, our catalogue covers everything you need to know about your practice. From the basics of practice management to advanced topics, we have you covered. All resources are available for free.

**Online**

Financial management	Legal issues for physicians
Marketing practice opportunities: family medicine	Practice network management
Marketing practice opportunities: specialists	Preparing to launch a new business venture
Practice planning	Priority of registration
Setting a practice as a professional	Staffing and human resources
Practice information systems	Setting your practice on the right track
Personal and professional development opportunities	Setting up your medical or dental office
Personal and professional resources	

[Access resources](#)

**PMC Checklists**

**Featured**

<ul style="list-style-type: none"> <li>▶ Practice Development Checklist</li> <li>▶ Practice Risk Assessment</li> <li>▶ Practice Quality Checklist</li> <li>▶ Practice Financial Checklist</li> <li>▶ Practice Information Checklist</li> <li>▶ Practice Management Checklist</li> <li>▶ Practice Planning Checklist</li> <li>▶ Practice Staffing Checklist</li> <li>▶ Practice Training Checklist</li> </ul>	<ul style="list-style-type: none"> <li>▶ Business Plan Checklist</li> <li>▶ Clinical Quality Checklist</li> <li>▶ Clinical Practice Checklist</li> <li>▶ Clinical Practice Checklist</li> <li>▶ Clinical Practice Checklist</li> <li>▶ Clinical Practice Checklist</li> <li>▶ Clinical Practice Checklist</li> <li>▶ Clinical Practice Checklist</li> <li>▶ Clinical Practice Checklist</li> <li>▶ Clinical Practice Checklist</li> </ul>
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New in Practice guide



## Session evaluation feedback

### Session evaluation feedback

#### Did it address their needs?

92% of participants either "agree" or "strongly agree".

#### Likelihood to recommend

Over 90% of participants "agree" or "strongly agree" said that they would recommend the program.

\*Distribution is consistent across both family medicine and specialist sessions.



### What residents had to say

- "Very eye-opening and informative. Extremely useful."
- "This was excellent. You should make it mandatory."
- "Very relevant to practice currently and covered lots of topics."
- "This is extremely useful. I will take 8 more sessions of practice management any day."
- "Very good. Wish we had more sessions like this!"
- "This should be MANDATORY for all residents!"
- "An eye-opener for me. Will definitely be helpful in my post-residency year/real world."
- "Great session. This is the stuff that you NEED to know about medical practice you don't get taught elsewhere."

