

PGME Accreditation: Onboarding

Action Plan Outcome Report (APOR) is due to Colleges November 2023

Required to report back & provide evidence demonstrating how the following two recurring concerns regarding onboarding have been addressed

1. Redundancies and inefficiencies increase burden of onboarding for residents
2. Implicit expectation that residents start working on first day of rotation resulting in residents having to use personal time to complete onboarding activities

Note: Key component of addressing #2 is reducing time requirement that trainees will need to miss clinical to complete onboarding on day #1 of rotation.

Accreditation Report Narrative: Onboarding

“Attention continues to be paid to finding solutions to the issues with "onboarding" of residents at each site. This was raised at the last onsite accreditation review in 2013. Although residents will continue to have to learn new IT systems across the sites, other issues such as residents having to repeat safety modules, sometimes multiple times, including modules on such basic items as hand hygiene, remains a significant concern. The time required to get badges, scrub access, etc. when starting a rotation, combined with an implicit expectation that residents are able to start "working" on the day a new rotation begins, is resulting in their having to use personal time such as post-call days and weekends to complete on-boarding activities. This remains a source of substantial frustration for residents and contributes to their stress. ”

(Requirement 4.1.4)

PGME Mandatory Registration – Prior to July 1 (or commencement)

TAHSN Approved eLearning Modules

- Hands Hygiene
- Integrated Privacy and Cyber Security Elearning
- Sharps Safety Module
- Worker Health and Safety Awareness
- Working Together: The Code and the AODA
- Workplace Hazardous Materials Information System
- Workplace Violence and Harassment

Launching for 2023-24

- PPE Donning and Doffing
- Core CODE training

Learners cannot be asked to complete any modules of similar content that are offered by either the site or program.

Site-Specific Requirements

Electronic Medical Records (EMR) Training Modules

- Cerner
- Epic
- Meditech

Site specific requirements that cannot be met through a centralized pathway due to the unique nature of the content. If there is an emerging need for an additional module, please bring forward to the Streamlined Hospital Onboarding Working Group

Program Requirements

Program specific requirements that cannot be met through a centralized pathway due to the unique nature of the content.

Hospital	# Redundant	# Additional
CAMH		1
Lakeridge		2
Michael Garron Hospital		1
Mount Sinai		3
North York	1	6
Oak Valley		8
SickKids	3	7
Sunnybrook Health Sciences Centre		11
Trillium Health Partners		3
UHN		5
Unity Health Toronto	2	2
West Park Healthcare Centre	1	1

Indicated No Additional Modules Required

- Holland Bloorview Kids Rehabilitation
- Humber River Hospital
- Royal Victoria Regional Health Centre
- Scarborough Health Network
- Southlake Regional Health Centre
- William Osler Health System
- Women's College Hospital

Requests – Ready for Winter 2023

1. Eliminate local requirements for all redundant and additional modules for learners to fully register
2. Additional modules to be scheduled with dedicated time AFTER first day of training
3. Proposals for new modules can be submitted at any time for review and implementation
4. Content for new PPE module and Generic Code Training module
5. POWER becomes the primary source of truth for module completion