

**POSTGRADUATE MEDICAL EDUCATION ADVISORY COMMITTEE**  
**Minutes of Friday, September 23, 2016**

|                                    |                               |                               |
|------------------------------------|-------------------------------|-------------------------------|
| A. Atkinson (Core Peds)            | S. Glover Takahashi (PGME)    | M. Morris (PGME)              |
| C. Abrahams (PGME)                 | K. Iglar (Family Med.)        | L. Murgaski (PGME)            |
| G. Babcock (PGME)                  | J. James (Mt. Sinai VP Educ.) | L. Muharuma (PGME)            |
| L. Bahrey (Anesthesia)             | A. Kumagai (Med Sub-Spec)     | B. Pakes (PHPM)               |
| G. Bandiera (Assoc. Dean, Chair)   | R. Levine (Surgery)           | M. Paton (Edu Deans)          |
| E. Bartlett (Diagnostic Radiology) | J. Maggi (St. Mikes, PG Dir)  | S. Sade (Lab Med)             |
| A. Bezjak (Rad Onc)                | A. Matlow (PGME)              | S. Sharma (PARO – Site Chair) |
| K. Eadie (PGME)                    | C. Moravac (PGME)             | D. Steele (ObGyn)             |
|                                    |                               | C. Toarta (PARO Rep.)         |

**Regrets:**

S. Bernstein (UG Clerkship), P. Campisi (Otolaryngology), M. Fefergrad (Psychiatry), J. Goguen (Int Med), P. Houston (UG Vice Dean), J. Kirsh (CPSO), J. Lloyd (Ophthalmology), L. Probyn (PGME), N. Rosenblum (CIP), R. Schneider (Peds Sub-Spec), S. Spadafora (VD Post MD Educ)

**AGENDA/MINUTES**

1. a) Agenda approved as circulated.
- b) Minutes of April 29, 2016 meeting approved as circulated.

**REGULAR UPDATES & FOLLOW-UP**

**2. Follow-up from previous meetings**

**a) Rotation Switchover Day – Tuesday Start (G. Bandiera)**

The committee voted affirmative that starting in the 2017/18 academic year, UofT will align its rotation dates with other Ontario schools with a Tuesday start date. In addition, the PGME office will set changeover dates every year and disseminate them to departments and sites.

**b) UG/PG Forum re CaRMS Applications**

Based on previous discussion, UofT Medicine will host a forum on transitioning from UG to PG before the end of February 2017. An open dialogue is planned with a broad range of participants to look at innovative ways to manage this transition. Dr. Bandiera noted that how best to share information from UG to PG during the CaRMS process is a national discussion and the forum will be a welcome first step in discussing standardization.

**3. Updates from COFM, HUEC**

**COFM UPDATE**

**Transfers** – The Ontario provincial transfer policy and guidelines will be revised to correlate with the national guidelines, however, all transfer reviews and decisions will remain the responsibility of the PG Deans at each school.

**AVPs** – Regarding the Assessment Verification Period (AVP), the CPSO indicated that the more advance notice for extension provided, the better. Vacations during AVPs and PEAPs are still discouraged but the wording has been changed to indicate that the trainee can take a vacation, but must ensure that s/he meets the requirements of the AVP or PEAP.

**Electives** – Deadlines for elective rotations are set by some programs/schools of which residents are unaware and therefore unable to access, NOSM in particular. PG Managers of the Ontario schools will consider how to publicize their deadlines for elective applications, if any.

**CPSO Remediation Disclosure** – The CPSO has requested schools to inform them when a resident is on remediation. This has not been our practice to date. When renewing their license, residents are asked to disclose any remediation related to professionalism. Some residents who were under Board of Examiners review felt their remediation issues were not related to professionalism and

would therefore not respond to the question. At the COFM meeting N. Novak, the CPSO's Manager of Applications and Credentials, indicated that to date, no resident was presented to the Registration Committee regarding "professional" remediation. The CPSO committed to work on a communique to dispel some of the fear around this disclosure request.

**CPSO PG trainee supervision** – The CPSO indicated they are considering tightening up supervision guidelines and are working on providing clarification re patient consent in the PG teaching environment. The College's policy on Professional Responsibilities in Postgraduate Medical Education states that "*when a significant component, or all, of a medical procedure is to be performed by a trainee without direct supervision, the patient must be made aware of this fact and where possible, express consent must be obtained.*" CPSO communication on this issue will be directed to the PG Deans.

**Ministry's Taskforce on Zero Tolerance of Sexual Abuse of Patients by regulated health professionals.** PG and UG Deans met with Ms. McPhedran, who led the Task Force and authored the report to the Ministry of Health. This is her third report on sexual abuse of patients by HCP. She indicated her disappointment with the CPSO and the schools for lack of progress. There were 34 recommendations in the report, 20 of which were in the report published in 2000. The PG Deans have stated that they will work with Program Directors on better education/awareness. UofT will consider development of a PGCorEd module to train on this issue, both prevention and reporting.

**Thomson Report** – PG COFM has responded to the Report's recommendations related to postgraduate training. No further work is required at this time

**Research related to IMGs.** C. Abrahams reported on this project.

**MOHLTC Visit** today by Denise Cole, Assistant Deputy Minister and David Lamb, Health Workforce Policy Branch. G. Bandiera stated that the discussion was useful. They were surprised by the % of UofT graduates who do not end up working in Toronto. B. Pakes shared information about Global Health and work with immigrant populations. The group will complete their visit this afternoon at St. Michael's Hospital learning about intercity issues. G. Bandiera thanked everyone for sharing their stories with the MOHLTC. It was suggested that relevant slides from the visit be shared with PGMEAC members.

#### HUEC Update

**Learning Modules** - Hospitals are asking residents to do training modules and were reminded that there are TAHSN approved training modules which are mandatory PGME registration requirements on hand hygiene, workplace violence, needlestick injuries, privacy, worker's health & safety, and the Human Rights Code/AODA. Hospitals were urged not to duplicate required training.

**International MD applications** – UGME may consider entry of international applicants in the future. It was noted that this student category would be unable to participate in CaRMS unless they become permanent residents.

#### **4. Resident Report – PARO**

PARO completed its general election and held its first general council meeting. Dr. Soniya Sharma, PGY2 Anesthesia is the new site chair.

#### **5. Internal Review Committee; Best Practices in Evaluation and Assessment (BPEA)**

An update on the progress of the internal reviews was presented (see slides). G. Bandiera reiterated that the external joint survey cycle by the RCPSC + CFPC was changed to an 8 year cycle. Dr. Bandiera thanked everyone for all they work they do and for participating in this process as reviewers.

#### **6. Competency Based Medical Education (CBME) (S. Glover Takahashi)**

G. Bandiera and S. Glover Takahashi are meeting with the departmental Vice Chairs, Education to ensure partnership and gain an understanding of their needs. Regarding the evaluation data to be shared with the Royal College as part of the Competency By Design system, we are still unsure of the

model and data and will be meeting with the RCPSC next month to discuss further. G. Bandiera also indicated that, in the interest of dispelling some myths regarding resident placement and patient care issues due to CBME implementation, he forwarded to hospital CEOs and Presidents information on the UofT CBME activities and plans to date.

## 7. Policy/Guidelines – G. Bandiera

*The Intimidation and Harassment Guidelines* were approved by HUEC and are now posted on the PGME website.

### **Conflict of Interest (COI) Disclosure Policy**

Dean Young wants to heighten the awareness of Conflict of Interest in the Faculty of Medicine. He has asked each division to remind faculty members of the [Conflict of Interest policy](#) and recommended that every lecture include a COI slide. G. Bandiera distributed the template to chairs and program directors in July. As requested, the template COI slide will be forwarded to PARO.

## **NEW BUSINESS**

### 8. Quotas Allocation Committee (C. Abrahams)

9 CMG reductions first implemented for 2016 intake ARE continuing for 2017 for a total of 337 PGY positions (down from 346 in 2015).

MOHLTC has not moved forward with its original plan to reduce IMG CaRMS intake positions. Total IMGs positions remain at 70 for 2017 (same as 2015 and 2016 levels less 1 position transferred to NOSM).

CMG allocation of 9 reductions: 2017 scenario compared to 2015 baseline

- New Decreases: FM (-2); Diag Rad (-1); Ophthalmology (-1); ENT (-1); Urology (-1)
- Continued Decreases: Derm (-1); Ortho (-1); Psychiatry (-1); Int Med (-3)
- Increases: Lab Med (1); Peds (2)
- Reversal of decreases: Neurology (1); Obs/Gyn (1); Gen Surg (1)

The recent decision to swap 1 IMG position from PMR (from 1 to 0) to Dermatology (from 0 – 1) was noted.

A. Kumagai noted there may be issues with decreases in small programs re losing critical mass which may affect the integrity of these programs.

Bandiera noted that with the small increases and decreases across varying programs over multiple years, the Quotas Allocation committee felt the reductions would not impact any one program too negatively. Out of 400 plus entry posts, we removed 9 positions. A vote on the reduction plan of the Quotas Allocation Committee is required before finalizing out submission to PG:COFM for the Ministry. Members voted in favour of the recommended reductions.

### 9. CMPA Visit Proposal

G. Bandiera stated that the CMPA wants to deliver a core curriculum to all residents regarding medical legal issues and would like to pilot this training in Toronto in the form of a day long workshop. He felt this would be a great opportunity for us and we have accepted their offer to host the pilot. L. Probyn and A. Matlow will work with the Association on resident access and structure of the workshop(s). Dr. Janet Nuth, Physician Advisor, Practice Improvement at the CMPA will attend the October PGMEAC meeting to provide an outline of the objectives and outline of the workshop.

### 10. Palliative Medicine – R4 Medicine Match

A reminder that the application and match process for July 2017 entry to the 2-year Palliative Medicine was handled outside CaRMS by a third-party consultant. Schools offering the program are: UBC, Manitoba, Ottawa, Queen's, and Toronto. Results will be sent to the candidates next month. For the R4 Medicine Match, the deadline for Rank Order Lists is October 27<sup>th</sup> and Match day is November 9<sup>th</sup>.

The meeting adjourned at 2:30 pm.