

PROFESSIONAL (PR)

Key Competencies	Enabling Competencies	Achieved Prior to Clerkship		Achieved Prior to Graduation	
		STAGE 1: End Year 1	STAGE 2: End Year 2	STAGE 3: End Year 3	STAGE 4: End Year 4
PR 1. Demonstrate a commitment to the needs of patients and families by applying integrity, honesty, altruism, respect, and best practices while adhering to high ethical standards.	1.1 Demonstrate appropriate professional behaviors and relationships in all aspects of patient care while respecting diversity, and maintaining confidentiality	<p>a. Describe the unique ethical obligations of medical students as developing physicians.</p> <p>b. Recognize the influence of one's own values, assumptions, attitudes and emotions on their own decision-making and practice.</p> <p>c. Recognize the need to engage and manage when confronted with an ethical concern.</p> <p>e. Demonstrate caring and compassion during all interactions with simulated patients during simulated clinical scenarios.</p> <p>F. Recognize and maintain boundaries when interacting with simulated and real patients in clinical scenarios.</p>	<p>a. Discuss the application to medical practice of: integrity, honesty, altruism, and respect as future physicians.</p> <p>b. Discuss measures to advance your values, assumptions, attitudes and emotions in decision-making and practice.</p> <p>c. Discuss how to best manage an ethical concern.</p> <p>d. Exhibit honesty and integrity with simulated patients, facilitating faculty, and student colleagues during simulated clinical scenarios.</p> <p>e. Demonstrate caring and compassion during all interactions with simulated patients during simulated clinical scenarios.</p> <p>F. Recognize and maintain boundaries when interacting with simulated patients in simulated clinical scenarios.</p> <p>g. Demonstrate sensitivity with respect to peers, colleagues, and simulated patients during simulated clinical scenarios.</p>	<p>a. Exhibit honesty and integrity with patients, physicians and other health professionals.</p> <p>b. Demonstrate caring and compassion during all interactions with patients.</p> <p>c. Deliver trusting relationships with patients and others.</p> <p>d. Recognize and maintain boundaries when interacting with patients.</p> <p>e. Demonstrate sensitivity with respect to the unique needs or diversity of peers, colleagues, and patients.</p> <p>f. Maintain patient confidentiality in all clinical, social and electronic settings, while recognizing situations that require disclosure of confidential information.</p> <p>g. Demonstrate sensitivity to levels of oversight that are relevant in health care encounters.</p>	<p>d. Discuss boundaries when interacting with patients and learners as a future resident.</p> <p>e. Discuss who to oversee your career and adherence to delivering to the unique diverse or community beliefs and values while delivering care as a future physician</p> <p>f. Discuss the consequences for breaches in and rules to maintain confidentiality in health care systems for the delivery of patient care</p>

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	1.2 Demonstrate a commitment to excellence in all aspects of patient and family centred care	Understand the principles of providing excellence in patient and family centred care	Demonstrate on principles of patient and family centred care in simulated and actual patient care	Reflect on experiences and discuss in the clinical setting to identify areas requiring improvement and modify behavior to deliver patient and family centred care in all clinical rotations	Discuss implementation of patient and family centred care in your career as a clinician in the community you will serve
	1.3 Recognize and develop an approach to ethical dilemmas as they present	<p>a. Elucidate the principles and theories of core ethical concepts.</p> <p>b. Recognize ethical issues presented in simulated case discussions.</p> <p>c. Recognize the importance of evaluating ethical decisions.</p> <p>d. Explore the concept of ethics as relational, including involving others to assist with ethical decision-making.</p>	<p>a. Apply the principles and theories of core ethical concepts in simulated and actual patient care.</p> <p>b. Recognize ethical issues presented in simulate case and actual patient care discussions.</p> <p>e. Examine personal values in relation to challenges in the clinical domain.</p> <p>f. Explore ethical issues in the context of differing values.</p> <p>g. Articulate what counts as an ethical justification of a decision or action.</p>	<p>a. Apply ethical reasoning and ethical justification within the clinical and academic environment across all rotation of Clerkship</p> <p>b. Identify and discuss ethical values and principles and their integration/application in the clinical health care setting.</p> <p>c. Identify ethical issues in inter-professional care and apply ethical reasoning skills to case situations.</p> <p>d. Examine personal values and how these influence their interactions with both patients and colleagues.</p>	<p>a. Describe how to apply ethical reasoning and ethical justification within the clinical and academic environment across your career.</p> <p>d. Examine personal values and how these influence their interactions with both patients and colleagues across your career.</p> <p>e. Recognize, understand, and act appropriately with respect to complex ethical issues in clinical care.</p>
	1.4 Recognize and manage all conflicts of interest	Review the University and professional organizations policies and guidelines in conflicts of interest	Discuss the University policies and guidelines on conflicts of interest and relationships with industry with application to industry or other financial compensation	Explore the implications of potential personal, financial, and institutional conflicts of interest, including conflicts of interest in clinical care	Identify the potential for personal conflicts of interest and demonstrate an approach to managing them in residency and your career.

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	<p>1.5 Demonstrate professional behaviors in the use of technology-enabled communication</p>	<p>a. Understand the principles of professional technology-enabled communication. b. Discuss the legislation for and consequences incurred with disclosing confidential patient information in non-protected communications. c. Demonstrate professionalism but avoiding inappropriate use of personal technology devices during clinical learning placements or scenarios</p>	<p>a. Demonstrate confidentiality and professional conduct in all technology-enabled communication. b. Articulate University and regulatory body policies related to technology-enabled communication.</p>	<p>a. Explain the potential abuses of technology-enabled communication and their relationship to professionalism. c. Use technology-enabled communication, including their on-line profile, in a professional, ethical, and respectful manner. d. Ensure responsible use of social media consistent with legal, professional and ethical obligations. e. Follow relevant policies regarding the appropriate use of electronic medical records. f. Discuss the “circle of care” and sharing of health information electronically</p>	
	<p>1.6 Respect autonomy of individual patients regardless of age, sex, gender, ethnic origin or religious beliefs consistent with the Canadian Charter of Rights and Freedoms</p>	<p>c. Develop an awareness of patients of diverse backgrounds d. Demonstration respect for autonomy of individual patients regardless of background</p>	<p>c. Describe plans for working with patients of diverse backgrounds d. Demonstration respect for autonomy of individual patients with unique beliefs and ethnic values</p>	<p>Demonstrate respect for autonomy of individual patients of diverse culture and community background Demonstrate application of the Canadian Charter of Rights and Freedoms in health care</p>	

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<p>PR 2. Demonstrate a commitment to society by applying integrity, honesty, altruism, and respect in recognizing and responding to community expectations in health care.</p>	<p>2.1 Demonstrate accountability to patients and families, society, the community you serve and our profession in responding to expectations of physicians</p>	<p>a. Explore the social contract between the profession of medicine and society and explain its impact. d. Explore definition of accountability</p>	<p>b. Explain physician roles and duties in the promotion of the public good. c. Review the tension between the physician’s role as advocate for individual patients and the need to manage scarce resources. d. Explore definition of accountability e. Apply strategies for accountability to patients, families, the community you serve and our profession</p>	<p>Demonstrate accountability to patients and families, society, the community you serve and our profession in responding to expectations of physicians in clinical rotations</p>	
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	<p>2.2 Demonstrate a regular commitment to patient safety and quality improvement</p>	<p>c. Recognize that the health care system is fallible and adverse events will occur. d. Reflect on the role that physicians play in addressing health care quality, patient safety, and resource overuse problems.</p>	<p>a. Recognize the importance of the commitment to patient safety and quality improvement as core daily activities for all physicians. b. Define near misses, adverse events and patient safety incidents (PSIs). c. Describe how to improve the health care system to decrease fallibility and decrease or eliminate adverse events d. Discuss the role that physicians play in addressing health care quality, patient safety, and resource overuse problems. e. Recognize that both professional accountability and ethical standards are to uphold patient safety in a transparent way, which involves speaking up, reporting PSIs and disclosing PSIs. f. Recognize the patient experience as having equal importance to clinical quality and patient safety.</p>	<p>a. Demonstrate a commitment to patient safety and quality improvement in their day-to-day work in the clinical setting. b. Reflect on examples from their clinical rotations in order to acknowledge that near misses, adverse events and patient safety incidents (PSIs) will occur. c. Alert others, including supervising staff and senior residents, about unsafe situations. d. Participate in the disclosure of a PSI (i.e., description of the facts, display of empathy, apology, and commitment to prevent future errors) in a simulated scenario.</p>	<p>Discuss the importance of trusting relationships between patient and physician.</p>
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PR. 3 Demonstrate a commitment to the profession by applying integrity, honesty, altruism, and respect in adhering to accepted standards.	3.1 Understand and adhere to the professional and ethical codes, expectations and requirements of our school, program and profession	<p>a. Understand the regulations of and rules governing the school and profession for professionalism and ethical actions</p> <p>b. Adhere to submission of required assignments and assessments in the program in a timely manner</p> <p>c. Demonstrate awareness of and the ability to locate significant university policies and guidelines governing student conduct, and a general familiarity with their contents</p>	<p>a. Demonstrate understanding that the obligations of to act using ethical and professional actions in clinical duties.</p> <p>b. Explore the regulatory structures governing physicians and the profession</p> <p>c. Understand physicians' legal obligations including key legislation, and the powers and procedures of the CPSO</p>	<p>d. Examine the significant statutory provisions relating to: Consent, Capacity, Confidentiality, and Duty to Report.</p>	<p>b. Discuss physicians' legal obligations including key legislation, and the powers and procedures of the CPSO and other regulators, including procedures involved in addressing patient complaints, and billing investigations.</p> <p>c. Outline legal principles that courts use to judge whether medical care met the required standard</p> <p>e. Locate key regulatory provisions contained in CPSO policies, and demonstrate general familiarity with their contents.</p>
	3.2 Recognize and respond to address all unprofessional and unethical behaviors in colleagues, teachers, mentors, patients and families, communities and other health care professionals	<p>a. Recognize behaviors that are unprofessional or unethical.</p>	<p>a. Discuss actions on behaviors that are unprofessional or unethical.</p> <p>b. Outline strategies to respond to lapses in professional conduct.</p>	<p>a. Recognize and when appropriate report behaviors that are unprofessional or unethical in a clinical setting.</p>	<p>b. Outline strategies to respond to lapses in professional conduct in a clinical or community setting by physicians, health professionals and other health system affiliates.</p>
	3.3 Contribute regularly to meaningful peer assessment	<p>a. Demonstrate the ability to give feedback to colleagues in a respectful manner when they fall short of expectations.</p>	<p>b. Describe the factors (including health challenges and other stressors) that may impact a colleague's performance.</p>	<p>Demonstrate understanding the value of and deliver effectively to professional formative peer feedback in improving care in clinical medicine</p>	

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<p>PR 4. Demonstrate a commitment to personal health and well-being.</p>	<p>4.1 Exhibit self-awareness and address all influences on personal well-being and professional performance</p>	<ul style="list-style-type: none"> b. Develop an understanding of the importance and array of resilience skills c. Identify available resources that support personal well-being and professional performance, including family, social networks, and within the Faculty of Medicine 	<ul style="list-style-type: none"> a. Identify strategies to develop, increase and support self-awareness of personal and professional needs b. Describe actions to improve personal resilience a. Identify and reflect on personal strategies to foster self-care and resilience b. Demonstrate in clinical learning and patient care actions consistent with the school and profession's codes of conduct 	<ul style="list-style-type: none"> a. Demonstrate strategies to improve self-awareness to enhance performance while in clinical care. b. Demonstrate application of resilience skills in clinical learning c 	<ul style="list-style-type: none"> a. Discuss plans for using feedback and reflection to monitor and advance personal and professional wellness c. Explore the connection between self-care and patientsafety or health care outcomes.
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	<p>4.2 Promote a culture that recognizes, supports, and responds effectively to colleagues in need</p>	<ul style="list-style-type: none"> a. Identify actions by peers that may indicate personal health challenges that require action for wellness and health b. Understand options of offering support to peers in need b. Discuss the importance of early intervention for the outcomes of colleagues in need of assistance, c. Identify available resources and support services for colleagues in need of assistance e. Understand options for intervention with colleague(s) in need. f. Demonstrate positive behaviors to address and strategies that deal with negative behaviors in peers in need in learning environment. g. Understand a culture of safe communication and student support for those in need of assistance. 	<ul style="list-style-type: none"> a Understand how health issues in health professionals may present, including disruptive or unusual behavior or professional competence c. Identify available resources and support services for colleagues in need of assistance d. Articulate- professional and ethical obligations in regulations to report mandatory actions by peers and other health professionals e. Discuss approaches and options for intervention with colleague(s) in need. f. Demonstrate positive behaviors to address and strategies that deal with negative behaviors in peers in need in learning environment. g. Discuss implementing a culture of safe communication and student support for those in need of assistance. h. Understand the impact on your wellness when confronted with supporting a peer in need 	<ul style="list-style-type: none"> a. Practice positive behaviors and deal with negative behaviors in others to promote a collegial environment in clinical care. b. Contribute to a culture of open communication and student support for assistance. c. Discuss actions to watch for and report concerns in peer with needs in clinical care d. Discuss how a safe culture supports peer wellness and support in clinical medicine e. Discuss how the stresses of providing patient care can impact on personal and professional wellness 	<ul style="list-style-type: none"> A Discuss a plan on addressing peers in need while in residency and professional practice b. Demonstrate full awareness of mandatory reporting to regulatory bodies c. Discuss impact on your wellness in supporting a peer in need in clinical care
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	<p>4.3 Develop and maintain sustainable personal health, work and learning habits</p>	<p>Develop a plan to maintain sustainable personal health, work, and learning habits</p>	<p>Discuss with faculty mentor action on and outcome of your plan to maintain sustainable personal health, work, and learning habits</p>	<p>Across all clinical learning: a. Demonstrate the ability to balance and maintain sustainable personal health, work, and learning habits. b. Use self-reflection to assess maintenance of sustainable personal health, work and learning habits.</p>	<p>IN planning for residency learning a. Discuss balance and maintain sustainable personal health, work, and learning habits. b. Discuss monitoring tools such as peer feedback, self-reflection, outcomes, and performance data, to assess maintenance of sustainable personal health, work and learning habits.</p>
	<p>4.4 Demonstrate skill in reflective practice and individual improvement to seek excellence in personal performance</p>	<p>a. Understand the concepts of personal reflection in career identity b. Understand the key need to create and adhere to a personal learning plan</p>	<p>a. Demonstrate skills in use of one or more means of reflection to improve personal competence and wellness b. Develop action on personal learning d. Describe how to seek out feedback to enhance performance e. Consider career options that will promote personal strengths and enhance well-being, while addressing the needs of society.</p>	<p>b. Manage personal and professional demands for a sustainable learning environment and ongoing professional development. C Discuss strategies to mitigate stressors and enhance professional development during transitions. f. Incorporate self-care into personal and professional routines.</p>	<p>a. Outline the transitions through a physician’s life cycle, including periods of vulnerability. C Use strategies to mitigate stressors and enhance professional development during transitions. e. Consider career options that will promote personal strengths and enhance well-being, while addressing the needs of society. f. Incorporate self-care into personal and professional routines. g. Describe mentorship to support positive professional development</p>